



April 1, 2021

Scott Nova

Executive Director

Worker Rights Consortium

Via email: scott.nova@workersrights.org

Dear Scott,

Thanks again for the constructive dialog on Monday. We are aligned in our goals to remove / prevent any forced labor from global apparel supply chains and we thank you for your tireless commitment to these efforts.

Guided by our Purpose in everything we do, VF has a legacy of building responsible and ethical supply chains. Our legacy includes a long-held commitment to preventing forced labor in our supply chain, as we've outlined in our Global Compliance Principles for many years. Our actions and public statements have consistently upheld this commitment.

VF has a well-documented history of protecting human rights in our supply chain, regardless of country or location, as outlined in several public documents:

- [Human Rights Commitment](#)
- [2020 Human Rights Report](#)
- [Forced Labor Statement](#)
- [Anti-Forced Labor Commitment](#)

We also clearly outline business expectations in a series of documents also available online:

- [Code of Business Conduct](#)
- [Global Compliance Principles](#)
- [Supplier Terms of Engagement](#)

Our actions are aligned with international standards that govern human rights; specifically, the ILO's Declaration on the Fundamental Principles and Rights at Work which include the abolition of forced labor. As you know, we have one of the most robust [traceability](#) programs in the industry. We conduct ongoing due diligence as outlined in the UN Guiding Principles and OECD Guidelines for Multinational Enterprises. We believe our actions and ongoing collaborative work with the Worker Rights Consortium and other labor organizations on human rights issues demonstrate our commitment.

Last week, out of an abundance of caution, VF temporarily removed our statement on XUAR from our corporate website. Within 24 hours, we republished a [statement](#) that clearly reaffirms our policy.

At no point have we changed any policy or practice with regard to sourcing products or any upstream inputs – cotton or otherwise. Our position remains the same today as it has for nearly two years: we do not source any products or raw materials from the XUAR. We have also taken additional steps that were detailed in our most recent communication with The XUAR Coalition on March 15, 2021.

Forced labor is not tolerated in any tier of our supply chain. Our commitments to upholding Human Rights, including the prohibition of forced labor, as detailed in our [Human Rights Commitment](#), is unwavering. We will not compromise our commitment to human rights as a result of external pressure in any form, including potential commercial impacts.

Thank you again for your tireless work, ongoing collaboration, and constructive dialog.

Sincerely,
Sean

A handwritten signature in blue ink, appearing to read 'Sean Cady'.

Sean Cady
Vice President, Global Sustainability, Responsibility and Trade
VF CORPORATION