



January 2019

Re: VF Corporation's Commitment to High Quality, Safe and Sustainable Products

Dear VF Customer:

Thank you for your interest in VF products. At VF Corporation, we share your commitment to the design, manufacture and distribution, of high quality, safe and sustainable, products.

VF is a global leader in creating powerful brands of apparel, footwear and accessories. Our customers are the focus of everything we do. To that end, we offer the best quality products to our customers to support their activities and lifestyles, while maintaining high standards of excellence and integrity. We understand that product safety is a high priority. This is why VF's commitment permeates every step of the work that our business partners and we do to bring VF products to market.

In fulfilling our commitment, VF endeavors to be an economic, intellectual and social asset to each community and nation in which we operate.¹ As part of this effort, VF has established a number of programs and initiatives that support and enhance compliance with appropriate ethical standards and applicable legal requirements.

First, we are committed to ensuring that every individual enjoys a clean, safe and healthy work environment, free from discrimination and harassment. We support the right to fair compensation, the right to associate freely and the right to bargain collectively. These and other rights are embodied in VF's "Global Compliance Principles,"² established in 1997.

In addition, when selecting its contractors, suppliers and agents, VF selects reputable business partners who are committed to ethical standards and business practices compatible with those of VF. At a minimum, VF expects its contractors, suppliers and agents to comply with all legal requirements applicable to their operations and employment. To maximize our partner's compliance with these standards, VF has established "Terms of Engagement"² that such partners must adhere to in order to do business with VF. In addition, VF has also established "Facility Compliance Guidelines for VF Manufacturers"² and "Factory Audit Procedures"² to assess VF's manufacturers' compliance with all applicable laws and providing a fair, safe and healthy working environment. VF also works closely with the Worldwide Responsible Apparel Production ("WRAP"), an independent third-party audit organization, in an effort to ensure that the factories we own and operate comply with WRAP-certified standards.³ Among other things, this program incorporates a compliance-with-laws requirement, including worker health and safety and environmental rules, regulations and standards.

¹ <https://www.vfc.com/one-vf/ethics-compliance>

² VF Corporation policies and standards can be accessed from: <https://sustainability.vfc.com/resources/policies-standards>

³ www.wrapcompliance.org

Another element of VF's compliance program is the company's "Restricted Substances List"⁴ ("RSL"), which identifies the chemical substances that are restricted or limited in all VF products. The RSL applies to raw materials and component parts supplied by or used by our facilities and business partners in the manufacture of VF products. VF implements the RSL through vendor communications and training, product design, factory audits and product testing.

The VF RSL is a core component of VF's global product safety policies, which include, in addition to the RSL, safety standards for flammability, small parts, sharp points and more. The position of VF concerning the USA's Consumer Product Safety Information Act (CPSIA) and other product safety laws and regulations is unambiguous. We assure you, as a customer of VF or one of VF brands⁵, of our commitment to design, manufacture, test and deliver all VF products in compliance with all applicable product safety laws and regulations. CPSIA "Certificates of Conformity" are maintained by VF and can be made available upon request within 48 hours of advanced written notice.

VF also emphasizes product quality, safety and sustainability in the education and training of its employees company-wide. VF embeds these goals into internally peer-reviewed specifications of each of its products. VF ensures the quality of the results through an industry-recognized program of thorough product testing and facility audits.

Should you have questions about VF's programs and initiatives that support and enhance product compliance, please contact your local business partner or me at harsha_chenna@vfc.com .

Harsha Chenna

A handwritten signature in black ink that reads "H. N. Harsha". The signature is written in a cursive style and is positioned above the printed name and title.

Sr. Director
Global Product Stewardship
VF Corporation

⁴ VF Corporation policies and standards can be accessed from: <https://sustainability.vfc.com/resources/policies-standards>

⁵ VF Corporation includes the following brands: Lee (including all labels), Wrangler (including all labels), Rock & Republic, Bulwark, The North Face (including Lucy), Vans, Jansport, Eagle Creek, Timberland, Timberland Pro, Smartwool, Kipling, Eastpak, Horace Small, Red Kap, Napapijri, Dickies, Kodiak, Walls, Terra, Workrite, Altra, Icebreaker.