



## Inclusion & Diversity at VF: Better Together

≡ OUR COMPANY



We're 50,000 strong, a richly diverse community that shares a relentless drive to succeed and consistently achieve amazing things together. At the same time, we're smart enough to know that none of us has all the answers.

A diversity of sharp minds provides the spark to innovation. We encourage our

teams to work with an inclusive and global mindset, because our differences are what make us better together. And we're working to ensure that the workforce powering our iconic brands reflects the diversity of the consumers we serve.

**“Our experience has proven that the most creative and innovative ideas come from diverse teams that understand how to effectively leverage the individual strengths, perspectives and experiences of each member to reach a common goal.”**

**– STEVE RENDLE**

Chairman, President and Chief Executive Officer

## **Our Inclusion & Diversity Strategy**

### **Maximize Workforce Diversity**

Championing our I&D efforts starts at the top. Our leaders help to foster a culture that recognizes and celebrates differences.

## **A Commitment from the Top**

VF has established an Executive Inclusion & Diversity Council (EIDC) led by our Chairman, President and CEO Steve Rendle and a group of leaders from across the organization who set our priorities and direct our actions.

The Council aligns with VF's global business strategy to help us win in the multicultural marketplace, be an employer of choice in the apparel and footwear industry, and maintain a culture where differences are appreciated and inclusion is celebrated.

### EIDC Goals

- **Advance our Inclusion & Diversity strategy** within our businesses, brands and regions and ensure executive-level support and guidance on key deliverables.
- **Serve as a resource for associates** by fostering open communications about Inclusion & Diversity, both internally and externally.
- **Oversee progress of our Inclusion & Diversity initiatives** to ensure they align with our business strategy.
- **Ensure VF meets our Inclusion & Diversity goals** by defining metrics and measuring processes.



## Strength in Numbers: Employee Resource Groups

Our Employee Resource Groups (ERGs) serve as a community that champions differences. These groups are inclusive and available to all associates, serving as internal networks that promote individual development while helping VF advance our priorities.

Currently there are five ERGs within VF:

- **Attract. Connect. Engage. (ACE) Diversity**

A Denver-based multicultural group focused on building an inclusive culture by providing opportunities for associates to connect with each other, build leadership capabilities and foster a sense of community.

- **Asia Women's Network (AWN)**

Aimed at driving growth and unleashing the potential of women through the cultivation of leadership skills, development opportunities and networks for sustainable success in Hong Kong.

- **Empower. Discover. Grow. Excel (EDGE)**

Based in India and focused on inspiring and mentoring women to embrace their differences and to take responsibility for their own professional lives.

- **EMEA Inclusion Network (EIN)**

Supports underrepresented professionals throughout the EMEA region to realize their full potential.

- **Women of VF Employee Network (WOVEN)**

Focused on promoting women's leadership, attracting and retaining the best female talent and building a community of safe and honest dialogue. There are four chapters – Denver, Colorado; Stratham, New Hampshire and Fort Worth, Texas.



## Partnering for Progress

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to advance our I&D strategy, VTI and our brands partner with several outside organizations, including but not limited to:

- **CEO Action for Diversity and Inclusion**– Comprises more than 700 CEOs of the world's leading companies and business organizations who leverage their collective voices to advance diversity and inclusion in the workplace.
- **Paradigm for Parity**– This coalition of business leaders is committed to achieving a new norm in the corporate world: one in which women and men have equal status and opportunity.
- **Camber Outdoors**– Envisioning a future of ‘Everyone’s Outdoors’, this national organization is dedicated to achieving equity for all women and underrepresented communities in the workplace of the active-outdoors industries, through innovative and thought-leading programming and initiatives.
- **United Nations Human Rights Office**– This international organization provides equal rights and fair treatment standards for lesbian, gay, bisexual, transgender and intersex (LGBTI) people.
- **Disability:IN**– This leading nonprofit organization serves as a resource for business disability inclusion worldwide.
- **C4DI**– Provides a focus on progressing the mainstreaming of individuals with disabilities in the workforce, workplace and marketplace. C4DI pledges to create and maintain a culture of trust where associates feel comfortable to disclose their disability and request accommodations as needed.

## Awards, Recognitions and Partnerships

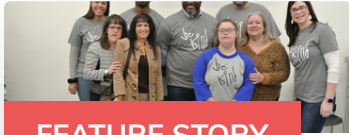
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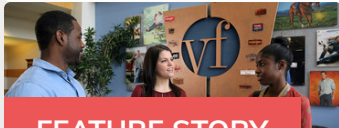
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