Thank you for the opportunity to respond to your questions. We appreciate your diligence and analysis of our initial submission.

VF Corporation is pleased to offer more clarity and information to your questions in order to enable a more robust Corporate Human Rights Benchmark (CHRB). To reiterate, VF has more than 116 years of manufacturing experience. Our global supply chain produces about 1.3 million apparel, footwear and accessory products every day. These products are made by 30,000 VF associates in our 30 owned and operated factories and by hundreds of thousands workers in approximately 2,000 contract factories across 60 countries.

In 1996, VF introduced our Global Compliance Principles, a set of mandates for every factory producing products for VF and our brands. Through this program, our sourcing partners must ensure that all workers are guaranteed certain essential rights: the right to fair compensation; the right to associate freely and bargain collectively; the right to work free from discrimination and harassment; and the right to a safe, clean workplace. VF’s Global Compliance Program has helped to improve working conditions in our supplier factories around the world. Today, we are building on this strong foundation with our Responsible Sourcing initiative. Both programs are explained further in our response.

Please see attached for documents that underline and/or provide supplemental information to our responses in the attached spreadsheet:

* Global Compliance Principles [B.1.1, B1.2, B.2.4, D.2.1a, D.2.4, D.2.5, D.2.6]
* Non-Retaliation Policy [B.1.6, C.5]
* Code of Business Conduct [B.1.4, B.2.3, D.2.1a]
* VF Responsible Sourcing Overview [B.1.6, B.2.3, B.2.4]
* VF Factory Compliance Overview – 2015 metrics [B.2.4, B.1.7, D.2.4, D.2.5, D.2.6]

We welcome your assessment and thank you for your work.

Sincerely,

Letitia Webster

Vice President, Global Sustainability & Responsibility, VF Corporation



Sean Cady

Vice President, Global Responsible Sourcing, VF Corporation

