

VF Corp. (VF)

TICKER
NYS:VFC

MARKET CAPITALISATION
US\$22.56 billion

HEADQUARTERS
United States

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING

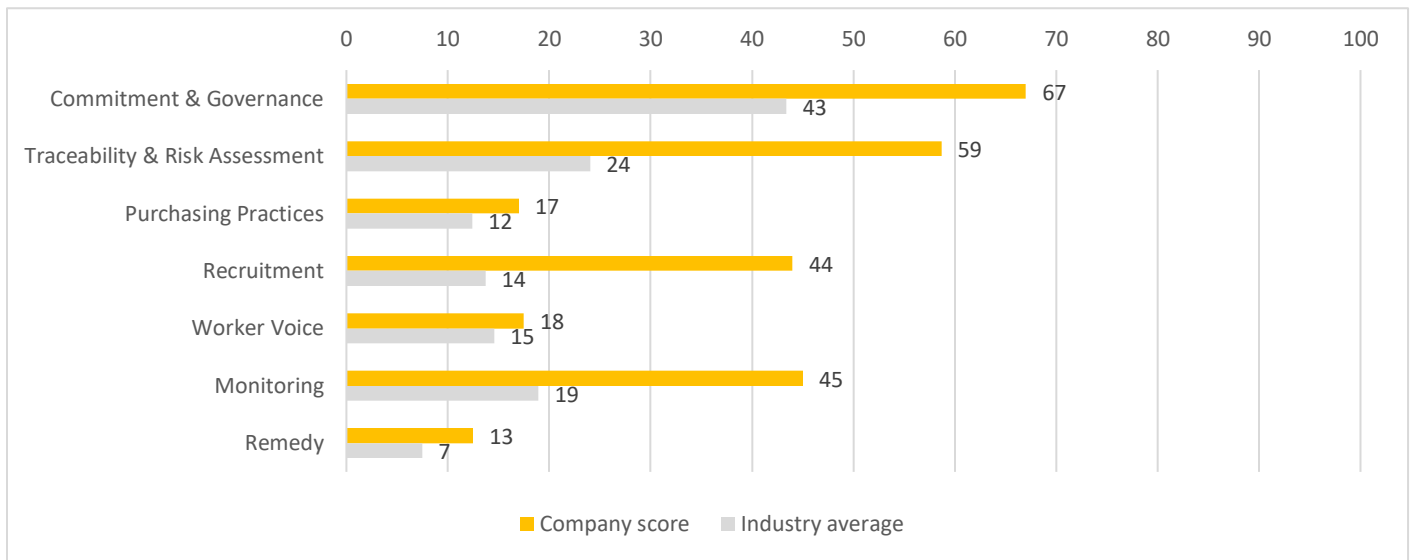
10 out of 65

[2021 Rank](#): 6 out of 37

OVERALL SCORE

42 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

Yes

RISK ASSESSMENT

Yes

DATA ON PURCHASING PRACTICES

Yes (one data point)

ENGAGED WITH KNOWTHECHAIN²

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

No

HIGH-RISK RAW MATERIALS¹

Cotton, rubber, wool

SUMMARY

VF Corp. (VF), one of the world's largest apparel companies, with brands including North Face, Timberland, and Wrangler,³ ranks joint 10th out of 65 companies. Since 2021, the company improved by strengthening its disclosure of risks identified in its supply chains, disclosing data on the percentage of its migrant supply chain workforce, and strengthening its no-fee policy to reflect the Employer Pays standard. However, the company did not improve across other themes. The company performed particularly poorly on the themes of Remedy and Purchasing Practices. As such, the company's rank has dropped by 4 places.⁴ The company's score is based on its stronger performance on the themes of Traceability & Risk Assessment, Monitoring, and Recruitment. Notably, VF is among the two highest-scoring companies in the premium (mid-luxury) subsector and holds the second-highest score on the theme of Traceability & Risk Assessment.

KnowTheChain identified one allegation of forced labour in the company's supply chains, related to alleged Uyghur forced labour. VF states that it does not source from the XUAR region and outlines its cotton tracing process. However, the company does not disclose the steps it has taken to address the risks of alleged Uyghur forced labour across raw materials and supply chain tiers.

The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Worker Voice, and Remedy.

LEADING PRACTICES

Risk Assessment: VF discloses carrying out "worker and community development needs assessments" in 2022, which included engagement from more than 7500 supply chain workers.

Traceability & Supply Chain Transparency: VF discloses supplier lists which include supplier names, addresses, product categories, and percentage of women and migrant workers for 100% of its first tier and 70% of second tier, and names and addresses for a portion of its third, fourth, and fifth tiers. In addition, VF is among 8% of companies benchmark that disclose greater detail on forced labour risks identified in its supply chains, including recruitment-related risks for migrant workers in Jordan, Thailand, and Taiwan and risks linked to specific raw materials.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt, and provide more detailed disclosure on, purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data, in addition to its payment terms, evidencing the implementation of responsible purchasing practices. The company is encouraged to disclose how it has improved its practices as a result of participation in Better Work. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers, such as migrant workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining

agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Remedy: The company may consider disclosing its process followed to ensure that remedy is provided to workers in its supply chains in cases of forced labour, including details such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers, including with respect to specific allegations in its supply chains. To demonstrate leadership, the company is encouraged to consider actively supporting remediation requests from supply chain workers (e.g. by publicly supporting such requests, or by contributing to funds for affected workers).⁵

¹ For further details on high-risk raw materials and sourcing countries, see [KnowTheChain's 2023 apparel & footwear benchmark findings report](#).

² Research conducted through June 2023 or through September 2023, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

³ Statista (21 February 2023), "[VF Corporation - Statistics & Facts](#)". Accessed 11 December 2023.

⁴ KnowTheChain's 2022-23 benchmarks use a revised methodology which prioritises a focus on the implementation of policies and processes and the outcomes they result in, as well as integrating a stronger focus on stakeholder engagement. In addition, the number of companies assessed in the ranking has increased from 37 in 2021 to 65 in 2023. See [here](#) for more information.

⁵ The #PayYourWorkers campaign calls for brands to sign a [legally binding agreement](#) which would include signing on to a negotiated severance fund, as well as settling any outstanding wage payments.