

2020

# INCLUSION & DIVERSITY ANNUAL PROFILE



GLOBAL  
INCLUSION +  
DIVERSITY



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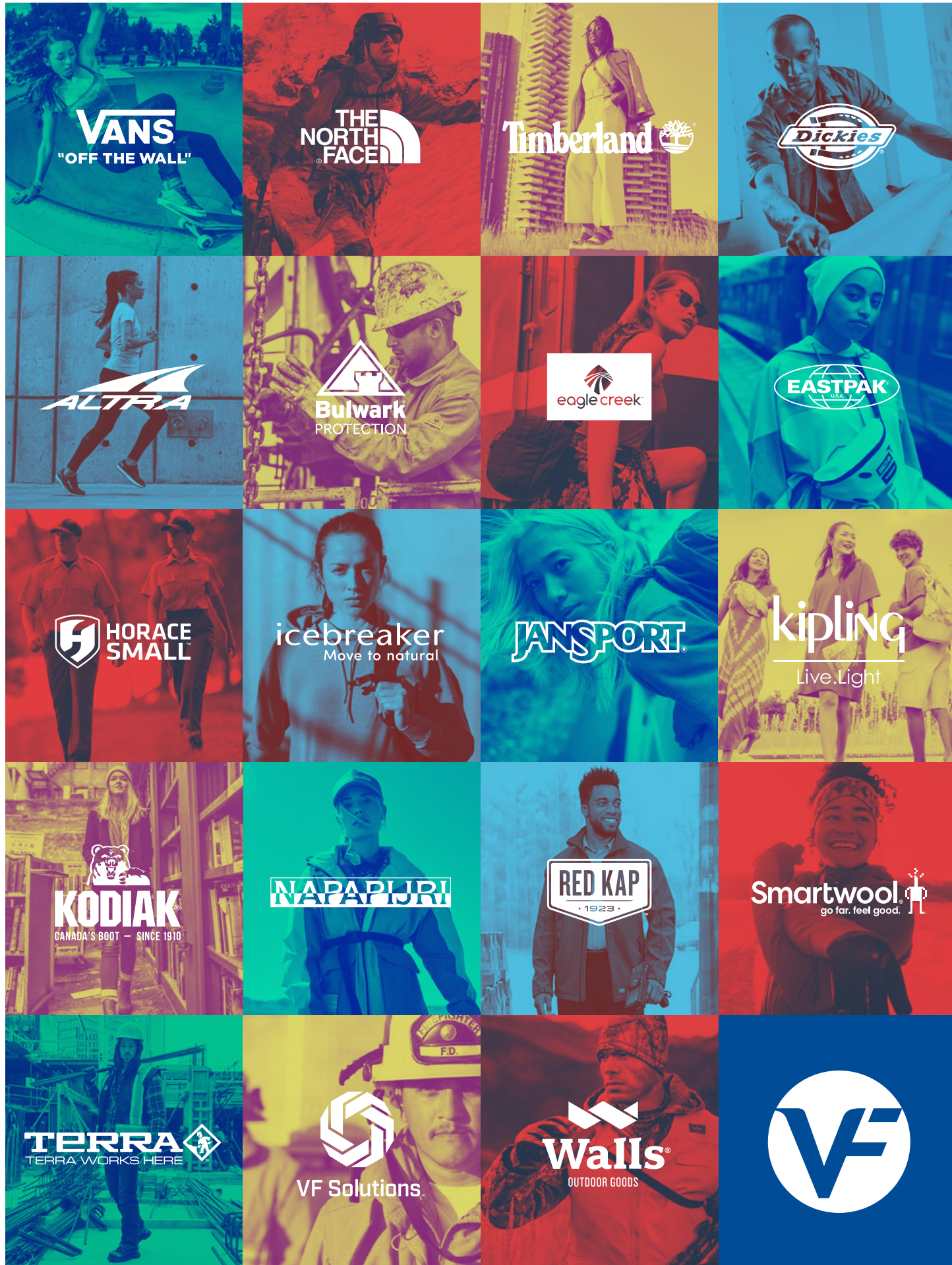
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**Welcome to the second edition** of our VF Global Inclusion & Diversity Annual Profile. We want to take this opportunity to thank our associates for their continued efforts in helping us advance this important work as we elevate our purpose-led, performance-driven commitment.

VF is striving to build and maintain a highly inclusive culture that celebrates the diversity of our associates. We are excited to share how we have leveraged our global Inclusion & Diversity strategy as a thoughtful roadmap to guide the daily actions of our nearly 50,000 associates worldwide over the past 12 months.

While we are incredibly proud of the significant strides made thus far, we know there is more work to be done, which is why we are evolving our efforts into a 10-year strategy that will further advance VF's commitment to diversity.

**Our new journey will rebrand VF's Inclusion & Diversity strategy to align with our Free to Be purpose territory. This territory places an emphasis on belonging and will allow associates to bring their true selves to a work environment where they feel welcome and can thrive.**

Our new direction will require each of us to take deliberate actions to ensure VF is a leader that embraces inclusion and is viewed as an employer of choice. We know that by continuing to act in thoughtful ways, we will have the greatest impact on our associates, consumers, and the local communities we serve.

**Steve Rendle**  
Chairman, President &  
Chief Executive Officer

**Reginald Miller**  
Vice President,  
Global Inclusion & Diversity

## BY THE NUMBERS

# INCLUSION & DIVERSITY



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 &  
Chief Executive Officer

**Nearly four years ago,** VF joined the Paradigm for Parity coalition, pledging to reach organizational gender parity by 2030. In doing so, we recognized a greater need for diversity in leadership. Realizing the impact inclusion and diversity have on our business, we decided to take the pledge a step further. In 2017, we created a goal to reach organizational gender parity at the Director and above levels by 2030, and have 25% of Director and above roles in the U.S. represent Black, Indigenous and People of Color.\*

\*Black, Indigenous and People of Color is primarily used in the U.S. to describe any person who is not considered white, including in various points in U.S. history, African Americans, Hispanic Americans, Asian-Americans, Native Americans, Native Hawaiians, Middle Eastern Americans and others.

We are proud of the progress we continue to make and want to share some noteworthy accomplishments our organization has seen over the last fiscal year.



## U.S. RACE AND ETHNICITY

Overall representation of **Black, Indigenous and People of Color** is currently

**55%**

Representation has significantly **increased by 7%** since we started tracking metrics in 2015

Black, Indigenous and People of Color representation in **new hires** has **remained consistent at about 57%** over the past year.

## GLOBAL GENDER

Overall representation of **women** is currently

**50%**

Our representation has **consistently remained over 50%** since we started tracking metrics in 2015.

Representation of women at the **Director-level and above roles** increased from

**35% to 38%**

This is the **highest recorded** since we started tracking metrics in 2015.

There was a marked increase in every region in the world that we operate in:

APAC <sup>1</sup>	41%	→	45%
USCA <sup>2</sup>	37%	→	41%
EMEA <sup>3</sup>	25%	→	26%
MXLA <sup>4</sup>	8%	→	14%

<sup>1</sup>APAC: Asia Pacific | <sup>2</sup>USCA: United States and Canada

<sup>3</sup>EMEA: Europe, Middle East and Africa | <sup>4</sup>MXLA: Mexico and Latin America

Representation of Black, Indigenous and People of Color at the **Director-level and above** is currently **15%**



**VF is committed to maximizing workforce diversity** and nurturing a culture of workplace inclusion that will result in us achieving our targeted outcomes by 2030.

## OUR NEXT JOURNEY

# BUILDING A CULTURE OF BELONGING



Diversity and the ability to accept differences enrich lives. Our Free to Be purpose strategy helps us to create a more inclusive culture that fosters growth.

**Vera Breuer**  
Global President, Kipling®

**VF aspires to be an inclusion and diversity leader** within the apparel and footwear industry. We also strive to become one of the best global companies to work for as we lead on issues that align with our purpose. To fulfill this aspiration, in direct alignment with the VF 2021 Global Business Strategy, VF launched the 2021 Inclusion & Diversity Global Strategy focusing on three pillars.

Over the last four years, our leaders have used these three strategic pillars to drive purpose and change within our organization:

**1. Maximize Workforce Diversity:**

Establish inclusion and diversity as a leadership competency.

**2. Nurture a Culture of Workplace**

**Inclusion:** Align inclusion and diversity to VF's purpose.

**3. Win in the Multicultural Marketplace:**

Intertwine inclusion and diversity into the functionality of the business.

At VF, we pride ourselves in being a purpose-led organization, which is why we have evolved our global Inclusion & Diversity strategy to align with our Free to Be purpose territory. Our Free to Be purpose territory focuses on fostering a VF culture of belonging through individual purpose, helping everyone to be their best. We intend for the alignment of our Free to Be purpose territory and our global Inclusion & Diversity strategy to power an internal movement of belonging.

With our diversity representation goal in mind, this strategy will guide us on a series of journeys to belonging by 2030:

**Associate and VF Culture**

The associate and VF culture journey to belonging will focus on the entirety of the employee lifecycle. We want to ensure an authentic and inclusive employee experience across the globe.

**Brand and Consumer**

The brand and consumer journey to belonging will promote inclusivity and equal access for opportunities of self discovery across gender, ability, ethnicity, lifestyles and economics.

**Society and Movements**

The society and movements journey will launch our external movement to belonging. This will allow us to promote inclusivity and equal access to self-discovery across gender, ability, ethnicity, lifestyles and economics.

Our new strategic direction will require a lot of hard work and dedication, but we know it will push this great company to achieve so much more in the years to come. **#Inclusion4Impact**



# ASSOCIATE JOURNEY TO BELONGING



Being who you are and being good at being you, inspires all of us.

**Doug Palladini**  
Global Brand President, Vans®

**VF remains a performance-driven company** that fosters a culture of belonging. By allowing associates to have their own individual purpose, we've created a workplace where they can reach their full potential.



# Disability Employment Program

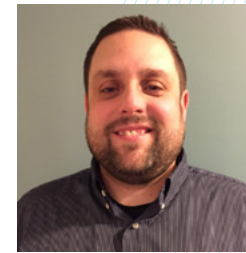
As we strive to be an employer of choice, VF maintains a flourishing working environment and culture that is welcoming to all associates and abilities.

**Recognizing the lack of employment opportunities within the disability community, VF launched its first Universal Design and Inclusion program at our Distribution Center (DC) in Jonestown, Pennsylvania.**

This 13-week program trained adults with disabilities and offered them an opportunity for employment at VF. The training occurred in a simulation learning lab at the DC, acclimating trainees to the work environment with the ability to learn the roles and strengthen their skills to proficiency that allowed our DC to meet the demands of consumers. Our first transitional work group consisted of eight individuals, eager to begin a new experience at VF.



**JENN THOMPSON**  
Senior Manager, Human Resources, VF Corporation



**COLE HACKERT**  
Senior Director, Distribution, VF Corporation

When reflecting on the inaugural class of the Universal Design and Inclusion program in Jonestown, Jenn Thompson and Cole Hackert, who spearheaded the initiative, are proud of the significant impact the program made on the lives of the participants.

Over the past year, both Jenn and Cole committed countless hours to ensure the success of the program, including consulting third-party experts, developing relationships with vocational rehabs and the school district, educating associates, and even building a training lab in the facility. Their hard work paid off, as despite being forced to conclude early due to the COVID-19 pandemic, seven people completed the program and six were proficient enough to be welcomed back. Of that six, two joined VF as full-time associates. Jenn commented, "Each participant's goal in life is to just be like everyone else and that has absolutely come to life here at VF." She added, "They are just like every other associate, and if they didn't know that before this program, they know now." One of the program participants shared, "The learning lab really helped us understand how to do the job correctly and it was a fun experience with my teammates." They added, "I got to experience new opportunities and meet new people... I'm grateful for the opportunity to work at VF."

When reflecting on the experience, Cole emphasized how the program demonstrates VF's commitment to its purpose statement. He noted, "At VF we are open to hiring anyone who is capable of doing the job and who wants to... Ultimately, this encourages associates to come to work and to be their true selves."

Looking ahead, Jenn and Cole will resume the program post-pandemic and hope to see the program replicated in other DCs, as well as in other areas of the business.



# Building Strategies Through Collaboration

At VF, we believe the best work comes through collaboration.

Our partnership with the International Center for Research on Women (ICRW) allowed us to develop an evidence-based action plan to advance the well-being and empowerment of women in VF's supply chain. Using ICRW's global evidence on barriers women face to achieve full social and economic inclusion, together we created a clear roadmap for action to support VF's goals of:

1. Addressing gender-based violence and sexual harassment;
2. Eliminating discrimination and promoting leadership; and
3. Supporting parents and children.

## Upholding human rights, particularly worker rights, is a core priority at VF.

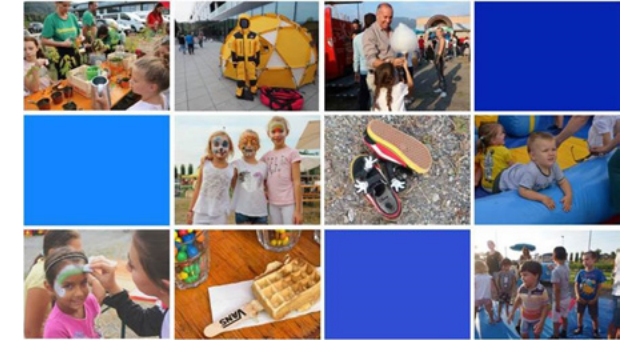


We strive to enable our operations to promote dignified work through all levels of our supply chain. VF announced its first Human Rights Commitment that aligned with the United Nation's (UN) International Bill of Human Rights and the International Labor Organization's (ILO) Core Conventions, as set out in the Declaration of Fundamental Principles & Rights at Work. We're also committed to conducting ongoing human rights due diligence in line with the UN's Guiding Principles on Business & Human Rights and the Organisation for Economic Co-operation & Development's (OECD) Due Diligence for Responsible Business Conduct.

# Building Relationships Across the Globe

**Our EMEA Inclusion Network (EIN) supports underrepresented professionals throughout the region through networking and other initiatives.** With almost 100 nationalities represented across VF's EMEA region, it is important that everyone feels included in our communities. EIN hosted its first Family Day in Stabio, Switzerland, which helped to

cultivate an intentional culture of belonging and relationship building. Associates brought their families to the office, introduced them to the work environment and fellow colleagues, and participated in activities and activations with family members of all ages.



**IRFAN HUSSAIN**  
Senior Merchandise Manager,  
Product Development &  
Production, *Timberland*®

Since joining VF in 2004, Irfan Hussain has been passionate about fostering an environment where associates feel empowered and respected, both through his work with his teams and as an active member of APAC Inclusion & Diversity Council (AIDC). Across regions and roles, he has successfully helped teams and individuals advance by encouraging each associate he encounters to be self-driven and confident to share their perspectives and ideas. Speaking of his leadership style, Irfan believes we need to shake the old way of working and evolve working environments to empower associates to bring their voice to the table. He noted, "I'm focused on motivating associates to take ownership of tasks and to feel confident providing their opinion – the more perspectives we have, the better we will do." In speaking of the importance of inclusion, Irfan commented, "Every person is unique and has unique ideas, and as a leader, it is my responsibility to create an environment where everybody can share their idea, and for them to know that we respect and value their opinion." Recognizing his strong leadership skills, VF awarded Irfan APAC's VF Star Award for People Leadership.



# Associate Development

Throughout the year, our brands and associates developed programs and events to celebrate our differences and similarities so people could gain a deeper understanding of each other.

**In celebration of Black History Month, the Vans® brand hosted a number of events and initiatives for its associates and local community.**



Vans® sponsored the Youth Village Orange County Heritage Council Art Contest for K-12 students. The theme for the program was “The black legacy cultivated by excellence in the arts, athletics, economics, education, service, health and community.” Winners of the art contest had their work displayed at Vans® headquarters, received prize money, and toured the office. The tour included a meet/greet with the Vans® creative team and gave students an opportunity to learn about career opportunities within creative services. The day ended with students creating their own custom Vans®.



The brand also hosted a Vans® Black Athlete panel discussion moderated by skateboarding legend, Chris Patras, featuring Ray Barbee, Beatrice Domond and Chima Ferguson, who shared their experiences, challenges and triumphs. Following the panel, Vans® invited the Orange County Heritage Council to its headquarters in California to share their perspectives on how to empower equality and inclusion within our communities. The event concluded with the new creative arts lab at Vans® headquarters being named in honor of Ray Barbee, one of the brand’s longest serving ambassadors.



# Leaders of Change: Women in Supply Chain

**Recognizing that women within the male-dominated supply chain industry may experience challenges,** the Supply Chain leaders hosted a global webcast where associates from 150 locations in 13 countries joined the live Leaders of Change: Women in Supply Chain event. During the webcast, panelists from four different industries, explored the path of women in leadership roles with the hope of creating parity within the traditionally male-dominated supply chain industry.

*“We know women face unique challenges, which is the reason it’s important to hear from those who have walked a similar path. It’s a step toward empowering our female associates to achieve great things. We want them to feel included and know they are an important part of our company,”* Cameron Bailey, Executive Vice President, Global Supply Chain.

# In APAC, our VF team launched its first Introduction to Inclusion & Diversity Workshop series across multiple locations.

More than 100 associates attended the interactive workshops to learn foundational inclusion and diversity knowledge and understand the business case. Attendees also pledged to promote inclusion and diversity in their workplace via small, yet impactful behavior shifts.



# Employee Resource Groups

**Our Employee Resource Groups (ERGs) continue to serve as a community that champions differences.**

Associates who participate in our ERGs help to foster a desired culture by creating opportunities for personal and professional growth.



This year, we were pleased to establish three new ERGs. We now proudly have eight ERGs for women, People of Color, and the LGBTQ+ community.



To celebrate Hispanic Heritage Month in September, VF's multicultural ERG – **Attract. Connect. Engage. (ACE) Diversity** – hosted a panel discussion in partnership with Camber Outdoor on fostering emotional intelligence and diversity in the outdoor industry and was moderated by Steve Lesnard, Vice President of Global Marketing, The North Face®. The Denver event, which was open to the general public, was attended by more than 130 people.



In honor of International Women's Day 2019, the Asia Women's Network (AWN) invited all associates to share their #EachforEqual commitment via a virtual pledge wall or on the physical pledge wall in the Hong Kong office. Associates also shared how they will work towards achieving equality both in the workplace and beyond.



To empower and support female associates, our Women of VF Empowerment Network (WOVEN) chapters hosted a series of leadership panels in multiple U.S. locations, including Denver, Fort Worth and Stratham. Each panel invited women leaders from across the enterprise to share their experiences and learnings on a number of important topics including, self-advocacy, developing leadership skills and achieving work-life balance.



# ERGs Empowering Women



To drive growth and unleash female potential, our women-focused ERGs hosted a series of panel discussions and workshops featuring women leaders from across the organization who shared their inspiring life and career stories.

Similar to the leadership panels held by WOVEN chapters across the U.S., the Asia Women's Network (AWN) launched the Her Story Lunch & Learn Series to cultivate leadership skills, development opportunities and networks for sustainable success. The series featured inspiring and authentic stories from internal female leaders. Their candid conversations covered topics, such as building confidence, learning from failures, overcoming adversities and achieving work-life balance.



## EMEA Inclusion Network (EIN) hosted a series of speaker events in Antwerp, Belgium; Stabio, Switzerland and Nottingham, UK.

In Stabio, Chiara Condi, an advocate for women and an entrepreneur, focused on the resilience and confidence of women, and how these topics relate to inclusion in the workplace. In Nottingham, the EIN kicked off a series of Customer Service speaker events and stories. EIN also hosted the Mind the Gap speaker event in Antwerp with Emilie Sobels, founder of Workmode, a conference supporting women's efforts to run their own businesses, and Laura Jordan Bambach, founder of SheSays, a global network that mentors women in business. The EIN also launched VF's first Inclusion & Diversity Resource Library, sharing insightful, relevant and inspirational materials to build a more inclusive environment for women.



**ANNA MARIA RUGARLI**  
Sustainability & Responsibility  
Senior Director EMEA,  
VF International



**MONIKA MICHALISZYN**  
Vice President, Internal Audit,  
VF Global Assurance

Anna Maria Rugarli and Monika Michaliszyn launched the EMEA Inclusion Network (EIN) alongside a team of associates from across the region in FY2019. EIN serves as a voice and outlet for underrepresented groups, and in its first year (FY20) focused on women. Speaking of why this was an important direction, Monika noted, "Unfortunately there is an unconscious bias towards women, and we wanted to show younger women that you can overcome these challenges and be successful in your careers." EIN created an open door environment and encouraged associates to share concerns and ask questions to ultimately ensure all female associates felt heard and supported. The team also set out to educate male peers on the unconscious bias impacting women and how they can support their female colleagues. Anna Maria was excited with the responses from associates across the region, noting, "It was truly a team effort... I'm proud of how many people were engaged and supported the network, on top of their everyday jobs." She added, "We created a movement with associates who are true believers of what we are doing."

On reflecting on the first year of EIN, Monika is thrilled noting, "The success for me in year one was seeing people from across the company and region coming together on this fantastic initiative. She added, "It showed me how if you put one idea and 20 people in a room, you have the strength to make a change." Looking towards year two, the team is excited to shift focus to supporting another underrepresented group in EMEA. Anna Maria added, "Our main goal is to create an environment where diversity and inclusion can thrive... this will take time, but with hard work it will become a part of who we are."

## The Empower. Discover. Grow. Excel (EDGE) women-focused ERG in India,

held a series of events that set out to enhance the health and well-being of our female associates. Programs included a financial workshop, sessions with a nutritionist, and empowerment through personal and professional growth. This series



included a session held by an external speaker who discussed the importance of realizing one's self-worth, attaining happiness from within, and how these aspects play a vital role in creating an environment that leads to a better work culture that is conducive for high-growth and increased productivity.

# JOURNEY TO BELONGING BRAND

“

Inclusion is a right, diversity is a beautiful strength. There is power in the uniqueness of everyone working together.

**Martino Scabbia Guerrini**  
Executive Vice President and Group President, EMEA

**Our iconic brands are more than just labels.** They connect people around the world to the activities and experiences they cherish most. Throughout the year, our brands brought inclusion and diversity to life through campaigns, product designs and activations.

Kipling® created a global brand campaign in partnership with the Through Our Lens, Inc. (TOL) organization in the spring of 2019.

TOL is a New York City-based non-profit organization that uses photography education and industry mentorship to help ambitious high-school-aged girls explore careers in fashion.

**kipling**  
Live.Light



## Campaign / Marketing

Focused on real people, the campaign supported the mentorship of young women.

TOL empowers high-school-aged girls to use photography not only as a medium to build self-esteem and nurture creativity, but to build portfolios and develop professional relationships within the fashion industry. Kipling® featured one of the students in its campaign.

TOL's programming includes a balance of practical skill development and application, industry education and mentorship to ensure girls acquire the well-rounded experiences needed to be successful as aspiring fashion professionals.



In Europe, our Napapijri® brand launched the SS19 Future Positive campaign, which aligned with VF's commitment to representing diversity.

Napapijri® expressed its commitment to fostering a culture of belonging by casting a diverse group of models in its SS19 campaign.

The campaign concept also aligned with VF's strategy of encouraging individuals to be their best selves. The future positive concept represented unity, self-empowerment and self-expression.

**NAPAPIJRI**



# Product

Vans® launched an autism awareness collection in March 2020 ahead of Autism Awareness month in April, which aligned with the brand's commitment to individuality and self-expression. The footwear collection was designed specifically with Autism Spectrum Disorder in mind and featured sensory-inclusive elements, such as a calming color palette that focuses on the senses of touch, sight and sound. Vans® also donated more than \$100,000 of the proceeds from the collection to A.skate Foundation, a non-profit that teaches skateboarding to children with autism.



## AUTISM AWARENESS

VANS

GLOBAL TERTIARY STORY CREATIVE TOOLKIT - FOR INTERNAL MARKETING USE ONLY  
SP20 AUTISM AWARENESS

**VANS**  
"OFF THE WALL"

# Activations

To help change the perception of the trades, Timberland PRO® signed the Generation T pledge, a movement led by Lowe's Companies Inc., a U.S.-based home improvement retailer, and supported by 60 other companies.

The pledge commits Timberland® to changing the perception of the trades and dedicating efforts to support future students and recent graduates of the trades. Through the pledge, Timberland® aims to help bring back the trades to encourage today and tomorrow's workforce and build a better future.

**Timberland** 



The North Face® is helping to transform the lives of Jordanian women and Syrian refugees working in the Jerash factory in Al-Hasa, Jordan.

The North Face® EMEA created a special International Women's Day collection made exclusively by the Jordanian-led, all-female factory. The factory opened in February 2020 with the support of the United Nations, employing nearly 500 women. The collection's t-shirts featured a vintage photo sourced from the archives of Yosemite National Park and works to encourage women to explore the outdoors. This collection is uniting women from diverse backgrounds at the Jerash factory in Al-Hasa.



In a male-dominated industry, Dickies® brought together a Tiger Team – a group of future leaders who generated unique perspectives and knowledge to articulate a vision for the brand to serve women and achieve \$100 million in revenue by FY22. With the vision set, the Tiger Team is being empowered to bring it to life.





# SO SOCIETAL JOURNEY TO BELO ONGING



At VF, we're all about valuing individuals, leveraging differences and succeeding together.”

**Anita Graham**  
Executive Vice President,  
Chief Human Resources Officer &  
Public Affairs

**At VF, we strive to be a force for good in the world.** We pride ourselves on our purpose of powering movements of sustainable and active lifestyles for the betterment of people and our planet. We are intentional about creating change within our local communities and working with organizations that align with our purpose.



VF was a proud sponsor of the Colorado Classic, a premier women’s-only road race that twists through iconic Colorado routes and raises the bar for professional women’s cycling.

This sponsorship allowed VF and its brands to expand our presence in Colorado through local partnerships aligned with our purpose. Nine of our brands – The North Face®, Altra®, JanSport®, Eagle Creek®, Smartwool®, Vans®, Timberland®, Dickies® and Kipling® – coordinated and hosted individual activations throughout the four-day event.



**MEG HAMMOND**  
Senior Director, Global Brand Management, Timberland®

In fall 2019, Meg Hammond and the Timberland® team launched the Nature Needs Heroes campaign, which aimed to inspire consumers to consider what actions they might take to be “heroes” for the outdoors. The campaign also represented Timberland®’s first public delivery of its internal belief around purpose and diversity to consumers. Highlighting the brand’s commitment to connecting consumers with nature, the campaign showcased a diverse range of “heroes” who are making a positive impact on the environment. Timberland® highlighted a broad range of diversity within the campaign, including race, gender, sexuality, passions and careers. Speaking of the importance of the diversity of the campaign,

Meg commented, “Everybody wants to see themselves... people want to connect with others who understand them and who they have shared experiences with.” She added, “The more we show real people and their stories, the more we can bring consumers into the fold.”

When reflecting on the weight of inclusion and diversity beyond campaigns, Meg stressed the importance of community of thought. “There is so much power in people coming together to share who they are and what they believe,” Meg said. She added, “There is so much we can learn from others and the more we have diversity of thought in a community setting, the more powerful we will be.”



In honor of Veterans Day in the U.S., Dickies® hosted a local fundraiser to support the Honor Flight Network,

an organization whose mission is to transport America’s veterans to Washington, D.C. to visit war memorials. Due to the success of the fundraiser, which featured Lieutenant Colonel Camille Ladrew of the 136th Airlift Wing National Guard as a guest speaker, Dickies® exceeded its goal and was able to sponsor two veterans’ trips to Washington, D.C.

Altra® elevated its mission to “inspire the world to move naturally” this past December by donating one pair of Altra® shoes for every pair sold, on [altrarunning.eu](http://altrarunning.eu) and in 77 stores across Europe.

Consumers had the ability to select from two organizations that they would like to donate a pair of Altra® shoes to:

**1. Laureus – Sport for Good**

Laureus is an organization that uses sport as a powerful tool to help disadvantaged children and young people overcome violence and discrimination in their lives.

**2. Federation Française du Sport Adapté**

The French Federation of Adaptive Sports (FFSA) is a multisport and paralympic federation serving people with mental and/or intellectual disabilities.

Both organizations that Altra® selected shared the belief that sport is a powerful instrument for the betterment of people’s lives.



Understanding that the outdoors wasn’t accessible for everyone, The North Face® launched the Explore Fund in 2010 to ensure the outdoors is a place for everyone to experience.

Since the inception of the program, more than \$3.75 million in grants have been awarded to nearly 600 organizations. The most recent grant recipients included Eagle Mount Bozeman, which provides adaptive recreation and sports for individuals with disabilities and children with cancer, and the National Brotherhood of Skiers, an organization dedicated to increasing access, exposure and participation for individuals traditionally underrepresented in winter sports.



In EMEA, The North Face® and Altra® co-sponsored the second edition of the VF Winter Hike & Run, raising 4,360 CHF (equivalent to about \$4,475) for the association “Insuperabili.” This organization aims to offer and encourage the practice of sports and recreational activities for people with disabilities.



# AWARDS & RECOGNITION



At VF, we strive to ensure that our global inclusion and diversity efforts help to unleash the rich and diverse tapestry of each of our nearly 50,000 associates.

**Reggie Miller**  
Vice President,  
Global Inclusion & Diversity

**We are honored that over the last year** the inclusion and diversity community has recognized our efforts to foster a culture of inclusion and belonging.



## Recognizing VF Associates on the DiversityMBA Top 100 under 50 List

For the fourth consecutive year, VF associates were recognized on Diversity MBA's Top 100 Under 50 Emerging & Executive Leaders list. This recognition represents outstanding achievements in community, leadership and education. Our associates were selected from hundreds of nominees representing a broad spectrum of companies across the globe.

### Congratulations to:

- **JENNIFER SIM**  
Vice President & Deputy General Counsel, VF
- **KATHY HINES**  
Vice President, Global Marketing and Licensing, Dickies®
- **ASHANTI SMOOT**  
Senior Merchandising Operations Manager, VF Workwear

## Our Inclusion & Diversity Recognition

### Diversity MBA's 50 Best Places for Women & Diverse Managers to Work

Diversity MBA, a national leadership organization integrating diversity and inclusion with talent management, ranked VF No. 19 on its 2019 "Best Places for Women & Diverse Managers to Work" list.

### Human Rights Campaign Corporate Equality Index

VF once again received a perfect score of 100 on the 2020 Human Rights Campaign Foundation's Corporate Equality Index (CEI), earning distinction as a Best Place to Work for LGBTQ+ Equality for the fourth year in a row.

### DiversityInc Top 50 Companies for Diversity

DiversityInc named VF a 2019 Noteworthy Company, a nod to the measurable progress made since VF launched an ambitious five-year inclusion strategy late in 2017.

### Inclusiveness@Work Award

The Center for Legal Inclusiveness recognized VF's work in advancing diversity and inclusiveness by naming the company a finalist for its Inclusiveness@Work Award in the Business/Corporate category.

### Best Employers for Diversity

Forbes named VF a Best Employer for Diversity for the first time.

### LGBTQ Loyalty

LGBTQ Loyalty named VF a Top 100 LGTBQ Equality-Driven Corporation for the first time.

