



## ORGANIZATION

VF Corporation, United States of America  
pledges to

**Enhance, respect, and promote child rights  
throughout its value chain**

## **Enhance, respect, and promote child rights throughout its value chain**

### **Name:**

VF Corporation's Action Pledge To Enhance, Respect, and Promote Child Rights Throughout its Value Chain

### **Description:**

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 chains. VF operates at a scale that can make a difference to workers worldwide: we directly employ more than 40,000 employees, over one million people work in factories across the globe to make our products, and millions more enjoy our brands as consumers. We have a clear responsibility to everyone who touches our products, from product quality to safety for our workers and consumers.

Child rights are intrinsically tied to VF's human rights efforts in various ways, including children of VF associates, garment workers, partners and consumers. Child rights are the fundamental freedoms and inherent rights of all human beings under 18 years of age. VF promotes the rights and dignity of children to support their development and works to combat factors that compromise their rights, including child labour and beyond.

As part of its Pledge, VF commits to review all aspects of the business and fully integrate the Children's Rights and Business Principles (CRBP) developed by UNICEF, the United Nations Global Compact and Save the Children. The Principles help maximize positive contributions and minimize negative impacts on children.

### **Implementation plan:**

- Perform due diligence on child labour through a comprehensive child rights risk assessment grounded in relevant ILO Conventions and the UN Convention on the Rights of the Child (CRC)
- Systematically extend child labour due diligence, remediation and monitoring activities beyond tier 1 suppliers
- Strengthen internal training, skills and knowledge to cascade child labour prevention and remediation through our supply chain
- Formalize a Child Rights Policy inclusive of protocols for prevention, mitigation and remediation of Child Labour

## VF CORPORATION, UNITED STATES OF AMERICA

- Review supply chain purchasing practices, wages and working conditions for parents and caregivers to understand potential contributions to child labour risks
- Adopt and integrate the Children's Rights and Business Principles (CRBP), developed by UNICEF, the UN Global Compact and Save the Children, to advance the rights of children throughout our operations and supply chain
- Apply a child rights filter to the worker and community development supply chain needs assessment and interventions to support children
- Expand family-friendly policies and practices in collaboration with suppliers at VF contract factories, including the provision of employer supported childcare.
- Ensure workers and their families have adequate water sanitation and hygiene standards and access to better health and nutrition opportunities.
- Pilot decent work opportunity for young/juvenile workers in our supply chain
- Support NGOs focused on supporting children, advancing education and addressing the root causes of child labour through The VF Foundation
- Advocate with governments in key sourcing countries to advance legislation that supports children and working parents and strengthens rule of law with regards to the prevention and elimination of child labour

### **Impact:**

VF's Action Pledge will continue to strengthen our efforts to prevent child labour in our upstream supply chain. Furthermore, VF's Pledge focuses on advancing child rights more broadly and will attempt to address the root causes of child labour in global apparel supply chains.

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