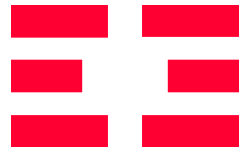




VF Corporation

Subsidiaries: Vans, The North Face, Supreme, Timberland, Dickies, Jansport, Smartwool, Kipling, Lee, Nautica
Locations: Colorado (HQ)
Industries: Consumer Durables and Apparel

RISK LEVEL:



High Risk

DESCRIPTION:

VF Corporation, an apparel and footwear company, fired a board member who disagreed with the Black Lives Matter (BLM) movement and The North Face denied an order to an oil and gas company. VF also denied a conservative shareholder from attending its shareholder meeting and has fired employees for refusing the COVID-19 vaccine. VF Corporation scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, VF increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. VF forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. VF provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company conducts unconscious bias trainings for its employees and regularly supports LGBTQ Pride. VF opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. For these reasons, VF Corporation receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High Risk**

North Face, which is directly owned by VF, denied a jacket order for the Innovex Downhole Solutions oil and gas company in 2020 (1). The company dismissed a board member after an Axios leak of a year-old email revealed her disagreements with BLM (2). VF officers physically barred conservative investor and National Center for Public Policy Research member, from a shareholder's convention in 2018, despite the fact that he displayed the appropriate credentials for entry (3). The company has also fired employees who did not receive a COVID-19 vaccine (4). VF received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

VF (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.

High Risk

VF indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). VF does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. **High Risk**

VF Corporation joined the Color of Change-led #StopHateForProfit boycott of Facebook and its subsidiary platforms in 2020, halting its advertisements on social media sites in protest of an unspecified "bigotry" (1). The company conducts "unconscious bias training" among employees and regularly supports LGBTQ Pride (2)(3)(4)(5)(6)(7). The company indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (8)(9). By doing so, the company risks dividing employees, alienating customers and harming shareholders. In 2024, The North Face launched its Allyship in the Outdoors Initiative, an online course aimed at educating organizations and individuals on allyship and racial inclusion. Students are told that white privilege grants access to the outdoors and warns that others are excluded from the outdoors because of racism (10)(11)(12).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. **High Risk**

VF Corporation provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). The company indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (6). VF Corporation also fully owns Vans, which gave \$50,000 of corporate funds to Color of Change (7). Supreme donated \$500,000 to a variety of racial justice organizations, including ideological groups such as BLM (8). The North Face donated \$70,000 to Brave Trails, an LGBTQ summer camp (9). The North Face sponsored LGBT overnight camps for 12-year-olds where children performed in drag (10).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

VF indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. VF (3)(4)(5).

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