

Company name: VF Corporation

Total weighted score: 53.9* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
12.5	20.0	Governance and strategy
8.2	17.5	Representation
4.0	17.5	Compensation and benefits
9.8	17.5	Health and well-being
13.1	17.5	Violence and harassment
2.5	5.0	Marketplace
3.8	5.0	Community

(*) The scores in this detailed assessment are unweighted (out of 2) and, therefore, change when weights are applied per the [Gender Benchmark Methodology 2020](#). Differences between the total weighted score and the sum of the weighted scores across measurement areas may occur due to rounding, but this has not had any overall effect on the ranking.

Governance and strategy (20% of total score)

CORPORATE

Indicator	Score (out of 2)	Assessment
1. Strategic action	1.5	MET: The company has made a public commitment to gender equality and women's empowerment as a signatory to the UN Women's Empowerment Principles.
		MET: The company has a diversity and inclusion strategy in its workplace that contributes to SDG 5 (Gender Equality) through an inclusive culture. It also has a strategy for its supply chain; it developed a women's empowerment vision, strategy and road map in collaboration with BSR and finalized a five year GBVH strategy for its supply chain. Additionally, inclusion and diversity is tied to executive compensation.
		MET: The company has undertaken a self-assessment for gender equality by using WEPs Gender Gap Analysis Tool.
		NOT MET: The company only has a set target to achieving gender parity throughout its corporate leadership structure by 2030. There is no evidence of target on gender equality and women's empowerment for its supply chain.
2. Senior leadership accountability	0.5	PARTIALLY MET: The company's Inclusion and Diversity Council is led by its CEO, its Global Women' Activation Council is led by its Chief Human Resources Officer. Additionally, its supply chain and community efforts are also aimed at promoting women empowerment. However, there is not an individual person with direct and overall responsibility for gender equality and women's empowerment in the company.
		NOT MET: While the company has specific workplace gender equality targets for gender parity in leadership positions and to improve the lives of one million workers and their communities annually by 2025, , there is no evidence that the company has specific targets on gender equality and women's empowerment in the supply chain, therefore no evidence of which level(s) of leadership have at least annual oversight of progress against them.

3. Gender-responsive human rights due diligence process	2	MET: The company screens for gender-related human rights as part of its human rights due diligence process in its workplace and supply chain. In its latest Human Rights Impact Assessment, Rights of Women was identified as one of the top human rights risks.
		MET: The company has identified one gender-related human rights impacts as being salient: women's rights
		MET: The company consults with women workers and organizations like BSR, CARE, and International Center for Research on Women as part of the risk identification and assessment process.

WORKPLACE

Indicator	Score (out of 2)	Draft assessment
4. Sex-disaggregated data	0.5	NOT MET: The company collects data on incidents of discrimination on issues like pregnancy and maternity rights, as well as gender discrimination, however there is no evidence that the company collects, analyses and monitors sex-disaggregated grievance data (e.g. number of grievances reported, number of grievances remediated), at least annually.
		MET: The company collects, analyses and monitors sex-disaggregated data on the gender balance of its workforce across the following levels at least annually: VPs/Directors, Managers, Analysts, Other.
		NOT MET: There is no evidence that the company collects, analyse and monitor sex-disaggregated data on the percentage of employees participating in its professional development, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on turnover and absenteeism, at least annually.
		NOT MET: There is no evidence that the company collects analyses and monitors sex-disaggregated data on its global gender pay gap, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on the remediation of violence and harassment grievances at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors data on the total procurement spend that is directed to women-owned businesses.
		NOT MET: There is no evidence that the company collects, analyses or monitors sex-disaggregated data on these issues in the supply chain.
5. Grievance mechanism	2	<p>MET: The company's grievance mechanism includes at least 6 gender-responsive elements:</p> <ul style="list-style-type: none"> - Confidential - Anonymous - Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party - Allows verbal submission of grievances via a telephone line - Ensures protection of the aggrieved party (non-retaliation) - Is available in multiple language or has interpreters available
6. Employee engagement	0	NOT MET: The company conducts an employee survey in one of its subsidiaries (VANS), however, there is no evidence that the company has employee surveys or other engagement mechanisms at the group-level that specifically address gender equality and women's empowerment issues and that the feedback is reported up to management.
		NOT MET: There is no evidence that the company's ERG surveys include gender-related questions, and that feedback regarding it has been integrated into company policies.

7. External stakeholder engagement	2	MET: The company engages with International Center for Research on Women and is a member of Paradigm for Parity and uses their guidance to inform its gender-related policies and targets.
		MET: The company has used the International Center for Research on Women's global evidence on barriers women face to achieve full social and economic inclusion and together created a roadmap for action. It has also set gender-related targets as a Paradigm for Parity member.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	1	MET: The company carries out needs assessments directly with workers in its supply chain in three focus areas: water and sanitation, adequate healthcare and nutrition, and accessible childcare and education.
		NOT MET: While the company has a general target to improve the lives of 1 million workers by 2025 for its supply chain, there is no evidence that the company has publicly disclosed specific targets on gender equality and women's empowerment in its supply chain.
		NOT MET: There is no evidence that the company has public targets gender equality and women's empowerment in the supply chain hence no evidence of tracking its progress against the targets.
9. Grievance mechanism in the supply chain	1	PARTIALLY MET: The company ensures that its supply chain workers and other external individuals and communities have access to the company's own grievance mechanism to raise complaints (including in relation to gender-related issues) about the company's suppliers or the company's operations, but the company does not ensure that all workers in the supply chain are aware of the mechanism and how use it, or that the company collects, analyses and monitors sex-disaggregated data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires its suppliers to have processes in place to address associate grievances. However, there is no evidence that the company requires suppliers to communicate the grievance mechanism to workers, make it available to other stakeholder and communities, or collect sex-disaggregated data to assessment.
10. Corrective action process in the supply chain	2	MET: The company screens for at least 6 gender-related issues among its suppliers, as part of its audit process: <ul style="list-style-type: none"> - Sexual harassment - Discrimination based on gender - Discrimination based on marital status - Discrimination against pregnant women - Intimidation, harassment, retaliation or violence against trade union members/representatives - Facilities shall provide appropriate services and accommodation to women workers in connection with pregnancy
		MET: The company discloses how the audit process rates the compliance of its factories (Accepted, Developmental, Pending Rejection, Rejected), and states the time allotted for correcting non-compliance. The company audits against gender-related issues (gender-separated toilets, discrimination against pregnant women, lack of quality health information and services, maternity rights and benefits, childcare, etc.)
		NOT MET: There is no evidence that the company has identified any gender-related issues as zero tolerance or automatically resulting in termination of the relationship with a supplier.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0.5	NOT MET: 33% - The company has less than 40% women represented in their Board of Directors.
		NOT MET: 25% - Less than 40% of the company's senior executives are women
		NOT MET: 35% - Less than 40% of the company's senior management are women.
		MET: 52% - The company maintains a gender balance among its middle/other management.
12. Professional development and promotion	1.5	PARTIALLY MET: The company has at least 3 mentorship programs and leadership workshops geared towards women in several countries, such as the Asia Women's Network (AWN), Empower. Discover. Grow. Excel. (EDGE), and Women of VF Employee Network (WOVEN). However, there is no evidence that the company tracks the number of women who participate in these programs.
		MET: The company collects sex-disaggregated data on the percentage of employees promoted.
13. Occupational segregation	1	PARTIALLY MET: The company collects sex-disaggregated data on the gender balance of its workforce in 3 different occupational functions.
14. Turnover and absenteeism	0	NOT MET: The company collects sex-disaggregated data on the attrition rate of employees, however, there is no evidence that it collects turnover data.
		NOT MET: There is no evidence that company collects sex-disaggregated data on the annual absenteeism levels of employees.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
15. Gender equality in leadership in the supply chain	1.5	MET: The company collects sex-disaggregated data across the supply chain for its production workers and employees in management, HR, or other office positions.
		PARTIALLY MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain through its Worker and Community Development Program's Childcare and Education Pillar that includes Worker Education programs that focus on providing needs-based worker training in topics like digital literacy and workplace skills. However, there is no evidence that it tracks the number of women participating in the professional development programmes offered.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	1	MET: The company requires its suppliers to have an equal opportunity / non-discrimination policy that explicitly protects married and pregnant women workers, including prohibiting pregnancy tests and forced or pressured contraception.
		NOT MET: There is no evidence that the company requires its suppliers to provide training (e.g. unconscious bias training) to its hiring managers to ensure a non-biased approach to the recruitment and promotion of married and pregnant women workers.
		NOT MET: There is no evidence that the company provides support to its suppliers to prevent discrimination against married or pregnant women workers.

17. Enabling environment for freedom of association and collective bargaining in the supply chain	2	MET: The company prohibits suppliers from discriminating against, or otherwise penalising, worker representatives or trade union members.
		MET: The company piloted the Industrial Leadership Program in 2018 with suppliers in various locations to enhance collaboration and communications at VF's strategic factories while building capacity for factory workers, their representatives and their management. It is now expanding the program through partnership with Better Work. The company also builds capacity for workers, their representation and management as part of this program.
18. Gender-responsive procurement	0	NOT MET: There is no evidence that the company has made a public commitment to gender-responsive procurement.
		NOT MET: There is no evidence that the company procures from women-owned businesses.
		NOT MET: There is no evidence that the company has taken specific actions to increase its support for women-owned businesses.

Compensation and benefits (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
19. Gender pay gap	0	NOT MET: The company collects sex-disaggregated gender pay gap on their operations in the UK as required by law. However, there is no evidence that the company collects sex-disaggregated pay data on its global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands for its global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by occupational function for its global operations.
		NOT MET: There is no evidence that the company includes other financial benefits (e.g., insurance benefits, bonuses, retirement contributions) when analysing its gender pay gap for its global operations, but does include it in their UK Gender Pay Gap Report per regulation.
		NOT MET: There is no evidence that the company uses a third party to undertake or verify its global gender pay gap analysis.
		NOT MET: There is no evidence that the company has a strategy or is taking active steps to address any pay gaps identified.
20. Paid carer leave	0	NOT MET: There is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave offered to full-time employees.
		NOT MET: There is no evidence that the company implements concrete actions (excluding policies) that promote the return to work and retention of workers after primary carer leave.
		NOT MET: While the company offers US-based employees up to 8 weeks of paid leave after one year seniority and Asia-based employees 3 weeks, there is no evidence that it has a global policy of providing at least two weeks of paid secondary carer leave to full-time employees.
		NOT MET: There is no evidence that the company implements concrete actions (excluding policies) that promote the uptake of secondary carer leave

21. Childcare and other family support	2	MET: The company offers on-site childcare facilities in its Timberland offices in New Hampshire, USA and offers referrals and discounts to childcare in various locations in the USA through its partner Bright Horizons. The company also offers other support to employees like referrals to eldercare, back up care, and tutoring and test-prep help through Bright Horizons. These benefits are for full-time employees.
22. Flexible work	1	PARTIALLY MET: The company offers flexible working hours to its employees (the ability to alter the start and end of the day) in some locations. The company also has guidelines to support flexible working hours by defining what flexitime entails and how it can be requested from one's supervisor/manager. However, there is no evidence the company tracks the uptake of flexible working hours.
		PARTIALLY MET: The company offers flexible working locations to its employees (the ability to work from home/ telecommuting) in some locations. The company also has guidelines around its flexible working policy by defining what telecommuting/remote working entails, who is eligible, and how it can be requested from one's supervisor/manager. However, there is no evidence that the company tracks the uptake of flexible working locations.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	0.5	NOT MET: The company only requires that its suppliers offer their workers formal, written contracts, if it is required by local law.
		PARTIALLY MET: The company requires that its suppliers subcontract to registered businesses. However, there is no evidence of additional actions, such as requiring suppliers to collect sex-disaggregated data by contract type.
24. Living wage in the supply chain	0	NOT MET: While the company recognises every worker's right to wages that are sufficient to meet basic needs and provide some discretionary income and that all VF Authorized Facilities must compensate their associates fairly, the company only requires suppliers to comply with legally mandated minimum standards or the prevailing industry wage, whichever is higher.
		NOT MET: There is no evidence that the company monitors the payment of living wages by its suppliers.
		NOT MET: While there is no evidence that the company currently takes specific actions help ensure its suppliers pay their workers a living wage, it has plans for a living wage project and analysis for 2021.
25. Family-friendly benefits provision in the supply chain	0	NOT MET: While the company mentions that workers who take maternity leave will not face dismissal, there is no evidence that the company requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers
		NOT MET: There is no evidence that the company requires its suppliers to offer at least two weeks of paid secondary carer leave to their workers
		NOT MET: There is no evidence that the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence the company requires its suppliers to provide other family support to their workers.

Health and well-being (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
26. Health information and services for employees	0.5	NOT MET: There is no evidence regarding the costs covered for maternal health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence regarding the costs covered for sexual and reproductive health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence regarding the costs covered for mental health information and services, in countries where no or only partial government-funded support is provided.
		PARTIALLY MET: The company provides coverage of the costs associated with mental health through its Employee Assistance Program that offers up to five counselling sessions per issue per year for its U.S. operations. However, it does not provide coverage of costs associated with maternal health and/or sexual and reproductive health.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	2	MET: The company requires its suppliers to address at least 4 of the specific health, safety and hygiene needs of their women workers, including: <ul style="list-style-type: none"> - Regularly check company premises to ensure they are adequately lit and secure - Provide personal protective equipment - Provide access to clean drinking water - Provide gender-segregated toilet facilities - Appropriate services and accommodations to women associates in connection with pregnancy, childbirth, and nursing as legally required - No working with chemicals that could impact reproductive health - Provide training to staff on hazardous chemicals
		MET: The company monitors supplier adherence to these requirements on the specific health, safety and hygiene needs of their women workers.
		MET: The company requires its suppliers to provide health and safety training to workers. Additionally, the company supports its suppliers through its Menstrual Hygiene Management modules, developed in partnership with BSR's HER Project in Chennai and Bangalore.
28. Health information and services in the supply chain	1.5	MET: The company has made a commitment to gender-responsive health information/services in its supply chain by setting a public goal to improve the lives of one million workers by 2025 and two million by 2030, by addressing worker needs in water and sanitation, adequate healthcare and nutrition, and accessible childcare and education.
		MET: The company requires its suppliers to provide a health clinic per the local legal requirement and any medical staff (Doctor/Nurse) must have an appropriate and current license
		PARTIALLY MET: The company supports its suppliers in providing their workers with access to gender-responsive health information and services specifically related to menstrual health. However, there is no evidence that the company supports its suppliers in providing their workers with access to services like family planning, maternal health or STDs/STIs.

Violence and harassment (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
29. Violence and harassment prevention	2	MET: The company has a publicly available stand-alone policy on violence and harassment: its Harassment Free Work Environment Policy.
		MET: The company launched harassment and prevention training for its associates, with specific emphasis on sexual harassment prevention as a complement to its Commitment to Eradicating Gender-Based Violence and Harassment. Additionally, it provides bystander training led by internal team leaders.
		MET: The company takes additional actions to help prevent violence and harassment in the workplace by promoting internal communications to reinforce company's violence and harassment policies and explore its culture to understand and address underlying gender social norms.
30. Violence and harassment remediation	1	PARTIALLY MET: The company's remediation process for addressing violence and harassment grievances in the workplace outlines clear disciplinary sanctions for the perpetrator. However, there is no evidence of protection/remedy for the victim, such as not requiring private arbitration or counselling/mental health support.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	1.5	MET: The company states that suppliers' facilities must have a non-harassment policy.
		MET: The company requires the non-harassment policy to be written and distributed to all associates in the local language.
		MET: The company requires its suppliers to provide training on violence and harassment to its employees as stated in its Commitment to Eradicating Gender Based Violence.
		NOT MET: There is no evidence that the company provides support to its suppliers to prevent violence and harassment in the supply chain.
32. Violence and harassment remediation in the supply chain	1.5	MET: The company states in its Commitment to Eradicating Gender Based Violence that it expects its suppliers to have formal grievance mechanisms in place and monitors compliance through internal standard operating procedures and periodically evaluates the efficacy of this Commitment.
		MET: The company expects its suppliers to investigate reports of violence and harassment quickly, thoroughly, and fairly through formal grievance mechanisms in place that provide access to effective remedies and include a follow-up process after the outcome of the grievance mechanism.
		NOT MET: There is no evidence that the company requires its suppliers to collect sex-disaggregated data on the remediation of violence and harassment grievances reported by their workers.

Marketplace (5% of total score)

MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	1	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns.
		MET: The company's brand The North Face in EMEA created a special International Women's Day collection made exclusively by the Jordanian-led, all-female factory. 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.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	MET: The company supports at least two initiatives focused on women empowerment through grants and/or partnerships.
		MET: The company has community programs to support women in factories in Bangladesh, India, and China through partnership with organizations like UNICEF, and in the U.S. it partners with Girls Scouts to inspire the next generation of female explorers while increasing the visibility of female role models. Additionally, it also has the Move Mountains Filmmakers Grant to support and mentor women directors.
		MET: The company tracks the number of beneficiaries disaggregated by sex for all of its programs through the VF Foundation.
		NOT MET: There is no evidence that the company collects feedback from the beneficiaries or conducts impact assessments of its initiatives.

NB: "NOT MET" in the assessment above indicates WBA could not find information in public sources or the internal documents shared by the company to show that the company meets the requirements, as described in full in the Gender Benchmark Methodology Report 2020 and Scoring Guidelines 2021. This does not necessarily mean that the company is not taking any action under that indicator.