



August 12, 2021

Kong Athit
President
Coalition of Cambodian Apparel Workers Democratic Unions (C. CAWDU)

Yang Sophorn
President
Cambodian Alliance of Trade Unions (CATU)

Pao Sina
President
Collective Union of Movement of Workers (CUMW)

RE: Cambodia Supply Chain Workers & COVID-19

Dear Kong Athit, Yang Sophorn, and Pao Sina,

VF recognizes the great impact the COVID-19 pandemic had and continues to have on global supply chain workers in the garment industry, including those in Cambodia.

We require all VF suppliers to adhere to all local labor laws and directives as well as [VF's Global Compliance Principles](#). We continually reinforce these expectations with our suppliers across the globe.

VF has not cancelled any orders during the pandemic. Our policies and our actions remain the same today as they were during the height of the pandemic and clearly demonstrate that VF goes to great lengths to protect the livelihoods of our suppliers and the many workers throughout our global supply chain. You can read a full summary of our actions [here](#). In addition:

- Early in the global shutdown we asked our suppliers to pause work on any open purchase order with a release date on or after June 1, 2020 so that we could reassess projected consumer demand and better understand the appropriate timing for the delivery of these orders. That said, VF paid our suppliers for all orders and work that had been produced to that point under normal terms and conditions.
- To further demonstrate our support, we specifically asked all suppliers with paused orders (those for release after June 1, 2020) to provide details of their liabilities resulting from ordered raw materials and work completed in relation to these open purchase orders. In some of these cases, VF offered direct financial assistance to the suppliers so they could better manage their cash flow and support their workers during that time.





In addition, VF supported our manufacturing communities, including Cambodia, in a variety of ways:

- Joined the ILO Call to Action to support garment workers.
- Diverted \$285,000 through VF's Worker and Community Development initiative to programs that mitigate the negative impacts of COVID-19 in Cambodia, with actions that include distributing aid packages and personal protective equipment.
- Donated \$200,000 to support COVID-19 relief efforts in Bangladesh, Cambodia, India and the Philippines through the VF Foundation.
- Provided funds through a partnership with WaterAid Cambodia to help factory workers and community members receive the COVID-19 vaccination. Through this initiative, VF funded the clinics to help accelerate the rollout of the government-provided vaccine. To date these clinics have vaccinated over 23,000 workers.

As previously stated, we remain committed to protecting worker well-being while continuing dialogue with other parties.

Thank you for your important work. If you have any questions about our actions, we are happy to schedule a conversation.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Higgins'.

VF CORPORATION

Peter Higgins

Vice President, Global Responsible Sourcing

