



## STABIO HQs

MAKING SUSTAINABILITY PART OF OUR LIVES





Dear Associates,

It is with great pleasure and pride that I am introducing to you this new booklet featuring our Stabio building on its 3rd anniversary and some great sustainability related projects happening in Europe. We renewed its content, keeping it relevant and inspiring to you.

Since the opening of this new building, we have achieved many successes in sustainability including a LEED Platinum certification for our International HQs. We received it also thanks to our strong community involvement through the VF Community Days.

I'd like to thank you all for your contributions to this programs. Without your efforts it wouldn't have been possible.

This booklet is focused on two main aspects. The first one tells the story of our building, how it was build, with which materials, why and how it operates. The second one highlights how we've been setting up our daily life in the office more sustainably and how we've come together as a team, as One VF. Through some examples of projects that are unfolding across Europe, we highlighted how everyone participates to the Sustainability initiative across businesses, locations and countries. You will also find tips on how to adopt sustainable behaviors in our office and at home.

Finally, as we move forward, I'd like to encourage all of you to leverage this momentum and keep evolving how we bring sustainability to life in our office and in everyday lives to grow our business sustainably.

Thank you and all the best

Karl Heinz Salzburger  
Vice President, VF and Group President International



## SUSTAINABILITY IN OUR BUILDING

Smart solutions at Stabio HQs

# LEED CERTIFICATION

With the LEED Certification, we strive to be leaders in environmental preservation.

**LEED** (*Leadership in Energy and Environmental Design*) is an internationally-recognized green building certification system. It evaluates a building based on its environmentally friendly features and its ability to ensure a healthy indoor space for occupants.

The LEED rating system is credit-based and composed of seven sections combined to provide an overall score.



Sustainable Site



Water Efficiency



Energy and Atmosphere



Materials and Resources



Indoor Environmental Quality



Innovation and Design Process



Regional Priority Credits



Our building has been awarded the highest LEED level: the Platinum certification.



# EFFICIENT RESOURCES

Sustainability and efficiency:  
These are our core beliefs.



## DID YOU KNOW...?

It would take ten years for 4,615 tree seedlings to absorb the amount of CO<sub>2</sub> we saved until today!



## RENEWABLE ENERGY

When it comes to energy, we have no doubts: we chose renewable sources to minimize our carbon footprint.

- Our building operates with **100% renewable energies**. We purchase 88% from hydroelectric and wind farms while the remaining 12% comes from photovoltaic panels on the building roof.
- The photovoltaic panels generate about **135,000 kWh** every year. Since 2013, we saved 180 tons of CO<sub>2</sub>, the equivalent of the emissions produced travelling 690,000 km by car.

## ENERGY SAVING

Future and present come together in Stabio. Our building runs with **-40% of total energy expenditure** compared to a traditional building of the same size in the same climatic area.

## SUSTAINABILITY DOES NOT END IN STABIO! Initiatives throughout Europe

Our Distribution Center in Almelo (NL) gets 100% of its energy from wind power.

*"I'd put my money on the sun and solar energy. What a source of power! I hope we don't have to wait 'til oil and coal run out before we tackle that."*

Thomas Edison (1847-1931)



## LIGHT

Nature is brighter at Stabio: Energy saving indoors is guaranteed by the special attention paid to using sunlight and artificial light.

In our building:

- Sensors adjust the internal brightness, **switching off the artificial light** when natural light is sufficient.
- We use low energy light bulbs and **LED technology** that enables **25% power saving** and reduced maintenance costs.
- **Movement sensors** automatically turn on and off the lights.
- Lights are automatically turned **off at night**.



## SUSTAINABILITY DOES NOT END IN STABIO!

**Initiatives throughout Europe**  
Hallways and toilets in Bornem office (BE) are equipped with LED lighting.

## SUSTAINABILITY DOUBLES UP

Most of these solutions are also implemented in our second building in Via Vite, Stabio (CH).

## WATER

Reducing water wastes is essential for its preservation.

In our building:

- Water tanks with 50m<sup>3</sup> capacity collect **rainwater** to be used for bathrooms and to irrigate the grounds, reducing by 66% the use of potable water.
- **Filtered drinking water** is supplied at coffee points, and it comes from the municipal network, thus eliminating the need of using water bottles.



## AIR

Air quality is critical for both the environment and our health. The **HVAC** (High Ventilation Air Conditioning) system purifies, dehumidifies, heats and cools the air.

Four solutions account for the energy efficiency of the model:

- The **heat recovery units** warm up the incoming air flow in winter and cool it in summer with no energy waste.
- The heat pumps are 50% more efficient compared to conventional air-cooled systems.
- The **free-cooling system** assesses the outside air temperature. If it is suitable, external untreated air is introduced into the building: this way energy is saved during spring and autumn.
- During weekends, the internal **temperature is lowered to save energy**.



No need for electric kettles for your hot drinks: the water stations can heat the water up to 90° C.

*"We don't have to forget that the water cycle and the life cycle are one."*

Jacques Cousteau (1910-1997)



# MATERIALS

For our building, we chose recovered, renewable and sustainable materials.

## WOOD

Wood is a biodegradable, resistant and reusable material and it also provides excellent thermal and acoustic insulation. We selected it as the primary material for Stabio HQs, taking advantage of its renewability properties.

- **40% of our wood is FSC certified:** this ensures raw materials come from responsibly managed forests.
- **60% of wood is recovered:** coffee points, meeting rooms and part of the furniture are all made of recycled timber.



## STONE

The lobby features an installation bearing the VF logo, built with slate from the Liguria region (Italy), and the floors are covered with ceramic tiles from the Emilia Romagna region (Italy). They are durable and resistant; they have a **low percentage of volatile organic compounds (VOC)**, a class of chemicals pollutants often arising from the use of solvent and paints.

## GREEN

To harmonize the building with the surrounding area while respecting biodiversity, we have chosen local vegetation for the grounds, using plants coming only from the local area.



## SUSTAINABILITY DOES NOT END IN STABIO!

### Initiatives throughout Europe

The new offices of VF Italia in Milan (IT) are located in a 14,000 m<sup>2</sup> regenerated commercial area according to environmental sustainability criteria.

*"A nation that destroys its soils destroys itself. Forests are the lungs of our land, purifying the air and giving fresh strength to our people."*

Franklin D. Roosevelt (1882-1945)



# WASTE & SUSTAINABLE PRODUCTS

Reducing, Reusing, Recycling is our way of life. In the next years, Stabio HQs will become a zero-waste facility by achieving a >95% waste diversion rate.

## REDUCING

We aim to reduce the amount of waste we produce:

- All printers require associates to use their **personal badge** to decrease print jobs and avoid paper waste. After **24 hours** the **print queue is erased**. Why? If you did not print it right away, you probably did not need to print it at all. Moreover, this system adds more privacy, ensuring that only the person that launched the printing can print with his/her own badge.
- With sustainability in mind, we source just FSC certified paper, and all printers are set by default to **print double side and black and white**.

## REUSING

We can lower our environmental impact by reusing what we can and by recycling whatever cannot be used any longer. This is a smart and easy way to cut waste and save our natural resources. When we moved into the new building, **75%** of the furniture was brought in from the old site.



## SUSTAINABILITY DOES NOT END IN STABIO!

### Initiatives throughout Europe

All EMEA Distribution Centers are on track to become zero-waste facilities.

## RECYCLING

Recycling is one of the first steps towards sustainability. We promote recycling and separate waste collection, according to the rules of the Municipality of Stabio.

- In the building there are **no individual waste bins** and segregated collection is organized around **14 recycling areas** close to printer areas and coffee points.
- To recycle aluminium, **dedicated bins** for coffee pods are located at each coffee points to facilitate collection. With about 800 associates in Stabio drinking on average two coffees a day, it means approximately **415,000 recycled pods** per year. Since the beginning, we have recycled more than two tons of coffee pods.

## SUSTAINABLE PRODUCTS

All cleaning detergents used in our HQs are **eco-compatible, biodegradable, and EcoLabel certified**. Recognized throughout Europe, the EU Ecolabel identifies products with a low environmental impact throughout their life cycle. The certification is proof of strong performance standards on energy consumption, water, air pollution and waste.

# 40%

## SUSTAINABILITY DOES NOT END IN STABIO!

### Initiatives at global level

By 2020 VF is aiming at a 40% reduction of waste to landfill.



## SUSTAINABILITY DOES NOT END IN STABIO!

### Initiatives throughout Europe

In 2015 84.000 coffee pods were recovered in Bornem Office, recycling around 448 kg of aluminum.

*"We have a responsibility to look after our planet. It is our only home."*

The Dalai Lama (1935)

# SUSTAINABILITY.

# SEIZING AN OPPORTUNITY.

## What does Sustainability mean for VF and what does it imply?

VF approach to sustainability is based on **three pillars: planet, products, and people**.

To date, our achievements have been mostly in the areas of energy efficiency, waste management, and

community involvement. But we have growing aspirations: with a diversified portfolio of powerful brands and 64,000 employees, we have a tremendous responsibility for our impact on economies, communities, and ecosystems.

Our company has a role to play in preserving the environment for future generations. What used to be considered as a 'nice-to-have' is now a competitive tool.

We talked with Anna Maria Rugarli, EMEA Sustainability & Corporate Social Responsibility Director, to understand how VF has stepped up to the sustainability opportunity.



## Do you think that sustainability concerns can divert a business from its core purpose?

Quite the opposite. Sustainability is becoming an integral - and strategic - component of our business worldwide. Data show that the two can reinforce each other. In 2015, **we reduced CO<sub>2</sub> emissions by 12,6%** from a 2009 baseline at a global level, with an overall saving of \$25m while the business was growing 75%. Meanwhile on the demand side, consumers are becoming more sensitive to environmental and social topics. For businesses, this is an excellent opportunity to raise their environmental and social commitment while gaining a competitive edge.

## What are the next challenges that lay ahead?

One of the primary steps is on **sustainable energy sourcing**. During the 2015 Paris Climate Conference (COP 21), we announced our commitment to using **100% renewable energy** by 2025 at our

**-12,6%**  
CO<sub>2</sub> EMISSIONS  
FROM 2009 TO 2015

WE ARE COMMITTED  
TO USING **100%**  
RENEWABLE ENERGY BY 2025

owned and operated facilities. Waste is another key focus. By 2020 we are aiming at a 40% reduction of waste to landfill. We are working to turn **Stabio HQs in a zero-waste facility** (i.e. a facility able to achieve a >95% waste diversion rate); EMEA DCs will reach this goal as well. Achieving these ambitious targets **starts with us**, with our daily routines and personal commitment. The second part of this guide features practical tips to embed sustainability in our daily life: all our brands, together as one VF, can make a difference. Let's make it happen.



## SUSTAINABILITY IN ACTION

Making sustainability part  
of our daily jobs

UNIVERSITY STATION  
CIVIC CENTER  
FILM / MEDIA CENTER  
FOLM / MUSEUM DISTRICT  
HOLLYWOOD  
VINE  
HIGHLAND  
UNIVERSAL CITY  
WEST HOLLYWOOD

# BE GREEN, SAVE RESOURCES

Simple ideas can have a big impact.  
Let's follow some practical tips to  
reduce our resources usage.

## ELECTRICITY

- Turn off your desk lamp and computer monitors when leaving your workstation.
- Unplug phone chargers when not in use, and remove phones when fully charged.
- Movement sensors in the meeting rooms turn on the lights if someone passes near the entrance. Remember to close the door.

## HEAT

- Each area is equipped with meters to manage internal temperature. Try to keep the temperature around 20°C.
- If you get chilly, put on a sweater, have a hot drink or go for a short walk.
- Do not open the windows to keep the inside temperature constant.

## WATER

- Report leaks and problems with plumbing and irrigation equipment.
- Wash fruits and vegetables in a pan of water instead of running water.
- Don't use the toilets as wastebaskets. Every time you flush a facial tissue, liters of water go wasted.



### Saving energy is a no-cost way to save on our bills

A computer and monitor left on 24 hours a day costs around €60 a year. Switching them off out of hours and enabling standby features could reduce this to less than €15 a year per device. For 800 devices, potential savings could be up to €35,000 annually.

# RECYCLING HAS NEVER BEEN SO EASY

Almost everything we use can be recycled. Check out the signs at the coffee points and recycling areas to sort your waste properly.

## PET

Remember: all bottles provided by our vending machines are PET.

- **YES:** packaging with PET symbol.
- **NO:** plastic packing; wrappings; shopping tetra pack.



## CANS

Remember: remove any plastic lids before disposal.

- **YES:** metal tins and aluminum foil container and rolls.
- **NO:** iron items; wires.

## GLASS

Remember: make sure to empty and clean the container.

- **YES:** bottles; jars; glasses.
- **NO:** light bulbs; PET bottles; plastic items.

## WHAT ABOUT GENERAL WASTE?

To make Stabio HQs a zero-waste site, general waste (i.e. unsorted waste) must be reduced to zero. We will soon share new tips on how to improve waste separation. In the meantime make sure to correctly sort all recyclable items.

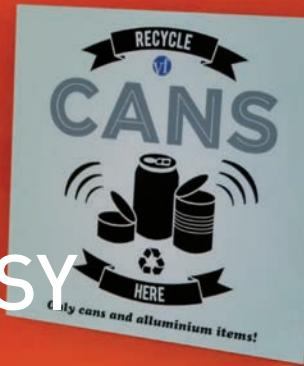
### Money grows on trees: recycle paper!

Each ton of recycled paper, equals to around 200,000 sheets, will save 17 trees. Don't throw it in the general waste: look out for the right bin in the recycling areas.

If you still have doubts, don't hesitate. Contact [greenteam@vfc.com](mailto:greenteam@vfc.com)

*"Out of all those millions of planets floating around in space, this is our planet, our little one. We just got to be aware of it and take care of it."*

Paul McCartney (1942)



# SMART COMMUTING

Saving on the daily commute and lowering our carbon footprint is simpler than you think. Jump-start your morning travel: discover some smart solutions.

## NEVER THOUGHT ABOUT TRAINS?

Convenient and just a few meters from our HQs The railway is up and running with regular connections from Lugano and Como.

- Regional trains depart **every 30 minutes** to and from Stabio.
- With the train lines S50 and S40 linking Stabio to Mendrisio and to Albate – Camerlata (Como, Italy), it takes only **half an hour to commute** from Lugano and Como.

## Eco-friendly

About one-third of greenhouse gas emissions in Switzerland comes from transportations. By train, we consume on average four times less energy and produce twenty times less CO<sub>2</sub> than by car.

## Less Expensive

Thanks to the collaboration between VF and the Swiss Railways, you can subscribe to Arcobaleno Aziendale with a **30% discount** on your yearly subscription.



### TRAIN LUGANO-STABIO

Producing 21 times less CO<sub>2</sub> than by car

STATION	TIME
Lugano	07:43
Mendrisio	07:58
	08:06
Stabio	08:09

### STABIO - LUGANO

Producing 24 times less CO<sub>2</sub> than by car

STATION	TIME
Stabio	18:17
Mendrisio	18:20
	18:24
Lugano	18:45

Train schedule may be subject to variations. Check out the mobility board at the entrance.

## CARPOOLING: DRIVE LESS, SAVE MORE

Wish to cut down costs, traffic, pollution, stress... and have a nice trip too? Try carpooling!

Carpooling doesn't just reduce carbon emissions. It can also benefit your wallet and add usable time to your day. And, why not, it's a great way for getting to know people.

- **Green.**

If you carpool to and from work, you can cut your transportation emissions and reduce the traffic volumes.

- **Low-cost.**

Carpooling can save money. If you're the driver, you can split the cost of gas with passengers.

- **Time-saving.**

Riding in a carpool allows you to chat with your colleagues, read the news... or just relax and close your eyes for few minutes.



## BICYCLE RACK

One rack for 20 bicycle is available.



## ELECTRIC CARS

Four charging stations and four reserved parking slots are available for electric cars.

And forget about parking problems: dedicated slots nearby the building are **reserved for carpooling**.

“No issue is more compelling than the air we breathe.”

Jack Nicholson (1937)

# THINK BEFORE YOU PRINT

We are always looking at ways to use resources more sustainably. Think twice if you need to print and if you do, just follow some simple tips.

## THE GOLDEN RULE: DO NOT PRINT IF IT ISN'T NECESSARY

Often pushing the print button is too easy. And we forget about other possibilities:

- **Share** already printed copies, don't print new ones.
- Electronic alternatives are available. Use **projectors** for your presentations.
- Some people prefer to print documents for proofreading, as it's difficult to do so on the screen. Be kind to the environment and just **enlarge** the text on your monitor.

## WHEN YOU HAVE TO PRINT...

- Remember to print in **black-and-white**: it is more sustainable and about ten times cheaper than in color.
- Print **multiple slides** per page for your presentations.
- Use the "**Preview**" feature to see what your printed output will look like.
- Change the **paper orientation** for large spreadsheets to get more columns on a page.



Collect the paper you print and use it to take notes. And then make sure to recycle.

## Making green moves

Green Moves is a quarterly newsletter to discover initiatives and accomplishments by VF brands and associates. Originally launched in Stabio HQs, it now covers news from right across all of our EMEA countries. It will be soon available on the LOOP, the VF associates intranet.

A 'MUST READ' TO STAY UP TO DATE ON VF'S SUSTAINABILITY EFFORTS

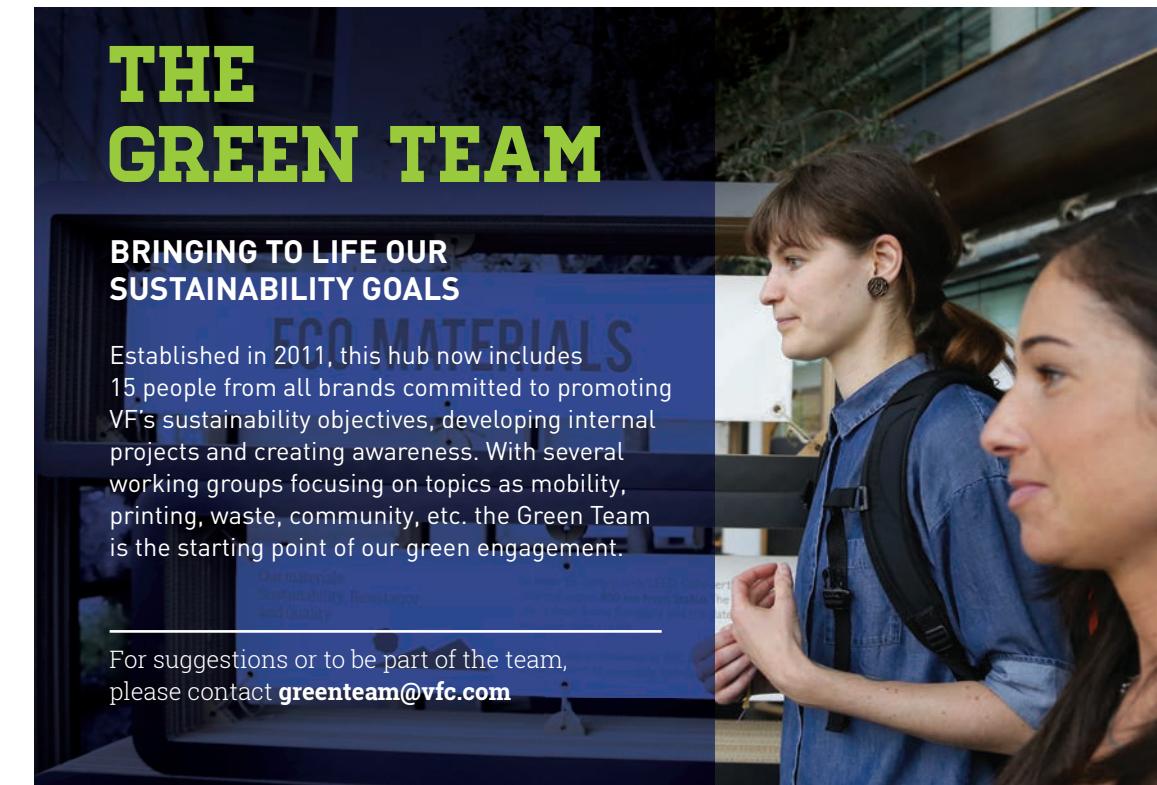


## THE GREEN TEAM

### BRINGING TO LIFE OUR SUSTAINABILITY GOALS

Established in 2011, this hub now includes 15 people from all brands committed to promoting VF's sustainability objectives, developing internal projects and creating awareness. With several working groups focusing on topics as mobility, printing, waste, community, etc. the Green Team is the starting point of our green engagement.

For suggestions or to be part of the team, please contact [greenteam@vfc.com](mailto:greenteam@vfc.com)



# THE VF COMMUNITY DAY



COMMUNITY  
**dayf**

Since 2014, we have been dedicating one day to serve our community, together as one VF, in partnership with local Municipalities and non-profit organizations. During the first VF Community Day (VFCD) in Stabio, organized with the support of Fondazione Lang Italia, 200 associates joined the event. It marked the beginning of a series of similar initiatives throughout Europe. VFCDs are now taking place in Belgium, Italy, Netherlands, Czech Republic and Spain: in 2015, more than 600 associates rolled up their sleeves for their local communities.



With your help we can do even more:  
join us on our next VF Community Day!

**NAPAPIJRI**



**Lee®**



**VANS**  
"OFF THE WALL"

*Wrangler®*



**Smartwool.**  
*Go far. Feel good.*

**Timberland**

A CULTURE OF GIVING:

## **BRANDS' PRODUCTS DONATIONS**

In the last few years, we have defined procedures to identify impactful organizations in need of resources throughout Europe and sustain them with cash and product donations. In 2015, VF brands donated products to charities for an estimated retail value of more than €150,000.

For further information on VF sustainability, please refer to [vfc.com](http://vfc.com)

### **DO YOU WANT TO DO MORE?**

Several charities need your help! You can offer your time, skills, passion, and support your local community.  
Do you want to know more?

**Refer to the Sustainability Team**

VF International SAGL  
via Laveggio, 5  
6855 Stabio - Switzerland

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