

VF Corporation Joins Paradigm for Parity Coalition; Targets Gender Parity in Leadership Positions by 2030
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VF Joins 26 Other Companies in Committing to a Unique Action Plan to Achieve Gender Parity

VF Corporation (NYSE: VFC), in partnership with the Paradigm for Parity coalition, today announced its commitment to achieving gender parity throughout its corporate leadership structure by 2030.

"At VF, we believe that having a diverse global workforce is a business imperative," said Eric Wiseman, VF's Chairman and CEO. "We take very deliberate actions to foster a culture that emphasizes and leverages equality and inclusion across our organization. We are proud to work with Paradigm for Parity to strengthen and advance our existing efforts."

VF today employs a number of programs and policies that seek to empower women in the workplace, including employee resource groups and formal mentorships. As a Paradigm for Parity partner, VF will complement these actions by committing to, among other things:

- Eliminate or minimize unconscious bias in the workplace;
- Increase the number of women in senior operating roles, with the near-term goal of at least 30 percent representation in all leadership groups;
- Measure progress and maintain accountability by providing regular progress reports; and,
- Provide sponsors, not just mentors, to women to position them for long-term success.

"Our experience has proven that the most creative and innovative ideas come from diverse teams that understand how to effectively leverage the individual strengths, perspectives and experiences of each member to reach a common goal," said Steve Rendle, VF's President and Chief Operating Officer, who will become CEO of the company on Jan. 1, 2017. "Our commitment to gender parity and workplace equality is unwavering, and it will help to fuel our future growth ambitions and enable us to continue to win in a highly competitive, global marketplace."

In addition to VF, companies that have committed to follow the Paradigm for Parity Action Plan include: Accenture, Adecco, American Electric Power, APCO Worldwide, AstraZeneca, Bank of America, Cargill, The Coca-Cola Company, DSC Logistics, Edison International, Egon Zehnder, Farient Advisors, Frontier Communications, HealthHelp, Huffington Post, Linkage, LinkedIn, McKinsey, MetricStream, NeoGenomics Clinical Laboratories, Newmont Mining Corporation, Nordstrom, SAP, Spencer Stuart, TDIndustries and VOYA.

Learn more about VF's commitment to [diversity and inclusion](#).

Learn more about the [Paradigm for Parity coalition](#) and become a part of the movement.

About VF

VF Corporation (NYSE: VFC) is a global leader in the design, manufacture, marketing and distribution of branded lifestyle apparel, footwear and accessories. The company's diversified portfolio of powerful brands spans numerous geographies, product categories, consumer demographics and sales channels, giving VF a unique industry position and the ability to create sustainable, long-term growth for customers and shareholders. The company's largest brands are *The North Face*®, *Vans*®, *Timberland*®, *Wrangler*® and *Lee*®. For more information, visit www.vfc.com.

About the Paradigm for ParitySM Movement

The Paradigm for ParitySM coalition is comprised of CEOs, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for ParitySM 5-Point Action Plan for corporations to accelerate the pace of gender equity in senior executive roles. This unique agenda defines bold and specific actions that, taken together and simultaneously implemented as a package, will catalyze change and enable today's business executives to secure the best leaders of tomorrow. Visit www.paradigm4parity.com or follow us on Twitter using [@p4parity](https://twitter.com/p4parity) to learn more about this exciting initiative.

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