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**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**  
Washington, D.C. 20549

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**Form SD**

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**SPECIALIZED DISCLOSURE REPORT**

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**V. F. Corporation**  
(Exact name of registrant as specified in its charter)

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**Pennsylvania**  
(State or other jurisdiction  
of incorporation)

**1-5256**  
(Commission  
File Number)

**23-1180120**  
(I.R.S. Employer  
Identification No.)

**105 Corporate Center Boulevard, Greensboro, NC**  
(Address of principal executive offices)

**27408**  
(Zip Code)

**Laura C. Meagher 336-424-6000**  
(Name and telephone number, including area code, of the person to contact in connection with this report.)

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Check the appropriate box to indicate the rule pursuant to which this form is being filed, and provide the period to which the information in this form applies:

Rule 13p-1 under the Securities Exchange Act (17 CFR 240.13p-1) for the reporting period from January 1 to December 31, 2015.

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**Section 1 - Conflict Minerals Disclosure****Item 1.01 Conflict Minerals Disclosure and Report**

As required by Rule 13p-1 under the Securities Exchange Act of 1934, as amended, and Form SD, a Conflict Minerals Report is provided as Exhibit 1.01 hereto. It is publicly available at [www.vfc.com](http://www.vfc.com), but the contents of that site are not incorporated by reference into, and are not otherwise a part of, this Form SD.

**Item 1.02 Exhibit**

The Conflict Minerals Report required by Item 1.01 is filed as Exhibit 1.01 to this Form SD.

**Section 2 - Exhibits****Item 2.01 Exhibits**

Exhibit 1.01 – Conflict Minerals Report as required by Items 1.01 and 1.02 of this Form SD.

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**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the duly authorized undersigned.

V.F. Corporation

By: /s/ Laura C. Meagher

Date: May 25, 2016

Name: Laura C. Meagher

Title: Vice President, General Counsel and Secretary

**V.F. Corporation**  
**Conflict Minerals Report**  
**For The Year Ended December 31, 2015**

The information in this report includes the activities of V.F. Corporation and its consolidated subsidiaries (herein referred to as “VF,” the “Company,” “we,” “us,” or “our”). As used herein, “conflict minerals” or “3TG” are columbite-tantalite (coltan), cassiterite, gold, wolframite and the derivatives tantalum, tin and tungsten, without regard to the location of origin of the minerals or derivative metals. The “Conflict Minerals Rule” refers to Rule 13p-1 under the Securities Exchange Act of 1934, as amended, and Form SD.

## **1. V.F. Corporation Overview**

VF is a global leader in the design, production, procurement, marketing and distribution of branded lifestyle apparel, footwear and related products. We own a broad portfolio of brands in the outerwear, footwear, denim, backpack, luggage, accessory, sportswear, occupational and performance apparel categories. VF’s centralized global supply chain organization is responsible for producing, procuring and delivering products to our customers. On an annual basis, VF sources or produces approximately 557 million units spread across more than 30 brands. Our products are obtained from 28 VF-operated manufacturing facilities (internally manufactured product) and approximately 1,900 contractor manufacturing facilities (sourced product) in over 60 countries.

We do not directly purchase 3TG from any source. VF has adopted a policy and related procedures, as described below in this Conflict Minerals Report, focused on VF’s commitment to sourcing components and materials from suppliers that share our ethical values and that support compliance with the Securities and Exchange Commission’s rules and regulations, including VF’s disclosure obligations related to 3TG.

## **2. Reasonable Country of Origin Inquiry**

VF developed a list of suppliers and products determined to be possibly in-scope for purposes of our compliance with the Conflict Minerals Rule based on our level of influence over the manufacturing process (in the case of products that we may have contracted to manufacture) and the potential use of 3TG in the products. We also determined which of our products and components were potentially in-scope for purposes of the Conflict Minerals Rule through product specifications, preliminary supplier inquiries and other information known to us concerning the composition of our products.

For sourced product, we reached out to all 465 of our suppliers. After receiving and reviewing their responses, we determined that 38 of the 465 suppliers were potentially in-scope for 2015. For internally manufactured product, we reached out to 29 component suppliers that we determined may have provided us with components that contained 3TG. After receiving and reviewing their responses, we determined that 15 of the 29 suppliers were potentially in-scope for 2015. In this Conflict Minerals Report, we refer to those suppliers that were included in our 2015 outreach as the “Covered Suppliers.”

Many VF products do not contain any 3TG and, for those that do, 3TG content generally represents a small amount of the total materials content of the product. For example, 3TG may be found in items such as buttons, zippers, snaps and eyelets, although not all of these items are necessarily in-scope for purposes of our compliance. Our in-scope products consist of apparel, footwear, equipment and accessory products and contained tin. Our in-scope products did not include tantalum, tungsten or gold.

VF’s “reasonable country of origin inquiry” (“RCOI”) process was designed to identify its manufactured (or contracted to be manufactured) products that may contain necessary 3TG, and, if these are present, obtain transparency into the 3TG supply chain for such products, and, more generally, to achieve engagement from its suppliers concerning responsible sourcing of 3TG. The specific goal of VF’s RCOI was to determine to a reasonable degree of certainty whether the 3TG in its relevant products originated in the Democratic Republic of the Congo or an adjoining country (collectively, the “Covered Countries”). The results of our RCOI are discussed below in this Conflict Minerals Report and on Annex A. For our RCOI, to the extent applicable, we utilized the same processes and procedures that we established for our due diligence, in particular Steps 1 and 2 of the OECD Guidance (as defined below) design framework, which are described below in this Conflict Minerals Report. We based our country of origin determinations on information made available by the CFSI to its members.

Pursuant to the Conflict Minerals Rule, based on the results of our RCOI, we were required to conduct due diligence for 2015. These due diligence efforts are discussed below.

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### 3. Due Diligence Process

Our 3TG due diligence processes were based on the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including the Supplement on Tin, Tantalum and Tungsten and the Supplement on Gold (Second Edition 2013) (“OECD Guidance”), an internationally recognized due diligence framework. Our diligence measures were based on certain processes put in place for the Company’s RCOI and included the following. These are not all of the discrete steps that were part of our due diligence.

#### *i. OECD Guidance Step One: Establish Strong Company Management Systems*

VF has established a management system, as described below, consisting of a framework of policies, procedures, processes and organizational structure that supports our efforts to ensure that our products do not contain 3TG that support conflict in the Covered Countries.

#### *VF’s Conflict Minerals Policy*

Our conflict minerals policy (the “Conflict Minerals Policy”) indicates that VF expects all suppliers of our products and materials to cooperate with our 3TG procedures. We further expect all suppliers to seek to purchase materials that contain 3TG from sources determined not to be involved in funding conflict in the Covered Countries.

Our Conflict Minerals Policy is publicly available on our website at <http://www.vfc.com/>. Our Conflict Minerals Policy also is sent to relevant internal personnel and suppliers. The contents of our website are not incorporated by reference herein, and are not otherwise a part of this Conflict Minerals Report.

We do not seek to embargo the sourcing of 3TG from the Covered Countries.

#### *Internal Team*

VF has a management system responsible for managing our 3TG compliance program (the “Program”). The Global Responsible Sourcing department and other subject matter experts in VF are directly responsible for management of the Program with members from our supply chain and legal departments. The team periodically reports on the progress of the Program to senior management and key internal stakeholders. VF has also enlisted a third party information management service provider (the “Service Provider”) to assist in our due diligence activities. VF also utilizes specialist outside counsel.

#### *Control Systems*

VF has policies that include, but are not limited to, our Code of Business Conduct, which outlines expected behaviors for all VF employees, and our Global Compliance Principles, Terms of Engagement and Conflict Minerals Policy for our suppliers.

We use the Conflict Minerals Reporting Template (the “CMRT”) developed by the Conflict-Free Sourcing Initiative (the “CFSI”) to collect information from suppliers. This information is retained for at least five years. To provide better transparency within VF’s supply chain and to facilitate communication of policies and expectations, the Service Provider conducts outreach and collects diligence results through an online platform (the “Online Platform”).

We are a member of the CFSI.

#### *Supplier Engagement and Education*

VF’s engagement with its Covered Suppliers consisted of multiple communications through email and telephone to educate them on our expectations for sourcing 3TG and the requirements of the Conflict Minerals Rule. Covered Suppliers were provided various avenues to obtain additional information and guidance regarding our Program, including an online supplier education portal, and contact email addresses and telephone numbers for obtaining answers to questions and/or receiving guidance on completing the information requests from VF.

In 2015, VF implemented standard vendor Terms and Conditions that, among other things, require our suppliers to provide us with information, certifications and other documentation concerning 3TG content and origin at product level specificity. The Company’s suppliers are required to acknowledge these standard Terms and Conditions in connection with every purchase order.

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## *Grievance Mechanism*

We have an Ethics Hotline through which employees, suppliers and other third parties can report violations of VF's policies, including violations of our Conflict Minerals Policy. The number for the Ethics Hotline is (866) 492-3370.

### *ii. OECD Guidance Step Two: Identify and Assess Risk in the Supply Chain*

The Covered Suppliers were asked by email to complete a questionnaire to determine whether they were in-scope. The Service Provider then requested by email that the in-scope Covered Suppliers provide us with a completed CMRT at a "product level" declaration. The Service Provider followed up by email or phone with Covered Suppliers that did not respond to the request within a specified time frame. If, after the foregoing efforts, a Covered Supplier did not provide the information requested, an escalation process was initiated. The escalation process consisted of direct outreach by our personnel to the Covered Supplier. Responses were received from more than 99% of the Covered Suppliers in total and from 100% of those that are still in business.

The Service Provider reviewed the responses received from the Covered Suppliers based on its internally-developed written review criteria for plausibility, consistency and gaps. As part of that review, if a Covered Supplier indicated that there were no 3TG in the products or materials that it supplied to us, the Service Provider reviewed those responses for plausibility and Covered Suppliers were also given an opportunity to provide a certification of that determination. If any of seven different quality control flags were raised by the response, the Covered Suppliers were contacted by the Service Provider.

In addition to the Service Provider's review, VF's internal sourcing group performed an internal quality check for plausibility of responses. The internal sourcing group also evaluated the level of risk presented by each Covered Supplier, based on the amounts purchased from and the nature of the relationship with the supplier. Further outreach efforts were then prioritized according to the level of risk, to better ensure that we appropriately allocated our internal resources to focus on the most relevant Covered Suppliers.

The Service Provider reviewed the smelters and refiners identified by the Covered Suppliers against those contained in its internal database. To the extent not in that database, it requested that the Covered Supplier confirm that the listed entity is a smelter or refiner.

With respect to those completed responses that identified a smelter or refiner, the Service Provider also compared that information against the lists of Compliant and Active (as defined below), or the equivalent, smelters and refiners published by the CFSI, the London Bullion Market Association ("LBMA") and the Responsible Jewellery Council ("RJC"). 39 of the smelters and refiners identified by the Covered Suppliers as potentially having processed 3TG contained in our in-scope products were listed as Compliant and 2 were listed as Active by the CFSI. Certain Covered Suppliers that reported at a "company level" reported gold refiners to us. However, because our in-scope products do not contain gold, we have not listed in this Conflict Minerals Report the identified gold refiners.

With respect to those smelters and refiners identified by a Covered Supplier that were not listed as Compliant or the equivalent by an independent third party, the Service Provider attempted to contact the smelter or refiner and/or consulted publicly available information to attempt to determine the minerals processed by the smelter or refiner, the country of origin, whether the 3TG were from sources that directly or indirectly financed or benefitted armed groups in a Covered Country and the smelter or refiner's due diligence measures.

For those Covered Suppliers that did not provide information concerning the processors of 3TG in their supply chain, the Service Provider requested information on the Covered Suppliers' suppliers. These suppliers, and subsequent tiers of suppliers as identified to the Service Provider, were then contacted by the Service Provider.

### *iii. OECD Guidance Step Three: Design and Implement a Strategy to Respond to Identified Risks*

VF's implementation team provides periodic updates to senior management and key internal stakeholders on the progress of due diligence and supplier responsiveness and any identified risks. We address any identified risks on a case-by-case basis. This flexible approach enables us to tailor the response to the risks identified. Depending upon the identified risk, we may cease doing business with the supplier, suspend business or require the supplier to commit to a corrective action plan.

To ensure suppliers understand and meet our expectations, we regularly communicate information and guidance regarding our Program through a number of channels, including an online supplier education portal and direct communication from our sourcing hubs.

We also took the measures identified elsewhere in this report, including those procedures added for 2015, to mitigate the risk that 3TG in our products benefit armed groups in the Covered Countries.

*iv. OECD Guidance Step Four: Carry out Independent Third-party Audit of Supply Chain Due Diligence at Identified Points in the Supply Chain*

We do not have a direct relationship with 3TG smelters or refiners and, therefore, do not perform direct audits of these entities within our supply chain. Instead, in connection with our due diligence, for the identified smelters and refiners, the Service Provider consulted information concerning independent third-party audits of smelters and refiners made available by the CFSI, the LBMA and the RJC. Through our membership in the CFSI, we support industry-level implementation of independent third-party audits of smelters and refiners.

*v. OECD Guidance Step Five: Report on Supply Chain Due Diligence*

VF's Form SD and Conflict Minerals Report are annually filed and are publicly available on our website.

**4. Due Diligence Results**

The following table summarizes the applicable smelter information provided by the Covered Suppliers. For 2015, we requested that the in-scope Covered Suppliers furnish us with a complete CMRT at a "product level" declaration, although not all Covered Suppliers provided information at that declaration level. See Annex A for a list of identified smelters and for additional information relating to the data presented in the table.

Our in-scope products consist of apparel, footwear, equipment and accessories products and contained tin. Our in-scope products did not include tantalum, tungsten or gold.

	Compliant	Active	On Reference List Only
Tin	39	2	7

Due to our position in the supply chain, which is discussed earlier in this Conflict Minerals Report, we rely on our suppliers for accurate smelter and refiner information and our RCOI and due diligence measures do not provide absolute certainty regarding the source and chain of custody of the necessary 3TG contained in our in-scope products.

None of the necessary 3TG contained in our in-scope products were determined by us to directly or indirectly finance or benefit armed groups in the Covered Countries. However, we did not have sufficient information to determine whether or not any of our products were "DRC conflict free." The terms "armed group" and "DRC conflict free" have the meanings contained in the Conflict Minerals Rule.

We endeavored to determine the mine or location of origin of the necessary 3TG contained in our in-scope products by requesting that the in-scope Covered Suppliers provide us with a completed CMRT and through the other procedures followed by us and the Service Provider that are described in this Conflict Minerals Report.

**5. Risk Mitigation and Future Due Diligence Measures**

VF intends to further improve our due diligence measures by taking the following steps, among others:

- Continue to incorporate our compliance Terms and Conditions into appropriate new supplier contracts;
- Continue to encourage suppliers to take the steps needed to obtain and provide current, accurate and complete information about their smelters and refiners of 3TG by enhancing training materials and through one-on-one outreach;

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- Continue to provide web-based and in-person training to and conduct outreach with suppliers to help them understand and satisfy VF's 3TG compliance requirements;
  - Contact smelters identified that are not certified or active in a certification program to request their participation in obtaining a Compliant designation from an industry program, to the extent that they are not already so designated; and
  - Consider whether to enhance selected aspects of our Conflict Minerals Policy, including the supplier expectations contained therein.

All of these steps are in addition to the steps that the Company took with respect to 2015, which it intends to continue to take with respect to 2016 to the extent applicable.



## Annex A

Capitalized terms used and not otherwise defined in this Annex have the meanings set forth in the Conflict Minerals Report of which this Annex is a part.

### Smelters and Refiners

In connection with our reasonable country of origin inquiry or due diligence, as applicable, the Covered Suppliers identified to us the smelters listed below as having potentially processed the necessary Conflict Minerals contained in our in-scope products in 2015. Please see the notes that accompany the table for additional information concerning the data in the table.

<u>Mineral</u>	<u>Smelter Name</u>	<u>Smelter Location</u>	<u>Status</u>
Tin	Alpha	United States	Compliant
Tin	China Tin Group Co., Ltd.	China	Compliant
Tin	Cooperativa Metalurgica de Rondônia Ltda.	Brazil	Compliant
Tin	CV Serumpun Sebalai	Indonesia	Compliant
Tin	CV United Smelting	Indonesia	Compliant
Tin	Dowa	JAPAN	Compliant
Tin	EM Vinto	Bolivia	Compliant
Tin	Fenix Metals	Poland	Compliant
Tin	Gejiu Non-Ferrous Metal Processing Co., Ltd.	China	Compliant
Tin	Jiangxi Ketai Advanced Material Co., Ltd.	China	Compliant
Tin	Magnu's Minerais Metais e Ligas Ltda.	Brazil	Compliant
Tin	Malaysia Smelting Corporation (MSC)	Malaysia	Compliant
Tin	Melt Metais e Ligas S/A	Brazil	Compliant
Tin	Metallo-Chimique N.V.	Belgium	Compliant
Tin	Mineração Taboca S.A.	Brazil	Compliant
Tin	Minsur	Peru	Compliant
Tin	Mitsubishi Materials Corporation	Japan	Compliant
Tin	O.M. Manufacturing (Thailand) Co., Ltd.	Thailand	Compliant
Tin	Operaciones Metalurgical S.A.	Bolivia	Compliant
Tin	PT Artha Cipta Langgeng	Indonesia	Compliant
Tin	PT Babel Inti Perkasa	Indonesia	Compliant
Tin	PT Bangka Tin Industry	Indonesia	Compliant
Tin	PT Belitung Industri Sejahtera	Indonesia	Compliant
Tin	PT Bukit Timah	Indonesia	Compliant
Tin	PT DS Jaya Abadi	Indonesia	Compliant
Tin	PT Eunindo Usaha Mandiri	Indonesia	Compliant
Tin	PT Mitra Stania Prima	Indonesia	Compliant
Tin	PT Prima Timah Utama	Indonesia	Compliant
Tin	PT Refined Bangka Tin	Indonesia	Compliant
Tin	PT Sariwiguna Binasentosa	Indonesia	Compliant
Tin	PT Stanindo Inti Perkasa	Indonesia	Compliant
Tin	PT Timah (Persero) Tbk Kundur	Indonesia	Compliant
Tin	PT Timah (Persero) Tbk Mentok	Indonesia	Compliant
Tin	PT Tinindo Inter Nusa	Indonesia	Compliant
Tin	Rui Da Hung	Taiwan	Compliant
Tin	Soft Metais Ltda.	Brazil	Compliant
Tin	Thaisarco	Thailand	Compliant
Tin	White Solder Metalurgia e Mineração Ltda.	Brazil	Compliant
Tin	Yunnan Tin Group (Holding) Company Limited	China	Compliant
Tin	Gejiu Kai Meng Industry and Trade LLC	China	Active
Tin	Yunnan Chengfeng Non-ferrous Metals Co., Ltd.	China	Active
Tin	CNMC (Guangxi) PGMA Co., Ltd.	China	On Reference List Only
Tin	Estanho de Rondônia S.A.	Brazil	On Reference List Only

Tin	Gejiu Zili Mining And Metallurgy Co., Ltd.	China	On Reference List Only
Tin	Huichang Jinshunda Tin Co., Ltd.	China	On Reference List Only
Tin	Linwu Xianggui Ore Smelting Co., Ltd.	China	On Reference List Only
Tin	Nankang Nanshan Tin Manufactory Co., Ltd.	China	On Reference List Only
Tin	PT Karimun Mining	INDONESIA	On Reference List Only

The Company notes the following in connection with the above table:

- a. Not all of the included smelters may have processed the necessary 3TG contained in the Company's in-scope products, since some Covered Suppliers reported at a "company level," meaning that they reported the 3TG contained in all of their products, not just those in the products that they sold to the Company. Some Covered Suppliers also may have reported smelters that were not in the Company's supply chain due to over-inclusiveness in the information received from their suppliers or for other reasons. In addition, the smelters reflected above may not include all of the smelters in the Company's supply chain, since some Covered Suppliers may not have identified all of their smelters.
- b. The table only includes entities that were listed as smelters by the CFSI or that were on the list published by the U.S. Department of Commerce.
- c. Smelter status information in the table is as of April 6, 2016.
- d. "Compliant" means that a smelter was listed as compliant with the Conflict-Free Smelter Program's ("CFSP") assessment protocols, including through mutual recognition. Smelters that are listed as "Re-audit in process" by the CFSP are considered to be Compliant by the CFSP. Included smelters were not necessarily Compliant for all or part of 2015 and may not continue to be Compliant for any future period. We do not have information on the origin of the 3TG processed by any of the Compliant smelters prior to their respective certification dates.
- e. "Active" is a CFSP designation that means that the smelter was listed as having submitted a signed Agreement for the Exchange of Confidential Information and Auditee Agreement contracts to the CFSP or, according to information published by the CFSI, the smelter has agreed to complete a CFSP validation audit within two years of membership issuance by the Tungsten Industry – Conflict Minerals Council. For 2015, our in-scope products did not include tungsten.
- f. "On Reference List Only" means that a smelter is listed on the Smelter Reference List tab of the CMRT, but is not listed as "Compliant" or "Active."
- g. "Smelter Location" is the country in which the smelter is located.
- h. Smelter status and location reflected in the table is based solely on information made publicly available by the CFSI, without independent verification by the Company.

### Country of Origin Information

The identified countries of origin of the 3TG processed by the Compliant smelters listed in the table above may have included the countries in the categories listed below. The Company has not been able to reliably determine the country of origin of any of the other smelters listed in the table.

L1 - Countries that are not identified as conflict regions or plausible areas of smuggling or export from these regions of 3TG: Argentina, Australia, Austria, Belgium, Bolivia, Brazil, Cambodia, Canada, Chile, China, Colombia, Cote d'Ivoire, Czech Republic, Djibouti, Ecuador, Egypt, Estonia, Ethiopia, France, Germany, Guyana, Hungary, India, Indonesia, Ireland, Israel, Japan, Kazakhstan, Laos, Luxembourg, Madagascar, Malaysia, Mongolia, Myanmar, Namibia, Netherlands, Nigeria, Peru, Portugal, Russia, Sierra Leone, Singapore, Slovakia, South Korea, Spain, Suriname, Switzerland, Taiwan, Thailand, United Kingdom, United States, Vietnam and Zimbabwe.

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L2 - Countries that are known or plausible countries for smuggling, export out of region or transit of materials containing 3TG: Kenya, Mozambique and South Africa.

L3 - The DRC and its nine adjoining countries: Angola, Burundi, Central African Republic, Republic of Congo, Rwanda, South Sudan, Uganda, United Republic of Tanzania and Zambia.

DRC - The Democratic Republic of the Congo.

Alternatively, or in addition, some of the Compliant smelters may have sourced from recycled or scrap sources.