**SERVICEWEAR APPAREL CORPORATE SUPPORT CENTER INITIATIVES:**

- **Employee Workflow System:** This system saves about 500 cases of paper per year. SMS Holdings and its subsidiaries alone employ domestically about 15,000 people and also hire about 13,000 people each year. The Employee Workflow Systems allow Corporate Headquarters to process all applicants, new hires and employee status change requests (pay changes, terminations, W-2 changes, etc.) without printing out one sheet of paper. There are roughly 20 pages of forms that each employee completes between the application and the employment process. In the past, these were printed, filled out, and faxed into our Corporate Headquarters. Today each page, which is now an electronic image, is tagged by the Workflow system and electronically routed to the appropriate person or persons. The employees who process these forms have dual monitor configurations at their workstations so they can see the form image on one screen and the system needing the data on their other screen. Additionally, the Workflow system causes the forms to be electronically archived into our imaging system to later access.

- **Recycling Paper:** At our Corporate Headquarters, we recycle most paper through weekly pick-ups of large trash bins by a recycling vendor.

- **Automated Collection of Time Punches:** We’ve implemented systems that automatically collect time punches into electronic devices versus punching onto cards or handwriting on paper. This approach saves thousands of timecards and countless reams of paper.

- **Server Virtualization:** Our computer server strategy includes using Virtual Servers. Virtual Servers allow us to convert data from one software system (application) per server to multiple software systems per server. This allows us to minimize the number of servers that need to be powered and cooled at both our primary and secondary server locations.

- **Automated Supplier Invoicing:** We are implementing a workflow system where our suppliers can invoice us in a completely automated fashion through providing us with a data feed or entering the invoice data into a supplier portal and totally omit the paper.

- Future Information Systems’ initiatives that support our “green” initiative will address the paper at the satellite locations we operate, including:
  - Automation of Rotation Logs and Incident Reports: The collection, presentation and archiving of all of the data for these forms will be automated.
  - Site Status Reports will be converted from paper based report to electronic reports.
VF Corporation Manufacturing Initiatives:

Coalitions Programs

We have launched major green initiatives in the different manufacturing segments of our business and with significant results. These are detailed below:

Outdoor & Action Coalitions

- Develop the Outdoor Sustainability guidebook to communicate among brands regarding sustainable packaging design principles, waste reduction, water & energy saving and GHG reduction of internal operation
- Set goals of energy and CO₂ saving, such as 5% reduction in April—Earth month—which can save 7,248kg of CO₂ in a month!
- Biweekly meeting to enhance communication across brands and awareness of staff on sustainability programs
- Working towards getting all fabric suppliers to achieve Bluesign certification in order to assure their process and materials are safe and sustainable
- Reinforce the RSL (Restricted Substance List) compliance within brands, VFA and suppliers
- Develop Waste & Resource Efficiency guidelines, share best practices among brands on internal operations and packaging design; with the new waste system in the office
- The North Face’s target is to reduce by 25% the waste sent to landfills in 2009
- Joined the Environmental Protection Agency (EPA) Climate Leaders program and continue to work on Greenhouse Gas Inventory Management Plan with determined scope, data collection and evaluation with consultant on annual basis
JEANSWEAR U.S. COALITION

- Transforming product packaging materials such as billboards & hangtags to recycled paper, and integrating price tickets and size sticker to reduce use of packaging materials. Total savings were about 1,284 gallons of fuel and 931 trees.

- In addition to waste water recycling in Torreon, started planning another water filtration system in Delicias, Mexico estimated to recycle between 25% - 50% of waste water.

- Developing low temperature abrasion, bleach, scour process with estimated 50% energy conversion by end 2009.

- Upgraded lighting system in field locations, reducing energy 1.33 Millions/kWh annually.

- Developing sustainability programs across functional areas of VF facilities, mainly the elimination, reduction & recycling of materials, energy savings, water reduction & reuse, consolidation of shipments to reduce freight, health & wellness initiatives, as well as educational objectives for personal sustainability practices.
SPORTSWEAR COALITION

- Resource Efficiency: Reduce energy use at stores, distribution center and offices by 3% by 2011 (energy management plan, lighting upgrades, programmable thermostats at outlets)
- Reduce the amount of waste generated and disposed of throughout Nautica operations 10% by 2011 (waste audit at outlets and office, reduce polybag, recycled polybag at DC)
- Reduce carbon footprint by 5% by 2012 (join EPA Climate Leader, direct shipping, reduce travels)
- Environmental Responsibility: Define strategy on use of recycled and sustainable materials in stores and products (develop “Green Store” design guideline, sustainable materials guideline)
- Increase the use of eco-friendly chemicals and materials by 10% by 2012
- Brand Promotion: Engage associates in Nautica sustainability strategy (employee training programs and communication)
- Define organizational support and responsibilities for the implementation of the sustainability strategy (leadership team’s support, define accountability, develop metrics)
- Promote external awareness of sustainability strategy through communications and partnerships (develop water saving program with key vendors, and communication plans with marketing team)
**Imagewear Coalition**

The Imagewear US teams have formed “Green” teams in Nashville, Tampa, Easton and Waukesha, taking steps to be a more environmentally-friendly company.

- Quarterly news updates published to share with staff about Sustainability and best practices
- All facilities are putting in place recycling programs for paper, plastic, cans, etc.
- Discontinuing purchase of disposable items
- Disposing of cutting waste from cutting room through a recycling company
- Recycling thread cones, cardboard, and metal residue from the zipper operation
- Changing light switches to IR motion detectors at offices, warehouse and other common areas
- Re-organizing plant equipment on/off schedules resulting in a 20% reduction on kWh billed
**CONTEMPORARY BRANDS COALITION**

The Contemporary U.S. teams have started communications on sustainability programs and building guidelines with a focus on:

- Resource efficiency practices, including waste reduction, energy and water savings.
- Developing evaluation process/tools to review consumption of energy, water and waste to develop action plans for mid to long term objectives.
- Starting to study Greenhouse gas emissions and ways to track data for continuous monitoring process and to develop long term action plans to reduce GHG emissions.
- Developing Education/Awareness/Communications plan to increase commitment to sustainability.