

WRC University Caucus Annual Meeting

Vetta, LLC – Top of The World

Presenters:

Renata Kukowski – Vice President, Marketing and Licensing

Melissa Shears – Director of Corporate Social Responsibility

May 14, 2019

Key Learnings – Delta Honduras Situation

- Ensure internal alignment on the importance of social responsibility PRIOR to any situation unfolding
- Elevate any situation to internal leadership immediately
- Gather information from all key stakeholders: schools, agencies, multi-stakeholder initiatives like the WRC and affected peer licensees
- Understand what information, and the frequency of updates, that the key stakeholder groups need
- Provide the *what* and the *why* in your communications
- Stay committed until a resolution has been reached

Key CSR Program Drivers

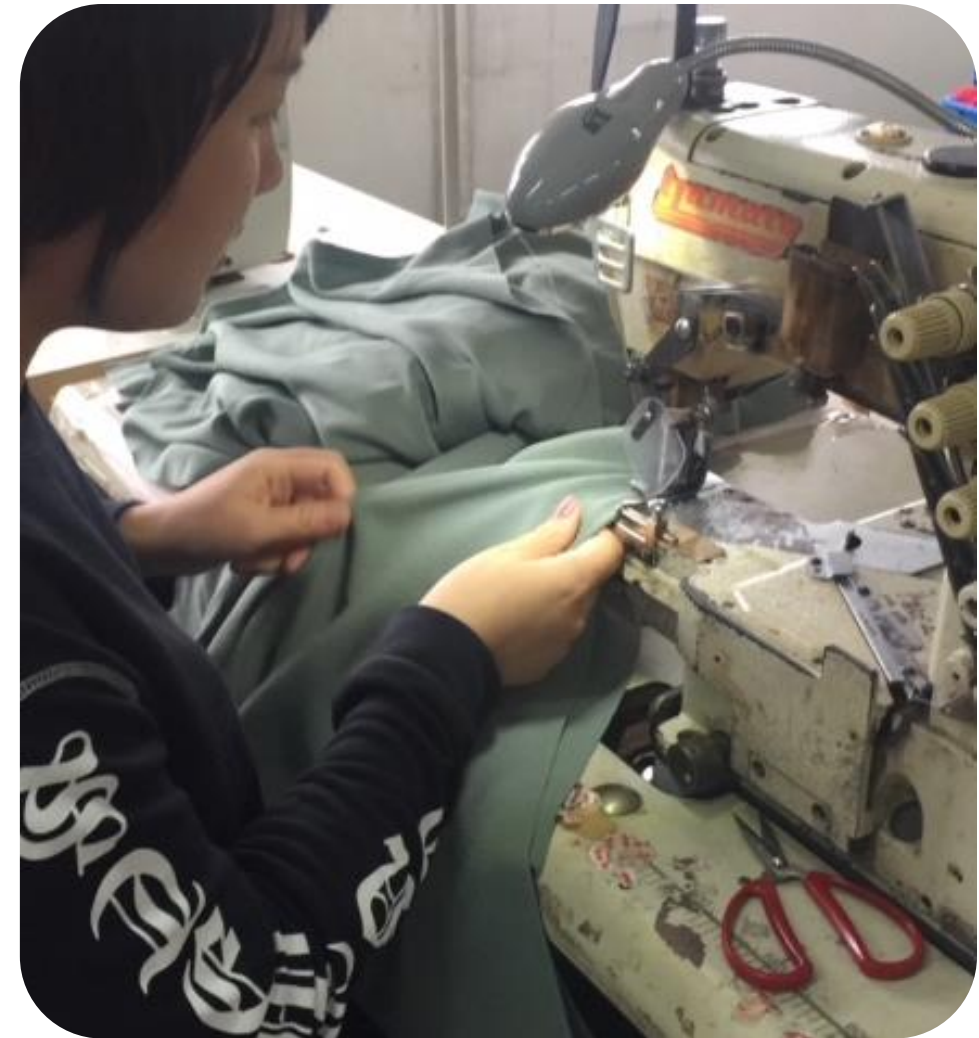
Building Long-Term Relationships/Collaboration

- Internally
 - Implementing Responsible Purchasing Practices
 - Ongoing Training & Participation in Operational Meetings
 - **ALL Vetta staff understands the role they play day-to-day in protecting workers rights!**
- Externally
 - Being Active in Industry
 - Building LT Relationships with Key/Strategic & Core Suppliers



CSR Key Program Elements

- Primary Focus on Labor Laws – Worker Protection!
- Top Down Approach & Budget
- CSR Aligns with Corporate Culture & Business Goals
- Building Solid Program Policies & Tools
- Ongoing CSR Training – Internal & External



All of these elements combined allow Vetta to protect workers rights by effectively and efficiently managing and mitigating supply chain risks!