

GRI Index

<http://responsibility.timberland.com/reporting/gri-index/>

This report was developed based on the Global Reporting Initiative's G3 Guidelines and Apparel and Footwear Sector Supplement (AFSS). While we attempted to create a comprehensive report, there are some G3 and AFSS indicators not included in this report. There are several reasons for these omissions. Our impact may have been immaterial, or we might have lacked enough internal data to provide a report. In the future, our goal is to narrow that gap as we continue to report on social and environmental impacts that are both relevant and strategically important. The 2011 data presented here and indexed according to the GRI Guidelines meets GRI's Application Level of B (self-declared).

For any questions about content contained in this website, please direct correspondence to: csrinfo@timberland.com.

GRI Index

GRI Indicator	Indicator Description	Section	Explanation
1. Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	Executive Commitment	
1.2	Description of key impacts, risks, and opportunities.	Transparency & Accountability CSR SCORECARD	
2. Organizational Profile			
2.1	Name of the organization.	Homepage	
2.2	Primary brands, products, and/or services.	10-k	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	10-k	
2.4	Location of organization's headquarters.	Timberland Website	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Timberland Website Factories Map of Impact	
2.6	Nature of ownership and legal form.	10-k	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	10-k	
2.8	Scale of the reporting organization.	10-k Company Overview	

		Governance	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	10-k	
2.10	Awards received in the reporting period.	Factories Map of Impact Timberland Website	We have not disclosed all awards in this report, but some of the awards received during the reporting period can be found in the Benefits section of our website.
3. Report Parameters			
Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Goals & Progress	Data contained in the Goals and Progress section contains Timberland's annual performance from 2006 through 2010 year end. In this same location on our website, we also report quarterly performance from 2008 through current quarterly disclosure period.
3.2	Date of most recent previous report (if any).	Report Archive Quarterly Newsletter	
3.3	Reporting cycle (annual, biennial, etc.)	Transparency & Accountability Report Archive	
3.4	Contact point for questions regarding the report or its contents.	GRI Index	
Report scope and Boundary			
3.5	Process for defining report content	Transparency & Accountability Stakeholder Approach	Timberland works regularly with a stakeholder group facilitated by Ceres to review our annual CSR performance data, targets, and CSR communication approach.
3.6	Boundary of the report	Goals & Progress Factories Map of Impact	Data contained in the Goals and Progress section contains Timberland's annual performance from 2006 through 2011 year end. In this same location on our website, we also report quarterly performance from 2008 through current quarterly disclosure period. Our intent is to provide global information. We specifically note instances in which the scope is altered.
3.7	State any specific limitations on the scope or boundary of the report.	Factories Map of Impact	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Factories Map of Impact	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and	Goals & Progress (see individual data sets)	We did our best to explain data measurement techniques and bases of calculations for the indicators found throughout the report. Please also see our quarterly reporting (within Goals

	other information in the report.		& Progress for Key Performance Indicators) for detailed explanations of data collection, calculation, and validation methodologies.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	10-k CSR SCORECARD Select metrics in the Goals & Progress section	Timberland discloses any re-statements of information provided in earlier reports when new data sets are released. Financial re-statements are available in our previous 10-k disclosures. CSR data contained in the Goals and Progress section contains Timberland's annual performance from 2006 through 2010 year end. In this same location, we also report quarterly performance from 2008 through current quarterly disclosure period. Otherwise, any historical re-statements of social and environmental performance data can be found in our Report Archive . See also our 2011 Climate Strategy Update .
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Not material	
GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Index	
Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report.	GRI Index	Every data point in this website was verified internally, as was the way it was characterized. We continue to explore the viability of an external verification program. We have committed to having our GHG inventory verified by the end of 2012.
4. Governance, Commitments and Engagement			
Governance			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Governance	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	VF Corporation – Corporate Governance section	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	VF Corporation – Corporate Governance section	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to	10-k	

	the highest governance body.		
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	10-k	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	VF Corporation – Corporate Governance section	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Governance	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Mission Statement Commerce & Justice Governance Code of Conduct VF Code of Business Conduct	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Governance	Also see: 10-k
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	10-k Governance	
Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Throughout the CSR Site	Our approach to risk management as it relates to economic, social and environmental issues are woven throughout this report.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Timberland Website	Our website includes information about the external charters/principles we endorse. More at www.timberland.com .
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization	Public Policy	<p>The section on Public Policy includes a list of partnerships as related to specific public policy engagement.</p> <p>To see a list of additional partnerships, please visit the Partner pages for our Climate, Product, Factories, and Service</p>

			programs.
Stakeholder Engagement			
4.14	List of stakeholder groups engaged by the organization.	Stakeholder Approach	See also our Voices of Challenge embedded throughout the website (on every page, and separately found at: Voices of Challenge)
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Approach	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder Approach Transparency & Accountability	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Stakeholder Approach Transparency & Accountability	See also our Voices of Challenge embedded throughout the website (on every page, and separately found here)
5. Economic Performance Indicators			
Economic Performance			
EC1	Direct economic value generated and distributed	10-k	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Climate Section Product Section	Information is provided throughout the entire pillar section. See also Cost Savings story , Public Policy Section , and CSR SCORECARD for specific targets to reduce our climate footprint. More details can be found here
EC3	Coverage of the organization's defined benefit plan obligations	Timberland Website	
EC4	Significant financial assistance received from the government	Not Material	
Market Presence			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Not reported	
EC6	Policy, practice and proportion of spending on locally-based suppliers at significant locations of operation	Not reported	We have implemented SAP for our accounting services. This will help us gather this information for future reports.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Not reported	
Indirect Economic Impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro-bono engagement	Not reported	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts Not available — We have not tracked our indirect economic impacts in a comprehensive manner. We are working to gain a better understanding of these types of impacts.	Not available	We have not tracked our indirect economic impacts in a comprehensive manner. We are working to gain a better understanding of these types of impacts.

6. Environmental Performance Indicators**Materials**

EN1	Materials used by weight or volume.	Use of Eco-conscious Materials in Footwear Percent of Recycled, Organic, or Renewable Material in Apparel	
EN2	Percentage of materials used that are recycled input materials.	Use of Eco-conscious Materials in Footwear Percent of Recycled, Organic, or Renewable Material in Apparel	Timberland's complementary white paper on our Product pillar, titled "Grading our Products: Timberland's Green Index Program" is available here

Energy

EN3	Direct energy consumption by primary energy source.	Greenhouse Gas Inventory	
EN4	Indirect energy consumption by primary source.	Greenhouse Gas Inventory	
EN5	Energy saved due to conservation and efficiency improvements.	Climate – Our Footprint Climate – Featured Stories – Better for the Earth. And Our Business. Climate – Featured Stories – How Low Can We Go: Emissions Reductions	
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	Climate – Our Footprint Percent Renewable Energy Use	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Climate Section	Information is provided throughout the entire pillar section.

Water

EN8	Total water withdrawal by source.	Not Reported	
EN9	Water sources significantly affected by withdrawal of water.	Not Reported	
EN10	Percentage and total volume of water recycled and reused.	Not Reported	

Biodiversity

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Not applicable	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Not applicable	
EN13	Habitats protected or restored.	Not applicable	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Not applicable	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not applicable	

Emissions, Effluents and Waste

EN16	Total direct and indirect greenhouse gas emissions by	Greenhouse Gas Inventory	
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	weight.		
EN17	Other relevant indirect greenhouse gas emissions by weight.	Greenhouse Gas Inventory	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Climate Section	Information is provided throughout the entire pillar section.
EN19	Emissions of ozone-depleting substances by weight.	Not available	We are not tracking this information at the aggregate level. We are working on a reporting infrastructure that will help us gather this type of information. No date is yet set to report publicly on this.
EN20	NOx, SOx, and other significant air emissions by type and weight.	Not Reported	
EN21	Total water discharge by quality and destination.	Not Reported	
EN22	Total weight of waste by type and disposal method.	Not Reported	
EN23	Total number and volume of spills.	Not Reported	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not Reported	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats ejected by the reporting organization's discharges of water and runoff.	Not Material	
Products and Services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Product Section	Information is provided throughout the entire pillar section. More information about how the Green Index is being used to design environmental harms out of our products is available in Timberland's complementary white paper on our Product pillar, titled "Grading our Products: Timberland's Green Index Program" and available here .
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not available	We are not tracking this information at the current time. We are working on a reporting infrastructure that will help us gather this type of information. No date is yet set to report publicly on this.
Compliance			
EN28	"Monetary value of significant ones and total number of non-monetary sanctions for non-compliance with environmental laws and regulations."	Not reported	
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used	Transportation Emissions	

	for the organization's operations, and transporting members of the workforce.		
Overall			
EN30	Total environmental protection expenditures and investments by type.	Not reported	We have not disclosed resources allocated for environmental protection and investment.
7. Labor Practices and Decent Work			
Employment			
LA1	Total workforce by employment type, employment contract, and region.	Employee Distribution	This section provides much of the required information
LA2	Total number and rate of employee turnover by age group, gender, and region.	Average Tenure	This section provides much of the required information
LA3	Benefits provided to full-time employees that are not provided to temporary or parttime employees, by major operations.	Timberland Website	
Labor/Management Relations			
LA4	Percentage of employees covered by collective bargaining agreements.	Not material	No Timberland employees are covered by collective bargaining agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Not material	No Timberland employees are covered by collective bargaining agreements.
Occupational Health and Safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not material	Our Health and Safety section discusses our work in this area. Our safety committees are very small but their work affects the broad employee population.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	Health and Safety	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Not available	While we do work to include disease awareness into our worker training, we do not track them formally.
LA9	Health and safety topics covered in formal agreements with trade unions.	Not material Percent Unionization in our Factories – By Region	Timberland does not have independent trade unions. However, in this report we are disclosing the percent of our third-party contract factories that are unionized by region.
Training and Education			
LA10	Average hours of training per year per employee by employee category.	Not reported	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Worker Engagement & Empowerment	More information is available in Timberland's complementary white paper on our Factories pillar, titled "Beyond Factory Walls: Engaging Workers & Strengthening Communities" and available here .
LA12	Percentage of employees receiving regular performance and career development reviews.	Not reported	

Diversity and Equal Opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Global Composition of Leadership Diversity	Additional information can be found at: 10-k
LA14	Ratio of basic salary of men to women by employee category.	Not reported	
8. Human Rights			
Investment and Procurement Practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Factories Section	Information is provided throughout the entire pillar section. The Factories section of the report discusses how many factories have received a human rights screening.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Factories Section	Information is provided throughout the entire pillar section. See also Timberland's Code of Conduct and VF Global Compliance .
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not available	While we train our employees on human rights, we do not track this indicator in the aggregate.
Non-discrimination			
HR4	Total number of incidents of discrimination and actions taken.	Immediate Actions in our Supply Chain	
Freedom of Association and Collective Bargaining			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Immediate Actions in our Supply Chain	
Child Labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Immediate Actions in our Supply Chain	
Forced and Compulsory Labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor.	Immediate Actions in our Supply Chain	
Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not material	
Indigenous Rights			
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not reported	
9. Society			
Community			
SO1	Nature, scope, and effectiveness of any programs and practices	Factories Section	More information is available in Timberland's complementary

	that assess and manage the impacts of operations on communities, including entering, operating, and exiting.		white paper on our Factories pillar, available here .
Corruption			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Not material	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not material	More information can be found in the VF Code of Business Conduct .
SO4	Actions taken in response to incidents of corruption.	Not material	More information can be found in the VF Code of Business Conduct .
Public Policy			
SO5	Public policy positions and participation in public policy development and lobbying.	Public Policy	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Public Policy	
Anti-Competitive Behavior			
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not applicable	
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Not Reported	
10. Product Responsibility			
Customer Health and Safety			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Design Innovation Green Index® Rating	More information about Timberland's approach to Lifecycle Analysis is available in Timberland's complementary white paper on our Product pillar, titled "Grading our Products: Timberland's Green Index Program" and available here .
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.	Not reported	
Product and Service Labeling			
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Product Section	Information is provided throughout the entire pillar section. More information about Timberland's approach to Lifecycle Analysis is available in Timberland's complementary white paper on our Product pillar, titled "Grading our Products: Timberland's Green Index Program" and available here .
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Not reported	

PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not reported	We have not reported on our customer satisfaction research in past CSR reports. We are not sure if we will include this data in future CSR reports.
Marketing Communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Not reported	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	Not reported	
Customer Privacy			
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not reported	
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not reported	

Apparel and Footwear Sector Supplement (AFSS)

AF Indicator	Indicator Description	Section	Explanation
Commentary on 1.2	Where applicable, this should include an assessment of supply chain performance.	Factories Pillar	We describe our key impacts, risks and opportunities throughout the Factories pillar section.
AF1	Code of conduct content and coverage.	Code of Conduct Percent Factories Covered – Global & Regional results	For more information, our Code of Conduct can be found here .
AF2	Parties and personnel engaged in code of conduct compliance function.	Assessment & Remediation	We also disclose our Factory List on a quarterly basis in our Report Archive section.
AF3	Compliance audit process.	Assessment & Remediation	Our Factories Dig Deeper Paper describes our Assessment Process in detail and is available here .
AF4	Policy and procedures for receiving, investigating, and responding to grievances and complaints.	Timberland Website	Information about policy and procedures relating to grievances and complaints can be found in VF Code of Business Conduct
AF5	Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	Assessment & Remediation Worker Engagement & Empowerment	Our Factories Dig Deeper Paper describes our Assessment Process in detail and is available here .
AF6	Policies for supplier selection, management, and termination.	Factories Dig Deeper Paper	Our Workplace Dig Deeper Paper is available here . For more information, our Code of Conduct can be found here .
AF7	Number and location of workplaces covered by code of	Factories Map of Impact	We also disclose our Factory List on a quarterly basis in our Report

	conduct.	Number of Factories Percent Factories Covered – Global & Regional results	Archive section.
AF8	Number of audits conducted and percentage of workplaces audited.	Factories Map of Impact Number of Factories Percent Factories Covered – Global & Regional results	We also disclose our Factory List on a quarterly basis in our Report Archive section.
AF9	Incidents of non-compliance with legal requirements or collective bargaining agreements on wages.	Not material	We will report on this information as part of our disclosure under indicator AF14.
AF10	Incidents of non-compliance with overtime standards.	Not material	We will report on this information as part of our disclosure under indicator AF14.
AF11	Incidents of non-compliance with standards on pregnancy and maternity rights	Not material	We will report on this information as part of our disclosure under indicator AF14.
AF12	Incidents of the use of child labor.	Not material	We will report on this information as part of our disclosure under indicator AF14.
AF13	Incidents of noncompliance with standards on gender discrimination.	Not material	We will report on this information as part of our disclosure under indicator AF14.
AF14	Incidents of non-compliance with code of conduct.	Immediate Actions in Our Supply Chain Assessment & Remediation	
AF15	Analysis of data from code compliance audits.	Factory Conditions	See also quarterly data , which is analyzed and updated four times per year to track progress against publicly stated goals.
AF16	Remediation practices to address non-compliance findings.	Assessment & Remediation	
AF17	Actions to identify and mitigate business practices that affect code compliance.	Factories Dig Deeper Paper	Our Factories Dig Deeper Paper is available here . More information can be found in our Make it Better Brief on Working Hours available here .
AF18	Programs to replace organic-based adhesives and primers with water-based adhesives and primers.	Volatile Organic Compounds (VOCs) Product Featured Story: Reducing the Impact of VOCs	
AF19	Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems.	Eco-Conscious Materials Design Innovation Use of Eco-Conscious Materials (Footwear)	
Commentary on EN1	Include use of pumice, stones and sand under Compilation 2.1 on “Associated process materials”. Report on pumice, stones, and sand by weight under Compilation 2.3	Not available	We do not yet have the systems in place to track this data. We are working within our supply chain to gain a better understanding of these discharges.
AF20	List of environmentally preferable materials used in apparel and footwear products.	Use of Eco-conscious Materials in Footwear Percent of Recycled, Organic, or Renewable Material in Apparel	See also: Earthkeepers website .
AF21	Amount of energy consumed and percentage of the energy that is from renewable sources.	Greenhouse Gas Inventory Percent Renewable Energy Used	

Commentary on EN21	"For Footwear: Report on total chromium discharges under Compilation 2.3. For Apparel: Report on the discharge of antimony, arsenic, cadmium, chromium, cobalt, copper, cyanide, lead, mercury, nickel, and zinc under Compilation 2.3."	Not available	We do not yet have the systems in place to track this data. We are working within our supply chain to gain a better understanding of these discharges.
Commentary on EN22	Report on pumice, stones and sand under Compilation 2.1.	Not available	We do not yet have the systems in place to track this data. We are working within our supply chain to gain a better understanding of these resources.
Commentary on EN26	In addition to Compilation 2.2, report on specific programs to reduce environmental impact of products, including but not limited to manufacturing, product use, and packaging use at the design and conceptualization stages.	Product Section Green Index® Rating	Information is provided throughout the entire pillar section.
AF22	Policy and practices regarding the use of employees with nonpermanent and non-fulltime status.	Not reported	This issue is covered in Timberland's Workplace Quality Standards Guide. To request a copy of this document, please email: csrinfo@timberland.com .
AF23	Policy regarding the use of home working.	Not reported	This issue is covered in Timberland's Workplace Quality Standards Guide. To request a copy of this document, please email: csrinfo@timberland.com .
AF24	Policy on the use and selection of labor brokers, including adherence to relevant ILO Conventions.	Not reported	This issue is covered in Timberland's Workplace Quality Standards Guide. To request a copy of this document, please email: csrinfo@timberland.com .
AF25	Policy and practices on wage deductions that are not mandated by law.	Timberland's Code of Conduct Assessment & Remediation Immediate Actions in our Supply Chain	For more information, our Code of Conduct can be found here .
AF26	Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime.	Timberland's Code of Conduct Assessment & Remediation Immediate Actions in our Supply Chain	For more information, our Code of Conduct can be found here .
AF27	Policy and actions to protect the pregnancy and maternity rights of women workers.	Timberland's Code of Conduct Assessment & Remediation Immediate Actions in our Supply Chain	For more information, our Code of Conduct can be found here .
AF28	Percentage of foreign migrant workers as a portion of total workforce, broken down by region.	Not available	We do not currently track this indicator. We are working to gain deeper transparency into our supply chain. We hope to report on this indicator in future reports.
AF29	Percentage of workplaces where there is one or more independent trade union(s).	Percent Unionization in our Factories – Global & Regional	Timberland does not have independent trade unions. However, in this report we are disclosing the percent of our third-party contract factories that are unionized by region.
AF30	Percentage of workplaces where, in the absence of a trade union, there are worker-management	Not available	We do not currently track this indicator. We are working to gain deeper transparency into our

	committees, broken down by country.		supply chain. We hope to report on this indicator in future reports.
Commentary on LA7	Include health issues associated with reduced lung function due to dust in "Occupational disease rate" under Compilation 2.4. Include risk assessments and preventative measures for accidents and injuries under Compilation 2.7.	Not available	We do not currently track this indicator. We are working to gain deeper transparency into our supply chain. We hope to report on this indicator in future reports.
AF31	Initiatives and programs to respond to, reduce, and prevent the occurrence of musculoskeletal disorders.	Not available	We do many trainings for our employees and factory workers. At this point we do not have trainings specifically on musculoskeletal disorders.
AF32	Actions to address gender discrimination and to provide opportunities for the advancement of women workers.	Timberland's Code of Conduct Assessment & Remediation Immediate Actions in our Supply Chain	More information can be found in the Global Human Rights section of our 2005 CSR Report in the Report Archive .
AF33	Priorities in community investment strategy.	Worker Engagement & Empowerment Sustainable Living Environments Service Section Charitable Contributions	Note that Charitable Contributions are made as cash product, or in kind donations by The Timberland Company globally.
AF34	Amount of investment in worker communities broken down by location.	Not available	We do not have data for community investment for all locations in our supply chain. Several case studies are discussed in our Factories Dig Deeper Paper, available here .
Commentary on SO5	Report public policy position on the inclusion of labor and environmental protections in trade agreements and the degree to which lobbying positions integrate considerations about the potential effects on workers, communities, and organizations in the supply chain under Compilation 2.3	Public Policy	Our Factories Dig Deeper Paper is available here .