



Timberland Quarterly CSR Reporting: Q4 2009

Performance Dashboard

CSR Quarterly Dashboard											
Summary	This dashboard contains metrics that are reported quarterly to our many stakeholder groups. They are reviewed by our CSR team and CSR Board Subcommittee. Once these internal reviews have been accomplished, the results are posted on Earthkeeper.com/csr to scale the conversation to a broader set of stakeholders. All of this feedback helps our company refine our CSR strategy.										
Pillars	Energy, Product, Workplace and Service										
Reason to Believe	Provides a consistent and cohesive way for the CSR team to engage our internal and external stakeholders around CSR progress. Enables us to be accountable for progress against stated goals. Allows us to prioritize resource allocation against key initiatives. Helps us prove the return on investment (ROI) for CSR at Timberland.										
Key Initiatives	Carbon Neutrality target, Green Index, Assessments & Remediation, and Path of Service Program										
Key Performance Indicators											
Pillar Goals	Category	Indicator	Annual performance		2009					Targets	
			2007	2008	Q1 2009	Q2 2009	Q3 2009	Q4 2009	Annual	2010	2015
1. Carbon Neutral (Energy)	GHG Inventory	Metric Tons of Carbon Emissions ²	23,037	18,097	4,279	3,988	4,015	3,992	16,273	12,800	6,400
	Renewable Energy	Renewable Energy as Percentage of Total Energy Use ²	4.99%	6.67%	9.57%	12.61%	12.86%	10.99%	11.45%	39%	60%
	Supply Chain	Metric Tons of Emissions for Footwear Factories		448,902	106,080	93,007	88,243	83,777		Baseline ³	
2. Cradle-to-Cradle Product	Green Index	Average Green Index score (weighted by production)	6.67	6.13	6.52	6.61	6.78	6.16	6.49	TBD ⁴	NT
	Chemicals	Average grams/pair of Volatile Organic Compounds (VOCs)		74.9	69.8	73.6	68.7	64.2	68.1	71.2 ⁵	NT
	Raw Materials	Percentage of total cotton sourced that is organic ⁶	7.35%		35.30%	26.00%	12.23%	38.20%		TBD ⁴	NT
3. Fair, Safe and Non-discriminatory Workplaces ¹	Purchasing Practices	Percentage of footwear production in "High Risk" factories	34%	1%	1%	4%	4%	0%	0%	0%	0%
		Percentage of "High Priority" factories	38%	38%	31%	28%	28%	24%	24%	30%	20%
		Average Assessment Score	61.9	62.0	65.7	67.7	68.5	69.2	69.2	70	75
	Scoring	Average Environmental Score (not including tanneries)	1.88	2.10	2.11	2.17	2.16	2.09	2.09	2.75	3
		Average Environmental Score (tanneries only)	2.53	3.17	3.22	3.31	3.46	3.44	3.44	4.00	NT
	Improvement	Percentage of Continued Factory Partners with Improved Score	51%	69%	78%	75%	60%	59%	68%	70%	70%
4. Service Campaign: Community Greening	General Service Statistics ⁷	Hours Utilization Rate (HUR) year to date	40%	38.8%	6.0%	23.4%	31.5%	41.2%	41.2%	41%	45%
		Hours spent serving the community year to date	86,037	79,018	12,007	47,220	62,367	82,293	82,293	80,262	87,784
		Benefit Utilization Rate (BUR) year to date	76%	77%	28%	64%	75%	78%	78%	80%	84%

Note about targets: in some cases we have adjusted our long-term targets based on 2008 performance. Changes to 2010 targets are explained in the Q1 2009 individual pillar dashboards. 2015 targets have been updated in the Workplace and Service pillars accordingly.

¹ Our previously disclosed 2008 annual performance in the Workplaces focus area measured our current profile (see Q4 Workplace Data Qualifier); we have updated the 2008 year end performance to reflect all assessments completed during the year.

² Timberland's Greenhouse gas inventory is inclusive of emissions coming from our owned and operated facilities and employee air travel. Please note we have corrected historical emissions data to reflect improved accuracy in record keeping for 2008 and 2009. As a result, 2008 year end emissions and Q1, Q2, Q3 2009 emissions reported here are slightly lower than previously disclosed. As a result of these corrections, we have restated year end 2008 total emissions as well as restated 2009 quarterly emissions data and renewable energy percentage. We are in the process of having our GHG inventory verified by a 3rd party for 2006-2009 data.

³ In 2009 we provided supply chain emissions data for total production at factories producing Timberland products. In Q3 2009 we began disclosing information about Timberland-specific supply chain emissions in factories that produce Timberland products. We will set a baseline for Timberland-specific emissions in 2010 and set targets thereafter.

⁴ TBD targets are those that we plan to disclose after we have verified data quality for internal calculation purposes.

⁵ Target for new metric of Average grams/pair of Volatile Organic Compounds (VOCs) is for 2009 rather than 2010 because this is the first year we are disclosing this data. We will disclose our 2010 target (and update this field) in our 2010 quarterly disclosure.

⁶ We do not have 2008 year end data for percentage of total cotton sourced that is organic because we began licensing apparel during 2008. As a result, mid-2008 performance is not directly comparable to other data points; as of 2009, this metric includes licensee data and is a global metric.

⁷ All Service statistics are reported year to date beginning in 2009.