



TIMBERLAND
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July 9, 2019

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017

Dear Mr. Secretary-General,

I am pleased to confirm that *Timberland* wishes to reinstate its membership within the UN Global Compact. *Timberland* has always and continues today to fully support the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to maintain focused implementation of those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. *Timberland* will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency – *Timberland* has been reporting progress against its publicly stated CSR goals on a quarterly basis since 2008 including full disclosure of our supply chain partners. Unfortunately, we failed to submit recent COP reports based on an error in understanding that our quarterly CSR reporting was not sufficient proxy for the COP. Therefore, we re-commit to report on progress *annually* hereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. (This is separate from our initial letter of commitment to join the UN Global Compact.)
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely,

James Pisani
Global Brand President - Timberland