



July 21, 2008

THE TIMBERLAND COMPANY

200 DOMAIN DRIVE

STRATHAM

NEW HAMPSHIRE

03885

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that The Timberland Company supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the 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 Millennium Development Goals. The Timberland Company 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 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, and therefore commit to report on progress within two years of joining the Global Compact, and every year thereafter according to the Global Compact COP policy.

Sincerely yours,

A handwritten signature in blue ink, reading "Jeffrey B. Swartz".

Jeffrey B. Swartz

President & CEO



May 11, 2016

To our stakeholders:

I am pleased to confirm that Timberland reaffirms our support of the Ten Principles of the United Nations Global Compact (UNGC) in the areas of human rights, labor, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the UNGC principles. We support public accountability and transparency, and commit to report progress to our stakeholders at least annually - we provide quarterly updates on our progress at www.timberland.com/responsibility. Also attached for reference is our annual press release summarizing our progress for 2015.

Sincerely,

A handwritten signature in black ink, appearing to read "Stewart Whitney", written over a light blue horizontal line.

Stewart Whitney
President

THE TIMBERLAND COMPANY

200 DOMAIN DRIVE

STRATHAM

NEW HAMPSHIRE

03885

603.772.9500

FAX: 603.773.1640