

Timberland CSR Report: Standard Disclosures

GRI INDEX 2007-2008

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	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.	CEO Letter	1	
1.2	Description of key impacts, risks, and opportunities.	Key Performance Indicators, The Timberland Footprint	Inside Cover, 2-3	
2. ORGANIZATIONAL PROFILE				
2.1	Name of the organization.	The Organization	Front Cover	
2.2	Primary brands, products, and/or services.	10-k	—	http://www.timberland.com/investorRelations/index.jsp
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	10-k	—	http://www.timberland.com/investorRelations/index.jsp
2.4	Location of organization's headquarters.	Last page	29	
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, Company Background, Workplace Map of Impact	26-28, 16-17	http://www.timberland.com/corp/index.jsp?page=workingHere_locations
2.6	Nature of ownership and legal form.	10-k	—	http://www.timberland.com/investorRelations/index.jsp
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	10-k	—	http://www.timberland.com/investorRelations/index.jsp
2.8	Scale of the reporting organization.	Company Background, Governance & Accountability, 10-k	4-5, 26-28	http://www.timberland.com/investorRelations/index.jsp
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Workplace Map of Impact, Report Scope, 10-k	16-17, 29	http://www.timberland.com/investorRelations/index.jsp
2.10	Awards received in the reporting period.	Timberland website	—	We have not disclosed all awards in this report, but some of the awards received during the reporting period can be found at http://www.timberland.com/corp/index.jsp?page=workingHere
3. REPORT PARAMETERS				
Report Profile				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Report Scope	29	
3.2	Date of most recent previous report (if any).	Report Scope	29	
3.3	Reporting cycle (annual, biennial, etc.)	Report Scope	29	
3.4	Contact point for questions regarding the report or its contents.	Report Scope	29	
Report Scope and Boundary				
3.5	Process for defining report content	The Timberland Footprint, Stakeholder Engagement	2-3	
3.6	Boundary of the report	Report Scope, Workplace Map of Impact	29, 16-17	Our intent is to provide global information. We specifically notate instances in which the scope is altered.
3.7	State any specific limitations on the scope or boundary of the report.	Workplace Map of Impact	16-17	
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.	Workplace Map of Impact	16-17	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	Throughout the report	—	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 at www.earthkeeper.com/csr 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).	Financial Performance, Key Performance Indicators, Energy	26, Inside Cover, 7-9	

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Not applicable	—	
GRI Content Index				
3.12	Table identifying the location of the Standard Disclosures in the report.	Standard Disclosures	Timberland website	www.timberland.com/csreport
Assurance				
3.13	Policy and current practice with regard to seeking external assurance for the report.	Report Scope	29	
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 & Accountability	4-5	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Timberland website	—	http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
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.	Timberland website	—	http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	10-k	—	http://www.timberland.com/investorRelations/index.jsp
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	—	http://www.timberland.com/investorRelations/index.jsp
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Timberland website	—	http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
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.	Timberland website	—	http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
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.	The Timberland Footprint, Governance & Accountability	2-3, 4-5	Our Code of Ethics and Code of Conduct can be found at www.timberland.com/csreport
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 & Accountability	4-5	Also see: http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Timberland website	—	http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
COMMITMENTS TO EXTERNAL INITIATIVES				
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Throughout the report	—	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	5	The section on Public Policy includes an incomplete list of our industry association partnerships. We aim to include a more comprehensive list in next year's CSR report.
Stakeholder Engagement				
4.14	List of stakeholder groups engaged by the organization.	Stakeholder Engagement	2-3	See also our Voices of Challenge embedded throughout the document, as well as our new online stakeholder engagement community at www.earthkeeper.com/csr
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder Engagement	2-3	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder Engagement	2-3	
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 Engagement	2-3	See also our Voices of Challenge embedded throughout the document, as well as our new online stakeholder engagement community at www.earthkeeper.com/csr
5. ECONOMIC PERFORMANCE INDICATORS				
Economic Performance				
EC1	Direct economic value generated and distributed	10-k	—	http://www.timberland.com/investorRelations/index.jsp

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Energy Pillar, Product Pillar	6-9, 10-13	
EC3	Coverage of the organization's defined benefit plan obligations	Timberland website	—	http://www.timberland.com/corp/index.jsp?page=workingHere_benefits
EC4	Significant financial assistance received from the government	Not Material	—	http://www.timberland.com/investorRelations/index.jsp
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.
6. ENVIRONMENTAL PERFORMANCE INDICATORS				
Materials				
EN1	Materials used by weight or volume.	Product Pillar	12	
EN2	Percentage of materials used that are recycled input materials.	Product Pillar, Product Dig Deeper Paper	10-13	Timberland's complementary white paper on our Product pillar, titled "Grading our Products: Timberland's Green Index Program" is available at www.timberland.com/GreenIndex2009
Energy				
EN3	Direct energy consumption by primary energy source.	Energy Map of Impact	7	
EN4	Indirect energy consumption by primary source.	Energy Map of Impact	7	
EN5	Energy saved due to conservation and efficiency improvements.	Energy Pillar	8-9	
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives.	Energy Pillar	8-9	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Energy Pillar	6-7	
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 weight.	Energy Map of Impact	7	
EN17	Other relevant indirect greenhouse gas emissions by weight.	Energy Map of Impact	7	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Energy Pillar	6-9	

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
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.	Green Index, Product Pillar, Product Dig Deeper Paper	10-13	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 at www.timberland.com/GreenIndex2009
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 for the organization's operations, and transporting members of the workforce.	Transportation Emissions	9	
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.	Employees	27	This section provides much of the required information
LA2	Total number and rate of employee turnover by age group, gender, and region.	Employees	27	This section provides much of the required information
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Timberland website	—	Benefits can be found at http://www.timberland.com/corp/index.jsp?page=workingHere_benefits
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	27	
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, Workplace Map of Impacts	16-17	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.

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
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.	Workplace Dig Deeper paper, Engaging Communities and Empowering Workers	21	More information is available in Timberland's complementary white paper on our Workplace pillar, titled "Beyond Factory Walls: Engaging Workers & Strengthening Communities" and available at www.timberland.com/BeyondFactoryWalls2009
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.	Employees	27	Additional information can be found at http://phx.corporate-ir.net/phoenix.zhtml?c=105954&p=irol-govhighlights
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.	Workplace Pillar	14-21	The Workplace 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.	Workplace Progress Report, Workplace Map of Impact, Code of Conduct	14, 16-17 Timberland website	Our Code of Ethics and Code of Conduct can be found at www.timberland.com/csrrreport
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.	Beyond Monitoring	18	During the reporting period, we found no incidences of discrimination.
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.	Workplace Map of Impact, Beyond Monitoring	16-17, 18	
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.	Workplace Map of Impact, Beyond Monitoring	16-17, 18	
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.	Workplace Map of Impact, Beyond Monitoring	16-17, 18	
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				
S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Workplace Dig Deeper Paper	—	More information is available in Timberland's complementary white paper on our Workplace pillar, available at www.timberland.com/BeyondFactoryWalls2009
Corruption				
S02	Percentage and total number of business units analyzed for risks related to corruption.	Not material	—	More information can be found in our Code of Ethics: http://www.corporate-ir.net/ireye/ir_site.zhtml?ticker=TBL&script=2250
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Not material	—	More information can be found in our Code of Ethics: http://www.corporate-ir.net/ireye/ir_site.zhtml?ticker=TBL&script=2251
S04	Actions taken in response to incidents of corruption.	Not material	—	More information can be found in our Code of Ethics: http://www.corporate-ir.net/ireye/ir_site.zhtml?ticker=TBL&script=2252

GRI INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
Public Policy				
S05	Public policy positions and participation in public policy development and lobbying.	Public Policy	5	
S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Public Policy	5	
Anti-Competitive Behavior				
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Not applicable	—	
Compliance				
S08	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.	Green Index, Product Pillar, Product Dig Deeper Paper	10-13	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 at www.timberland.com/GreenIndex2009
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.	Green Index, Product Pillar, Product Dig Deeper Paper	10-13	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 at www.timberland.com/GreenIndex2009
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	PAGE	EXPLANATION
Commentary on 1.2	Where applicable, this should include an assessment of supply chain performance.	Workplace Pillar	14-21	We describe our key impacts, risks and opportunities throughout the Workplace pillar section.
AF1	Code of conduct content and coverage.	Workplace Progress Report, Workplace Map of Impact	14, 16-17	For more information, our Code of Conduct can be found at http://www.timberland.com/corp/english_feb02.pdf
AF2	Parties and personnel engaged in code of conduct compliance function.	The Timberland Footprint, Workplace Map of Impact	2-3, 16-17	We also disclose our Factory List on a quarterly basis at www.earthkeeper.com/csr
AF3	Compliance audit process.	Workplace Map of Impact, The Role of Our Assessors, Workplace Dig Deeper Paper	16-17, 18-21	Our Workplace Dig Deeper Paper describes our Assessment Process in detail and is available at www.timberland.com/BeyondFactoryWalls2009
AF4	Policy and procedures for receiving, investigating, and responding to grievances and complaints.	Timberland Web Site	—	Information about policy and procedures relating to grievances and complaints can be found in our Code of Ethics online: http://phx.corporate-ir.net/phenix.zhtml?c=105954&p=irol-govConduct
AF5	Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	The Role of Our Assessors, Workplace Dig Deeper Paper	18-21	Our Workplace Dig Deeper Paper describes our Assessment Process in detail and is available at www.timberland.com/BeyondFactoryWalls2009
AF6	Policies for supplier selection, management, and termination.	Workplace Dig Deeper Paper	—	Our Workplace Dig Deeper Paper is available at www.timberland.com/BeyondFactoryWalls2009 . For more information, our Code of Conduct can be found at http://www.timberland.com/corp/english_feb02.pdf
AF7	Number and location of workplaces covered by code of conduct.	Workplace Map of Impact, Timberland website	16-17	We also disclose our Factory List on a quarterly basis at www.earthkeeper.com/csr
AF8	Number of audits conducted and percentage of workplaces audited.	Workplace Map of Impact, Timberland website	16-17	More details can be found in our quarterly reporting at www.earthkeeper.com/csr
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.	Workplace Map of Impact, The Role of Our Assessors	16-17, 18-20	
AF15	Analysis of data from code compliance audits.	Workplace Map of Impact	16-17	More details can be found in our quarterly reporting at www.earthkeeper.com/csr
AF16	Remediation practices to address non-compliance findings.	Workplace Map of Impact, The Role of Our Assessors	16-17, 18-21	
AF17	Actions to identify and mitigate business practices that affect code compliance.	Workplace Dig Deeper Paper	—	Our Workplace Dig Deeper Paper is available at www.timberland.com/BeyondFactoryWalls2009 . More information can be found in our Make it Better Brief on Working Hours available at www.timberland.com/csrreport
AF18	Programs to replace organic-based adhesives and primers with water-based adhesives and primers.	Product Progress Report, Product Materials, Remediation Focused on Environmental Impact	10, 12, 19	
AF19	Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems.	Product Progress Report, Product Materials, Remediation Focused on Environmental Impact	10, 12, 19	
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.	Product Pillar Map of Impact, Product Materials	11-12	

AF INDICATOR	INDICATOR DESCRIPTION	SECTION	PAGE	EXPLANATION
AF21	Amount of energy consumed and percentage of the energy that is from renewable sources.	Energy Map of Impact, Renewable Energy	7-8	
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.	Green Index, Product Pillar	10-13	
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.	Beyond Monitoring, Timberland's Code of Conduct	18	For more information, our Code of Conduct can be found at http://www.timberland.com/corp/english_feb02.pdf
AF26	Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime.	Beyond Monitoring, Timberland's Code of Conduct	18	For more information, our Code of Conduct can be found at http://www.timberland.com/corp/english_feb02.pdf
AF27	Policy and actions to protect the pregnancy and maternity rights of women workers.	Beyond Monitoring, Timberland's Code of Conduct	18	For more information, our Code of Conduct can be found at http://www.timberland.com/corp/english_feb02.pdf
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).	Not material, Workplace Map of Impact	16-17	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 committees, broken down by country.	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.
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.	Beyond Monitoring, Timberland website	18	More information can be found in the Global Human Rights section of our 2005 CSR report at www.timberland.com/csreport .
AF33	Priorities in community investment strategy.	Engaging Communities and Empowering Workers, Service Pillar, Community Investment	21, 22-25, 28	
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 Workplace Dig Deeper paper, available at www.timberland.com/BeyondFactoryWalls2009
Commentary on S05	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, Workplace Dig Deeper Paper	5	Our Workplace Dig Deeper Paper is available at www.timberland.com/BeyondFactoryWalls2009 .