

8th SUSTAINABILITY REPORT: 2015
GRI G4 GUIDELINES, ISO 26.000:2010



the evolution
that differentiates us

 **Kimberly-Clark**
Compartimos la vida

HUGGIES



Scott

Kleenex

Poise

Plenitud



8th SUSTAINABILITY REPORT: 2015
GRI G4 GUIDELINES. ISO 26.000:2010



the evolution
that differentiates us



the evolution
that differentiates us

The ancient Egyptians originally had a 360-day year, a total of 360 degrees. From this systems of mathematics used in ancient times, we derive the modern day usage of 60 seconds in a minutes and 360 degrees in a circle. Unintentionally, the Babilonians gave us 5 additional days, 5 degrees beyond circle perfection that nowadays we use at Kimberly-Clark to make the difference.

OUR 5-DEGREE DIFFERENCE

At Kimberly-Clark, we believe that once a cycle is finished, we do not go back to the same starting point: what we learn every single day, every degree, is capitalized to keep on growing and evolving. On our **8th Sustainability Report** pages you will find some of those learning experiences, small victories and challenging steps which framed our sustainable management in 2015. You will also discover our ever-challenging way to innovate in our different products categories as well as develop programs and initiatives whereby we can positively contribute to the community and the environment.

We are convinced this sustainable transformation begins indoors and then extends outwards, making us become committed and responsible actors in terms of communities' growth.

In this report, you will find our 5 additional degrees, that extra passion and innovation we put into everything we do to create a shared and differential value.

5 DEGREES THAT MAKE US UNIQUE AND DIFFERENT.

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SUSTAINABILITY REPORT 2015

SCOPE

The Sustainability Report 2015 has been compiled based on the Global Reporting Initiative's (GRI) G4 Guidelines, "comprehensive" option. Published on an annual basis, this report covers the period between January 1 and December 31 2015 and is issued together with the Company annual report and balance sheet 2015.

The information contained in the Sustainability Report 2015, which has not been submitted to a process of external review, includes data regarding all company operations in Argentina, according to the information provided by the consolidated financial statements of Kimberly-Clark Argentina S.A. as of December 31st 2015.

We have not identified any significant limitation as to the scope or coverage of the Sustainability Report 2015, or any significant effect on the data restated compared to previous years. The last report issued was the Sustainability Report 2014.

Our Sustainability Committee is the point of contact to pose any query regarding the annual report content.

Contact our Sustainability Committee: _comite.sustentabilidad@kcc.com

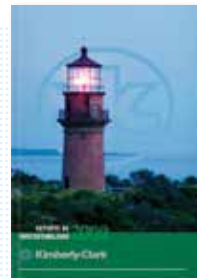


contact us
VIA E-MAIL

OUR
SUSTAINABILITY
REPORTS
throughout the years



2008



2009

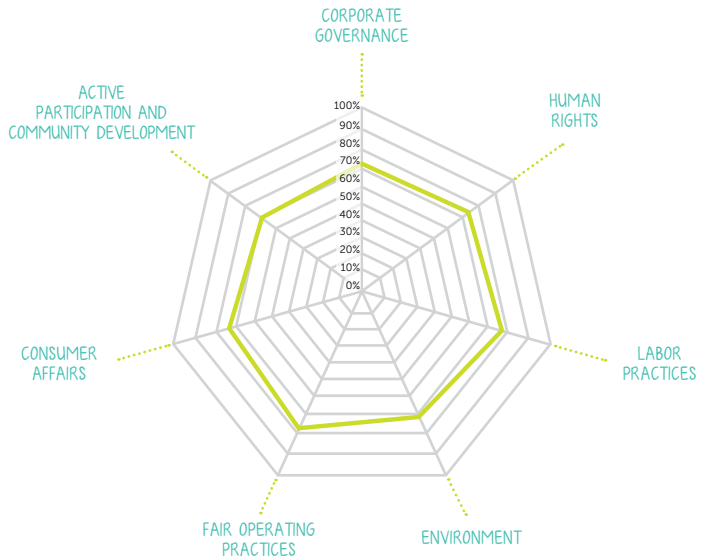


2010

ISO 26000 ON CORPORATE SOCIAL RESPONSIBILITY

ISO 26000 provides us guidance on how to implement and integrate best practices relating to social responsibility in our daily management.

In 2013 we started to gradually adopt the seven core subjects identified by the ISO 26000, and in 2015 we conducted the first assessment of the degree of progress achieved in the following areas:



GRI MATERIALITY DISCLOSURES SERVICES

The annual report was submitted to the Materiality Disclosures Service and GRI confirmed that the materiality contents (G4-17 to G4-27) are appropriately located.

Kimberly-Clark Argentina recognizes ISO 26000 as a reference document providing guidance on social responsibility.



2011



2012



2013



2014



PABLO LATRÓNICO

LAO VP - Austral Region

MANAGEMENT FOCUSED ON EVOLVING 365 DAYS A YEAR

More than 100 years ago, Kimberly-Clark had a vision: enhance people's quality of life worldwide with **ESSENTIAL** products for personal care and hygiene. Such vision, which remains in force until today, continues guiding our business towards our global 150th anniversary, and rules our sustainability strategy, deeply rooted in our business plan. .

Guided by our Vision 2022, which focuses on communities' improvement through our products innovation, sustainability in our manufacturing processes and improvement of people's health and quality of life, our actions in Argentina are performed on the basis of our three main pillars: **People, Planet and Products**.

This new Report summarizes the main accomplishments and goals achieved in our sustainable management during 2015, at each of our manufacturing plants and operations both in San Luis and Buenos Aires province (Bernal and Pilar).

One more year we feel satisfied with the sustainable growth of our business in terms of economic, social and environmental impacts, and above all, with the commitment shown by our great team in order to achieve and exceed the goals set, providing high quality products and innovation.

Outwards, we are always trying to surprise our customers by creating high-value propositions, always responsive to new needs. Internally, we keep on growing responsibly and encouraging our more than **1300 employees** to unleash all their potential.

"Our mission to enhance people's quality of life is key to our Vision 2022: the sustainability strategy that serves us a guiding principle."



Based on such concept, in 2015 we focused on the strategic issues of our materiality matrix, mainly on issues related to the environment, Human Resources and the community. Thus, we continue conducting actions which contribute to the communities where we operate in terms of health and education. We are committed to conducting sustainable business practices which bring positive changes for people. We seek to manage our operations with respect for the environment, making improvements and adapting our processes and projects to take maximum care of natural resources. It was also a year of great novelties in our product lines, with new presentations and evolving business models.

We achieved our Vision 2015 with a high degree of compliance. Nowadays, we are looking at 2022 with new global ambitions, showing our 5 additional degrees, making a difference in everything we do.

We know that every goal achieved is not an end point but a new beginning to keep evolving.

Our responsibility is to do it by becoming transforming agents to create a good present and a better future.

Sincerely,

Pablo Latrónico



FERNANDO HOFFMANN

Legal and Corporate
Affairs Director LAO-Austral Region

MANAGEMENT FOCUSED ON IMPROVING OUR COMMUNITY

Incorporating sustainability into business strategies leads to a paradigm shift, to a new way of producing where sustainability becomes part of every process and area so as to generate economic growth for both the company and the communities around.

Sustainability at Kimberly-Clark today covers both economic growth and continuous innovation of new categories and products, or the positive impact on the community and the environment. According to our vision 2022, the sustainability report was prepared "in compliance with" the GRI G4 Guidelines - comprehensive option, and the International Guidelines on Social Responsibility - ISO 26000: 2010, in respect of which we include a brief overview of the progress made. Our Internal Sustainability Committee, made up of members from different areas, reviewed information based on these international guidelines and the Management Committee reviewed and approved its contents. Thus, after a conscious effort and teamwork, we prepared a more concise report focused on 25 relevant issues and on sustainability management.

With regard to communities and under our **PEOPLE** pillar, this year the corporate program known as **+comUNIDAD** reached more than **106.000 beneficiaries** through health, education and sustainability awareness programs. Moreover, a total of **564 volunteers** reinforced their commitment with the community accepting the invitations to participate in a total of 15 activities organized together with *Caminando Juntos* Foundation.

Focused on implementing Health prevention and education actions addressed to the family group, our Health Post in Pilar, together with the Biomedical Science School of Austral Hospital recorded **4.014 medical consultations** in 2015. Furthermore, **13 workshops** were offered on general hygiene, hands washing, oral health, healthy eating habits, breastfeeding and care during pregnancy, among others, with the participation of **239 people**. Currently, the Health Post is not only a center for primary health care but also a place of belonging and for knowledge transmission.

COMPREHENSIVE GRI REPORT

we included

23

new
indicators

"In 2015, our actions focused on the community reached more than 106.000 beneficiaries through Health, Education and Awareness Programs."

Through our **Education** pillar, also related to knowledge transmission, we continued developing programs together with Conciencia (Awareness) Association. Last year, we launched the first edition of *InnovaTEC* contest, an initiative implemented to identify, recognize and share the innovative practices implemented by hundreds of teachers at technical schools in the province of Buenos Aires. The contest was supported by the Ministry of Education of the province of Buenos Aires and by the Organization of Ibero-American States. The initiative was implemented in **more than 200 schools** of the province, with two final winners.

Focused on increasing sustainability awareness, in 2015 we launched a new education campaign: Los *MEDIA*dores (MEDIAtors). Playfully encouraging people "to get to work" in order to bring about positive changes in their own setting, we shared tips, advice and videos on our online platform and social media to encourage the adoption of habits aimed at improving the environment, people's well-being and life quality in general. More than **34.200 people** have already begun to move forward.

Our forestry program in San Luis, jointly launched with the provincial Ministry of the Environment, involved the new planting of **8000 seedlings** covering 75 km of Highway N° 55 South which connects Villa Mercedes with Paraje La Argentina in San Luis. Since the onset of this program 5 years ago, our support has contributed to the forestry of **1.500.000 plants** with an annual capture of 48.000 CH₂ tons and 35.500 CO₂ tons.

In 2015 we continued working to reach different goals of our **PLANET** pillar and developed projects which have had an impact on the reduction of our carbon footprint and energy consumption. According to the footprint assessment conducted by Ernst&Young consulting agency, energy consumption in our plants was reduced by **3%** (2.9%). Regarding production in each of the plants, we reduced tons of CO₂ produced in each case, even in our operations in Pilar and Bernal where production was increased. In 2015 we implemented a total of **10 new initiatives** in manufacturing plants aimed at reducing the carbon footprint in the environment. Water consumption showed a slight increase in our plant in Bernal due to the incorporation



"Our achievements are not possible without the effort and dedication of our people, 1337 people who find in Kimberly-Clark a way of unleashing their potential."

of products with raw material including a high degree of recycled paper. However, we have already outlined a plan in different stages until 2022 so as to reach our goal of **10 m3/BDMT** of water consumption every ton of manufactured paper.

Under the **PRODUCTS** pillar, we also developed initiatives which illustrate our commitment to sustainability and awareness. We launched the campaign *Abrazos de Vida* on the occasion of the Premature Babies Week, supported by Ramón Sardá Foundation and Maternity and Child Hospital, to raise awareness about the importance of skin-to-skin contact between parents and preemies. The "Incontinence Week" organized by Poise and Plenitud brands jointly with Durand Hospital raised awareness about this issue and contributed to remove long-standing taboos.

Furthermore, together with the **chain value** and through *La Salud está en tus Manos* platform, we raised awareness of natural resources protection and hygiene habits.

All these achievements could not be possible without the effort and dedication of our people, trained by KC to help them unleash all their potential. In 2015, **more than 500 employees** participated in the training sessions and exceeded **29.600 training man/hours**.

This is only part of all the information that you will find in our new Sustainability Report. I invite you to browse through it, to send us your feedback to help us continue improving and to discover such additional value in everything we do.

Sincerely,

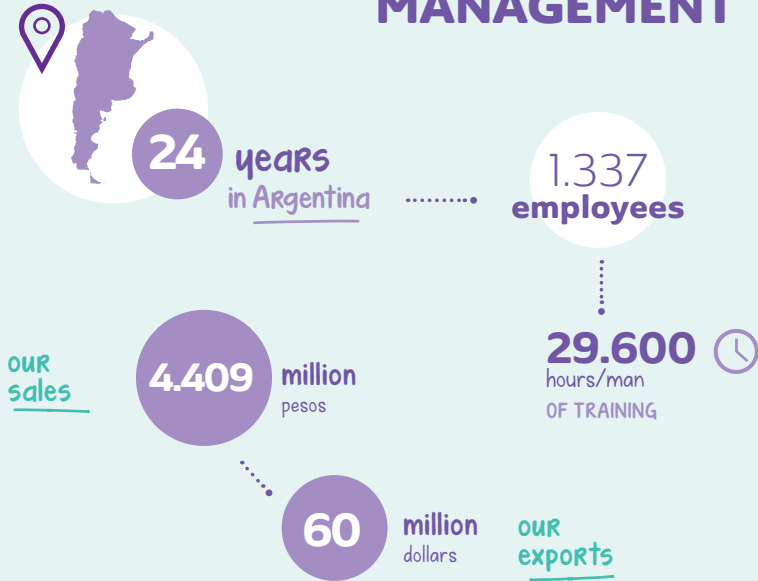


Fernando Hofmann



we drive
sustainable
EVOLUTION

we evolve with our MANAGEMENT



36
of evolution



5 business units **WE INNOVATE THROUGH OUR PRODUCTS**



365° Evolution



we improve **PEOPLE'S LIVES**

106.000
beneficiaries
of our social
investment programs



564
volunteers

12
invitations

health in our Health Post in Pilar

4.014 medical consultations
27.000 since 2007

13 workshops

education

new contest
INNOVATEC

+200 SCHOOLS

**sustainable
awareness**

8.000 trees
planted
in San Luis

1.500.000 since 2010



new campaign
Los MEDIAores
34.200 FOLLOWERS



we take care of our **PLANET**

100%

**Reusable
packaging**

waste

Reduced 50%
waste delivery to
sanitary landfill in San Luis

water

75% Recycled
and reused

gas emissions
3% we reduced

the total gas emission
in our manufacturing plants

479 We Recovered
of cellulose



PRESENCE

24 YEARS PRESENT
in Argentina



INFRASTRUCTURE

3 MANUFACTURING PLANTS **3** DISTRIBUTION CENTERS



OUR SALES

4.409 MILLION pesos

A central graphic consisting of a white circle with a dotted border. The border is colored with a gradient from purple at the top to teal at the bottom. A small purple arrow points downwards from the top right of the circle.

evolution of
**OUR
MANAGEMENT**
365°

OUR VISION

TOWARDS 2022

Everything we do at Kimberly-Clark, from contributing to communities to preserving the planet, is related to

OUR MISSION: DELIVER ESSENTIALS FOR A BETTER LIFE.

Throughout our global history, we have always connected long-term business growth with people's essential social and environmental needs. Likewise, our products are focused on meeting people's basic needs in life, since they are born until they become adults; family care and the development of safe professional environments.

On this way towards sustainability and close to our 150th global anniversary in **2022**, we reaffirm our commitment to look for increasingly sustainable products and contribute to the development of the communities we touch.

Our Vision **2022** keeps focused on current progress, without losing sight and thinking of the near future. It sets metrics in Latin America and worldwide to improve the quality of life of 25 million people through sanitation and health programs, help children in need and encourage women and girls' empowerment. It also focuses on innovation to extend useful life of post-consumer products and packages by 20%.

GLOBALLY:



today

WE INVEST ON INNOVATIVE SOCIAL PROGRAMS WORLDWIDE

to provide those in need with the essentials to lead a better life: sanitation, health and well-being.

WE DEVELOP SUSTAINABLE ALTERNATIVES TO REDUCE ENVIRONMENTAL IMPACT

and extend our packaging and products useful life.



tomorrow

IMPROVE THE WELL-BEING OF 25 MILLION PEOPLE

who are in need through global programs focused on sanitation, childhood assistance and feminine empowerment.

REDUCE RAW MATERIAL FROM NATURAL WOODS BY 50%

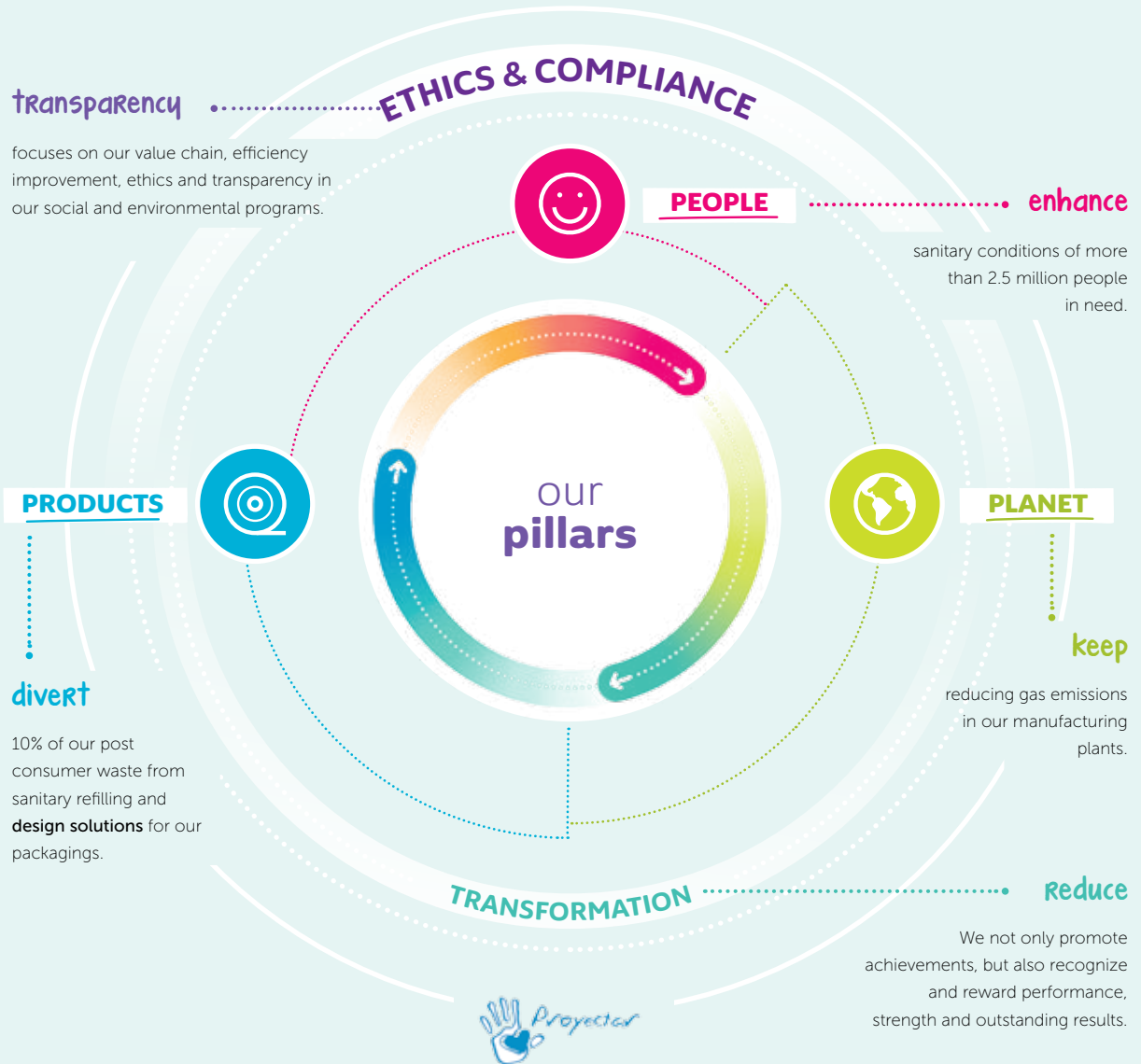
Innovate in our tissue products in order to reduce raw material of natural woods by 50%.

EXTEND UP TO 20% OUR PRODUCTS AND PACKAGING USEFUL LIFE

taking into account the implications of the full life cycle.

KEY PILLARS OF OUR MANAGEMENT

Our work at Kimberly-Clark is based on the following pillars:



ABOUT US



We develop programs to enhance people's lives in terms of health and education, committing ourselves with the communities and environment protection.

PROYECTAR PROGRAM

LOOKING AHEAD



Our sustainability strategy is part of our DNA as a company and is traceable across all company areas. On a local level, this sustainable commitment aims at preserving the planet natural resources and promote the socioeconomic progress of the communities where we operate.

PROYECTAR is our sustainable platform in Argentina to look ahead and ensuring, through our business practices:



POSITIVE CHANGES FOR PEOPLE



in every **community** in which we operate



ENVIRONMENT PROTECTION



growing responsibly with the **planet**







INNOVATION AND QUALITY IN OUR PRODUCTS







adding value to our **products** to reach our consumers through excellence.

With PROYECTAR program, our transforming agenda comprises trust building through integrity and business ethics, economic growth preserving environmental balance and social development, and promotion of internal talent in work teams.


Under these pillars, we assessed progress in **10 concrete goals** (for example, from reducing water consumption to 100% compliance with corporate social regulations or reduction of packaging impact) and followed up such goals assessing the degree of compliance with these objectives through the Sustainability Committee. This Committee, made up of an interdisciplinary group of representatives of different areas such as Human Resources, Marketing, Trade, Corporate and Legal Affairs, Operations, Quality and Development, Distribution and Supply Chain, ensures sustainability strategy implementation and development.

ACTION	Vivir Bien
 OBJECTIVE	Improve life quality of all employees in four pillars: Work, leisure, physical and emotional health.
 2015 GOALS	<ul style="list-style-type: none"> • We continued working to achieve <i>Vivir Bien</i> program objectives as well as developing innovating practices for "A new way of working".
 PROGRESS DEGREE	<ul style="list-style-type: none"> • We keep on encouraging a better balance between personal and professional life through initiatives for our employees related to their well-being in terms of their work, physical and emotional health and leisure activities.
 2022 GOALS	<ul style="list-style-type: none"> • Keep on strengthening <i>Vivir Bien</i> program among employees. • Redefine the training plan so that it reaches Austral region. • Consolidate a new way of working led by Human Resources, through different actions that will be implemented during the year. • Attract and retain talent to and in our organization






PEOPLE
 EMPLOYEES

ACTION	+ comUNIDAD
 OBJECTIVE	Develop social initiatives with a positive impact to improve the life of 1.235.000 people in Austral region (Argentina, Chile, Uruguay and Paraguay) through health and education programs.
 2015 GOALS	<ul style="list-style-type: none"> • Developed new actions in <i>Sumando Valores</i>. • Continued contributing to technical school education and extended the program scope to cover teachers. Contributed to population sustainable awareness. • Increased employees' participation in our Volunteering program. • Contributed to health improvement through our Health Post.
 PROGRESS DEGREE	<ul style="list-style-type: none"> • Developed two actions in <i>Sumando Valores</i>: promotion of reading and writing skills. • Presented innovaTEC, a new contest together with <i>Asociación Conciencia</i>. • Launched the new campaign called <i>Los Mediadores</i> (Mediators) focused on promoting sustainable habits. • Continued improving life quality of people in San Luis through new forestry programs. • Continued offering sanitary assistance and training sessions in our Health Post. • Continued with our Volunteering program through actions such as <i>Invertir Vale la Pena</i> (Investing is worthwhile) and <i>Desde Adentro</i>, jointly with <i>Caminando Juntos</i>. Further actions were conducted, such as: Celebration of Children Day and Back to School.
 2022 GOALS	<ul style="list-style-type: none"> • Extend our program together with <i>Asociación Conciencia</i> to more locations nationwide. • Keep up with our forestry program in San Luis in order to improve and implement a new program to improve the population life quality. • Increase employees' participation in volunteering actions. • Keep on promoting our values through <i>Sumando Valores</i> program.


PEOPLE
 COMMUNITY

ACTION	Environment
 OBJECTIVE	Continually improve environmental management of Kimberly-Clark manufacturing plants, encourage products and process sustainability, increase environmental performance beyond legal compliance to contribute to company reputation and competitive advantage.
 2015 GOALS	<ul style="list-style-type: none"> • We continued reducing greenhouse emissions in our plants. • We aimed towards a 0% waste diversion to sanitary landfills.
 PROGRESS DEGREE	<ul style="list-style-type: none"> • We reduced greenhouse emissions in our operation plants by 3%. • Diversion to sanitary landfills in our plant in San Luis reached 8%. • Huggies Natural Care with an ecofriendly packaging was launched.
 2022 GOALS	<ul style="list-style-type: none"> • Strive to comply with global metrics in 2022. • Continue looking for sustainable initiatives through our Sustainability Committee to extend the useful life of our products and post consumer packaging by 20%. • Keep reducing pressure on natural resources through the development of sustainable alternatives.


PLANET
ENVIRONMENT

ACTION	Integrity Project
 OBJECTIVE	Encourage suppliers/customers to develop sustainability-oriented management. Raise consumers' awareness.
 2015 GOALS	<ul style="list-style-type: none"> • We developed training workshops for suppliers.
 PROGRESS DEGREE	<ul style="list-style-type: none"> • Two new stages of the Integrity Project were conducted: an update of the Code of Conduct and training session on marketing and sustainable communication with AMCHAM experts and Ogilvy. • This year, diaper manufacturers were not included in Integrity Project but in Volunteering actions.
 2022 GOALS	<ul style="list-style-type: none"> • Keep on training our SME suppliers on issues to promote their growth and development. • Continue contributing to consumers' sustainable awareness. • Develop new proposals for consumers and customers. • Include diaper manufacturers in the Integrity Project as they are key to our value chain.


PRODUCTS
SUPPLIERS,
CUSTOMERS AND
CONSUMERS

GETTING TO KNOW KIMBERLY-CLARK

LEADERSHIP AND INNOVATION

Since **1872** Kimberly-Clark has been turning great ideas into innovative products and providing millions of consumers with better life quality. Nowadays, **1 out of 4 people** chooses our brands worldwide.

Today, we are more than **42.000 employees** and the company is based in **63 countries**, with Points of Sale in more than **150 countries**. We are an innovative company ranking N° 1 or 2 in more than 80 countries, and **we have created 5 of the 8 categories in which we compete**.

With over 140 years of history, our vision is to be a leading company that grows sustainably in each of the markets where it is located, in economic, social and environmental terms

WE ARE
N°1 OR N°2
COMPANY



in
+ than 80
COUNTRIES

OUR VALUES AND PRINCIPLES

mission

Lead the world in essentials for a better life.

vision

Be a leading company which keeps growing and generating sustainable profitability. We are committed to be the best, with a winning-mind team and professionals who are proud to be part of Kimberly-Clark.

values

Passion, respect, winning attitude, team work and credibility.

KIMBERLY-CLARK
in numbers



WE ARE + than
42.000
EMPLOYEES



WE HAVE CREATED
5 OUT OF THE 8
CONSUMER
CATEGORIES



PRESENT
in **63**
countries



in which we compete

PRESENT IN ARGENTINES' LIVES



..... **3**

INDUSTRIAL
Plants

in Pilar, Bernal
and San Luis

3

distribution
centers
World Class

in San Luis
and Buenos Aires

..... **offices**

in Buenos Aires



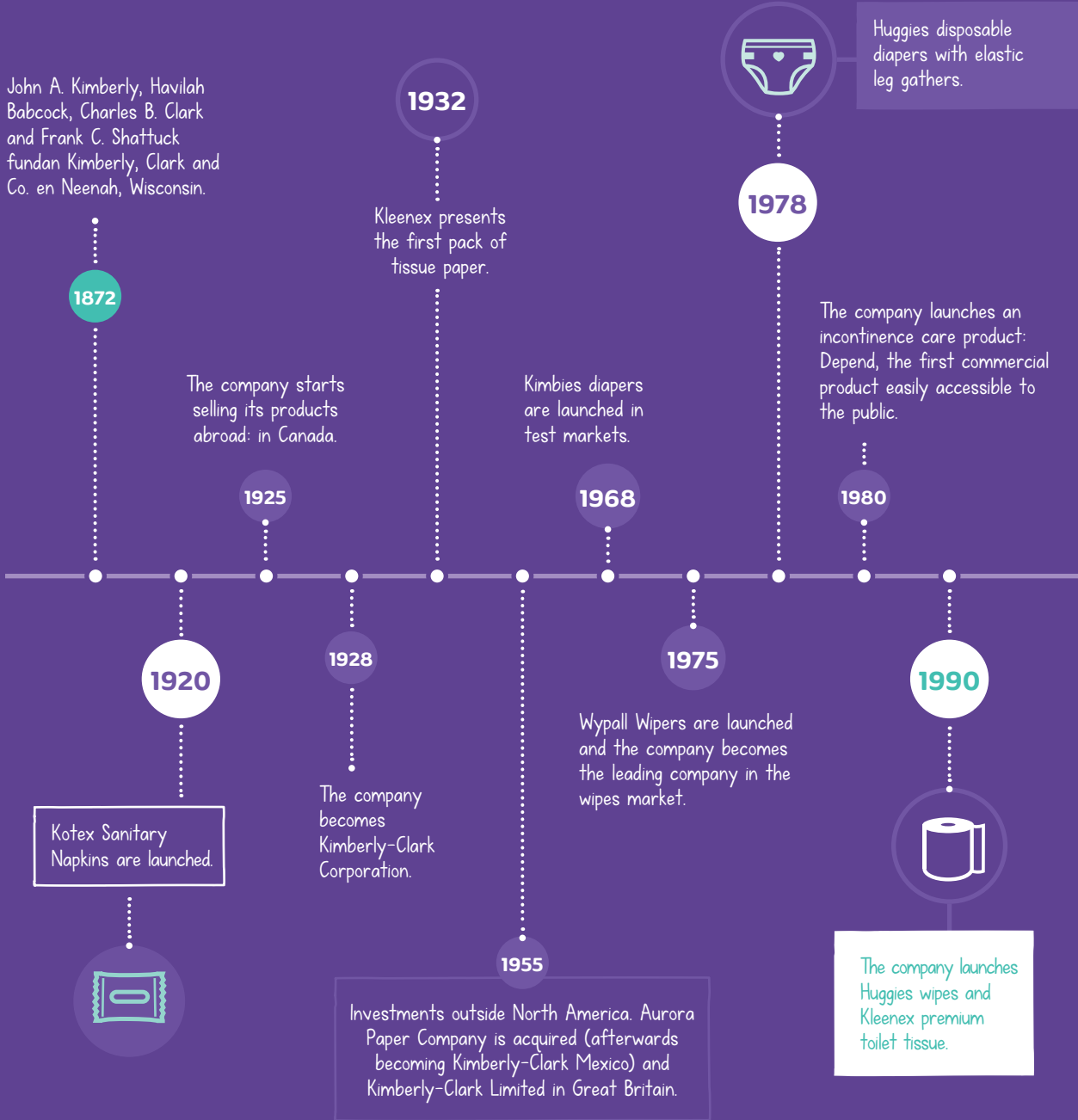
In the last 24 years, we have been part of Argentines' lives through high quality products for personal care and hygiene.

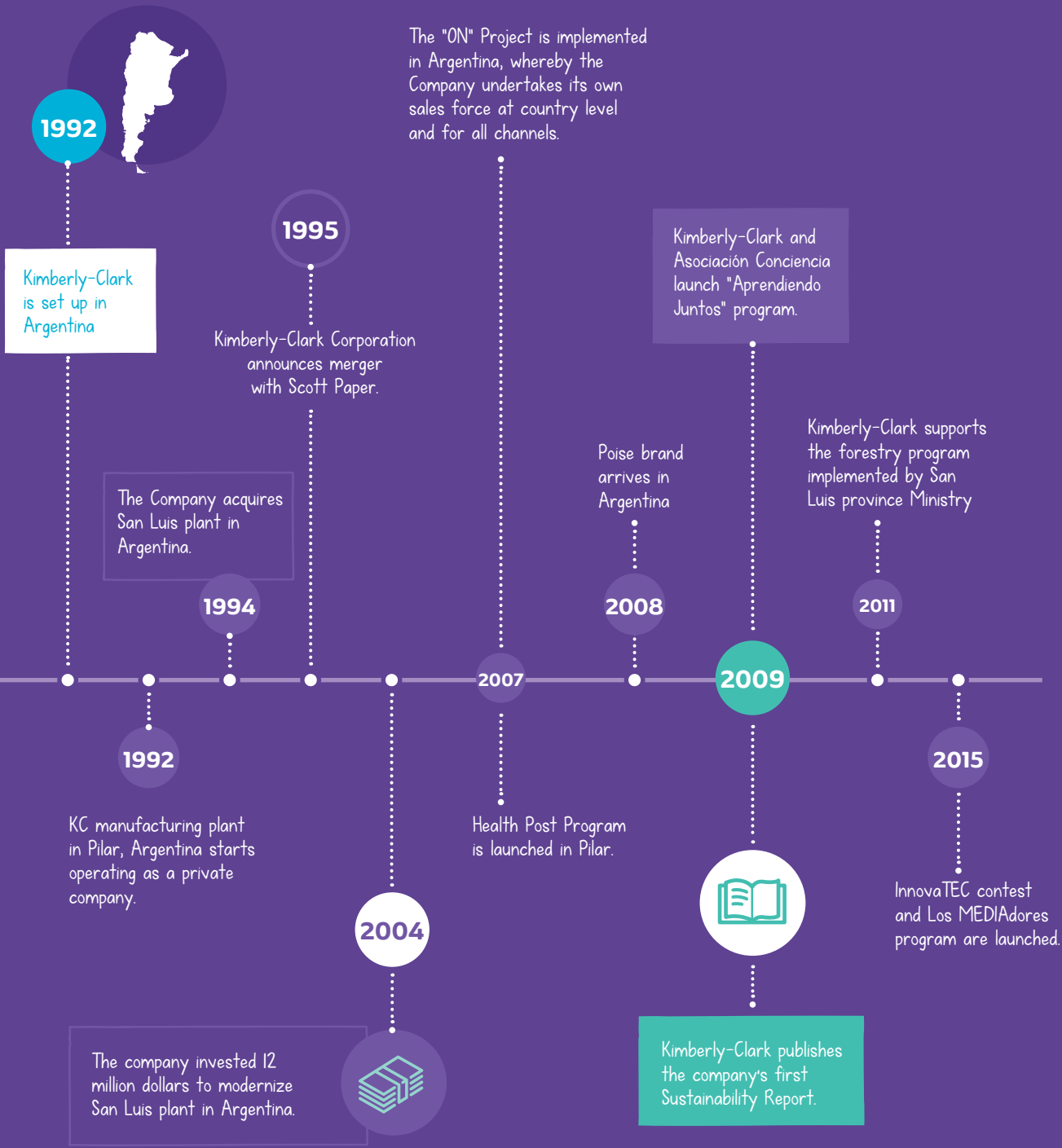
Currently, we are **1337 employees** seeking to be present in Argentines' lives through our products, **Huggies, Kotex, Scott, Kleenex, Poise, Plenitud and Kimberly-Clark Professional**, contributing to the community sustainable development.

To this end, we constantly innovate, invest and renew our commitment in line with our ethics and transparency values throughout our management.

KIMBERLY-CLARK IN ARGENTINA

OUR HISTORY





SUSTAINABLE GROWTH

ARGENTINA IN NUMBERS

At Kimberly-Clark, we think that company development can only be achieved by encouraging progress and development of the communities where we operate.

Therefore, in the last 24 years we have been delivering essentials for hygiene and personal care, growing steadily nationwide, both in terms of company turnover and categories' volume, thanks to our investment capacity and sustainable management. Thus, we ended 2015 with a turnover of **4.409 million** pesos.

This long-term and innovation-related sustainable growth was accompanied by jobs creation and constant training: today we are a total of 1337 employees nationwide who endeavor to keep innovating on a daily basis.

Our growth through innovation and sustainable management

Economic Performance

Stated in million pesos

2015

2014

ITEM	2015	2014
Total assets	3.329	2.163
Total liabilities	2.029	1.230
Net worth	1.301	910
NET INCOME	4.409	3.445

Exports and Investments

Stated in million USD

2015

2014

EXPORTS	60	65
CAPITAL INVESTMENTS	14	17

.....

60
million
dollars
IN EXPORTS
in 2015

71% of our purchases in 2015 were made from local suppliers, thus helping to strengthen the country's economic structure.

we add value
in every stage
of the process



Direct economic value generated

Stated in million pesos

		2015	2014
ITEM	GDI		
Income from ordinary business activities	Clients	4.409	3.445
Income from financial investments	Others	0	0
Sale of property, plants and equipment	Others	0	0
TOTAL ECONOMIC VALUE GENERATED		4.409	3.445

..... **4.409**
million
pesos
IN SALES
in 2015

Direct economic value distributed

Stated in million pesos

		2015	2014
ITEM	GDI		
Payment to suppliers	Suppliers	1.330	2.438
Salaries and benefits	Associates	677	495
Capital suppliers	Shareholders	14	17
Taxes and duties paid (*)	Government	24	98
Social investment and donations	Community	1,1	0,919
TOTAL ECONOMIC VALUE DISTRIBUTED		2.046	3.049








(*) This item includes income tax, tax on gross income, tax on credits and debits, sweep rate lighting and cleaning, tax on security and hygiene, property tax, CABA stamp tax, effluents charges, engines and boilers charges, IGJ annual fee, taxes and export tariffs, imports rates. No significant financial aid was received from the government.

DIALOGUE AND COMMUNICATION WITH **STAKEHOLDERS**

We forge close ties with our stakeholders to be aware of their own demands and expectations, and to work together in order to meet their needs through different tools as well as communication and participation channels.



We share sustainability practices and encourage dialogue to enhance our processes on a daily basis.

STAKEHOLDER	PRIMARY AREA OF INTEREST	COMMUNICATION, PARTICIPATION AND DIALOGUE TOOLS
 CLIENTS AND CONSUMERS	<ul style="list-style-type: none"> Hygiene and health Good customer service Product sustainability Product quality and safety 	<ul style="list-style-type: none"> Promotions Product Labelling Customer Service Meetings 1:1. Online information Huggies Club Newsletters
 EMPLOYEES AND ASSOCIATES	<ul style="list-style-type: none"> Salaries and benefits Development opportunities Performance Health and safety Fairness Employees' participation 	<ul style="list-style-type: none"> Team meetings Intranet Working climate surveys Open meetings Volunteering programs Performance Management Board of Directors meetings Internal magazine Newsweek E-learnings
 SUPPLIERS	<ul style="list-style-type: none"> Agreements Sustainability Requirements Labor Practices Quality 	<ul style="list-style-type: none"> Integrity Project Audits Code of Conduct
 COMMUNITY	<ul style="list-style-type: none"> Labor opportunities Local impacts Relationships with the community 	<ul style="list-style-type: none"> Volunteering and social investment programs Social media Los Mediadores Program The media
 GOVERNMENT	<ul style="list-style-type: none"> Legal compliance State policies 	<ul style="list-style-type: none"> Meetings with government officials Participation in business organizations
 CIVIL SOCIETY AND SCHOLAR ORGANIZATION	<ul style="list-style-type: none"> Environment Social investment Sustainability Marketing Human Resources Engineering 	<ul style="list-style-type: none"> Sustainability Report External Newsletter The Media Meetings 1:1 Lectures and presentations at universities JPs Programs Sumando Valores and Los MEDIAdores Programs InnovaTEC Program
 OPINION LEADERS OTHER COMPANIES	<ul style="list-style-type: none"> Sustainability Investment 	<ul style="list-style-type: none"> Participation in business organizations Sumando Valores Program External newsletter

Furthermore, we build an active relationship with other market players. In this sense, we are not only members of chambers and business associations related to our activity, but also participate in various commissions or work committees, such as:

- Cámara Argentina de la Industria Cosmética y Perfumería (CAPA)
- Cámara Argentina de Anunciantes (CAA)
- Consejo de Autorregulación Publicitaria (CONARP)
- Asociación de Fabricantes de Celulosa y Papel (AFCyP)
- Cámara de Comercio de los Estados Unidos en Argentina (AmCham)
- Asociación de Industrias de Marca (ADIM)
- Cámara Empresaria del Parque Industrial Pilar (CEPIP)
- Instituto Argentino de Responsabilidad Social Empresaria (IARSE)
- Instituto para el Desarrollo Empresarial de la Argentina (IDEA)
- Red de Empresas contra el Trabajo Infantil (Companies network against child labor)
- At global level, we are signatories of the United Nations Global Compact (UNGC)

TRANSPARENCY OF OUR

CORPORATE GOVERNMENT

Our strategic management is responsible for making comprehensive decisions at Kimberly-Clark and is made up of a Board of seven directors which constitutes the company's supreme governing body. A set of principles guide the design, integration and operation of the Board of Directors and its supporting committees.

The Board of Directors is made up of up to seven official members and the corresponding alternate members. It is responsible for identifying and managing operations decisions and risks at country level. It is made up of the VP LAO Austral Region, the Country Manager and five regional directors.

Compensation is paid on a monthly basis and every year, the members of the Board receive a variable remuneration, estimated on the basis of the economic-financial results and sustainability performance goals. Sustainability goals are part of the objectives set by the VP Austral Region, Country Manager and several members of the Board. The Board meets on a weekly basis to review sustainable management in terms of economic, commercial, environmental and social issues, and interact on a daily basis regarding Company's daily management to take actions related to the business and company's sustainable performance in the short-medium and long term.

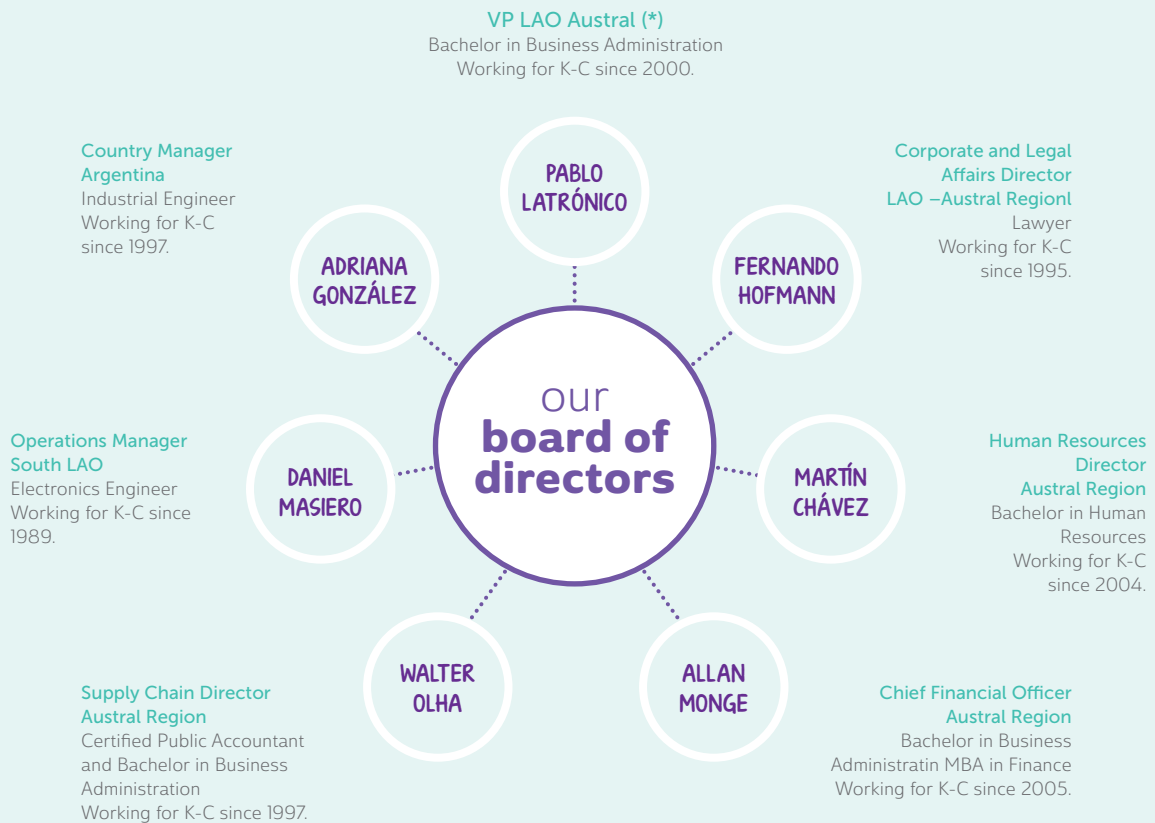
Being a subsidiary controlled by Kimberly-Clark Corporation, a company listed on the US Stock Exchange and regulated by the Securities and Exchange Commission (SEC), the information related to the Board compensation is confidential under the Regulation Fair disclosure, which prohibits selective disclosure of material information.

Kimberly-Clark Argentina S.A. is a subsidiary controlled by Kimberly-Clark Corporation, based in the United States. Every year, Kimberly-Clark Corporation reviews the Board's performance, as well compliance with the Global Business Plan, which includes economic, environmental and social performance indicators for our manufacturing plants and brands.

Company's performance in terms of sustainability is evidenced through awards, distinctions and ranking positions annually received by the company, based on different community stakeholders' votes and opinion and which, in turn, have a direct impact on Board members' compensation.

Furthermore, the Board of Directors and Management Team send regular reports on company's local operation. Every year, our manufacturing plants receive three visits from an assessment team, as well as an Environmental, Health and Safety internal audit. A comprehensive audit is also conducted every three years.

OUR MANAGEMENT TEAM



A set of principles guide the design, integration and operation of the Board of Directors and its supporting committees

(*) The president of Kimberly-Clark Argentina holds an executive position in the company.

COMPENSATION POLICY

Every two years, Kimberly-Clark conducts the "Input to Action" work climate survey at global, regional and local level. The survey is made up of 16 dimensions whereby feedback on the company compensation policy is requested. Based on the survey results, the leadership team works locally on different action plans focused on constant improvement.

SUPPORTING COMMITTEES

The Board is supported by six technical-professional committees, organized according to the following company areas: Human Resources, Finance, Supply Chain, Sales, Legal, Operations. They are responsible for monitoring business management and relationships with stakeholders. In addition, they define the scope of our policies and operating procedures in terms of citizenship, environmental management and sustainability.

In Argentina, the Management Committee analyzes, on a quarterly basis, the progress of the sustainability metrics designed by the Sustainability Internal Committee under "People", "Planet" and "Product" pillars.

The multidisciplinary Sustainability Committee of Austral Region ensures initiatives in the region, contributes through Company global strategies and defines the next steps in the Sustainability area at a local level. It is made up of representatives of the Human Resources, Marketing, Trade Marketing, Legal and Corporate Affairs, Operations, Quality and Development, Distribution and Supply Chain areas. The Committee, a source of motivation and commitment, focuses on global goals for 2022.

One of the main responsibilities of the Sustainability Committee is to analyze the expectations arising from the survey conducted among stakeholders, identifying and prioritize the relevant aspects and finally inform the Management Committee.

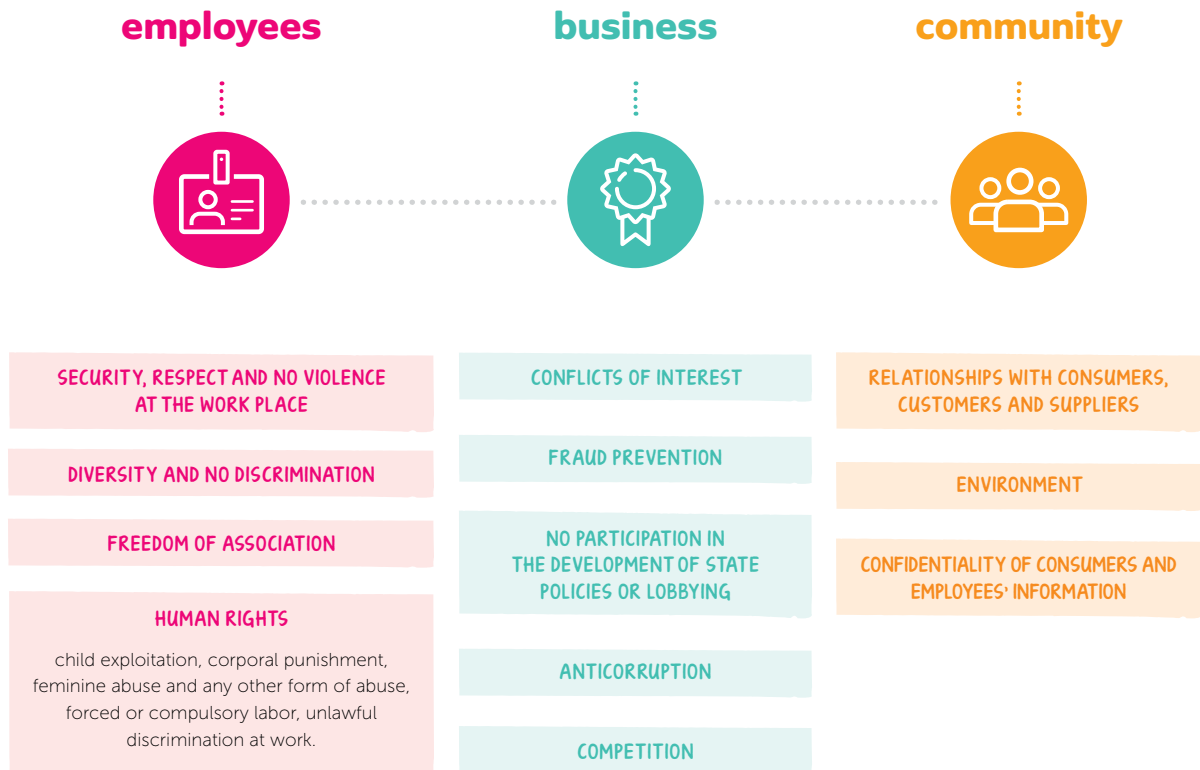
Furthermore, the Legal and Corporate Affairs Department coordinates sustainability activities within the company and is responsible for ensuring progress on the goals set, and participation of other areas for a comprehensive management.

OUR VALUES

ETHICS AND TRANSPARENCY

Transparency is a core value for our business, cross-cutting to all company operations. Therefore, we comply with all legal and regulatory requirements and adhere to ethical standards to keep growing in a sustainable way.

We have a Code of Conduct applicable to employees, customers, consumers, suppliers and competitors, which deals with different company issues and focuses on three core areas: behavior towards the team, towards others and towards the Company. It includes the following topics:



ABOUT US

The Code of Conduct sets forth guidelines that help us develop our operations with integrity and in compliance with high quality standards. Employees are given the Code when they start working for the Company, which is part of the induction training. In addition, every year the company conducts a global survey to check employees' knowledge of the Code. In case of any doubt regarding the Code, employees may resort to the leader of their own team or of another team, to any member of the Global Security team or a member of the Legal or Human Resources Department. To report a violation of the Code, employees may contact those people or report the case anonymously through a hotline, by email or web page to that end*.

(*) No incidents of discrimination and corruption have been reported in 2015. No incidents relating to nonfulfillment of regulations on products and services' impact on customers' health and safety were reported.



of our
employees

Received
Training on

**OUR
CODES OF
CONDUCT**

UNA SEMANA A PURA ÉTICA

Every year in May, we celebrate the Week of Ethics aimed at developing a comprehensive and long-term corporate culture. During five days, we invite all our employees to participate in playful and thoughtful proposals promoting honesty and appropriate behavior.

Ethics and compliance are part of our corporate culture throughout the year.



OUR STRATEGIES FOR **RISK MANAGEMENT**

Risk management is key to the success of good comprehensive management. Therefore, our parent company audits the Marketing, Sales, Human Resources, Supply and Finance areas on an annual basis, and assesses the control mechanisms that ensure proper functioning of business and property of our operations.

Such audit complies with the US Sarbanes-Oxley Act, whereby we can avoid fraud and corruption, adhere to the applicable rules and anti-corruption laws as well as verify financial transparency.

Moreover, the Legal Department conducts internal audits to prevent contingencies in every sector by monitoring company procedures and ensuring that deviations are duly remedied.

To promote our internal commitment to the highest ethical standards, we conduct the following initiatives:

Training on anticorruption policies and practices for all our employees. All our operations receive classroom or online training for key groups through assessment tests. In October 2015, **485 employees** of Austral Region, Procurement and ITS LAO received training on Competition, Anti-corruption, Non-Retaliation Policy and Conflicts of Interest.

The Management Committee received training on anticorruption issues and discussed cases and penalties through different presentations.

Publication of our anticorruption policy in our internal communication channels, such as Juntos Magazine and Mi Kampus e-learning site.



**ANTICORRUPTION
policies**



**485
employees**



**Recived
training**

We promote commitment to highest ethical standards and conduct audits and controls to ensure proper functioning of processes and best practices within our organization.

ABOUT US



In 2015, innovative POS displays and original initiatives with our customers were also recognized.

PRIZES AND AWARDS

OUR ACHIEVEMENTS IN 2015

WORLD BRANDING FORUM

Kleenex Award as "Global Brand of the Year 2015", out of 2600 nominated brands in 35 countries.



in the world

PREMIO CIUDADANÍA EMPRESARIA (Corporate Citizenship Award) Corporate Citizenship Award granted by the US Chamber of Commerce (AmCham) in the Sustainability-Oriented Corporate Management category.

COMPANIES PRESTIGE RANKING by CEOP

Special distinction as one of the best three companies in terms of Sustainability.



in Argentina

MERCURIO AWARD

Award to excellence in Marketing granted by the Argentine Marketing Association in the Entertainment category. Bronze Mercurio Award for Kotex campaign *Mi mundo, mis reglas* (My world, my rules) and in Perfumery category for Ula ula Huggies, *Campeones y Princesas* case (Ula ula Huggies, Champions and Princesses).

MERCOSUR RANKING

7th position on Merco's list of the best companies in terms of CSR and best Corporate Governance.

SUSTAINABLE LEADERSHIP AWARD

Second prize granted by the Argentine-British Chamber of Commerce in the 'Large Companies' category for its environmental protection plans

EIKON AWARD

Blue Eikon Award in the "Financial Communication or Communication with investors' category" for its 2014 Sustainability Report and in the Relationships with consumers' category for its campaign *La salud está en tus manos* (Health is in your hands).

PREMIO DEL FORO ECUMÉNICO SOCIAL (Ecumenical Social Forum Award)

Award in the Environmental Protection category for our "Towards Zero Waste" project.

CARREFOUR ANNUAL SUPPLIERS' EVENT

Award for sustainable initiatives at company's point of sale.

FIP AWARD 2015

Distinction in the best POP & Merchandising category for Huggies Active Sec; Gold distinction in the POP exhibitors and displays category and in the best shopping experience category –interactive modules by Huggies Active Sec.

CSR AWARD 2015 Award for excellence in solidarity and communication through our InnovaTEC contest.



OUR TEAM

1.337

EMPLOYEES

1.095 men
242 women



EMPLOYEES

564

participated in
**VOLUNTEERING
PROGRAMS**



WE IMPLEMENTED

+20

training
PROGRAMS



we accompany
**OUR
PEOPLE**
365°

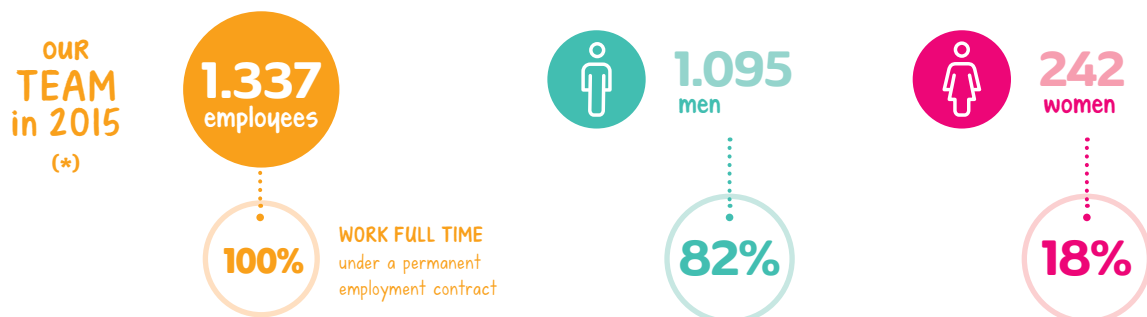
we take care of
our
PEOPLE



Our everyday work is driven by challenges that encourage the people we are in contact with to grow, dream and live better

At Kimberly-Clark we believe in a new participatory management style encouraging collaboration, work team and internal entrepreneurship. Our main strength and differential value lie in our talents, therefore, we focus our efforts on encouraging our employees, offering training and providing them with new opportunities to develop and to find a balance between work life and personal life.

Today, our more than **1.300 associates**, with no distinction with regard to gender, age, education or category, can profit from a comprehensive and attractive scheme of compensations and benefits, as well as a safe and respectful workplace.



(*) This information includes only company employees. Outsourced employees, totaling 257 employees (225 men and 32 women), are not included in this data

OUR GOAL: ALLOW OUR PEOPLE TO UNLEASH ALL THEIR POTENTIAL

Employees turnover	2015	2014
New employees	105	108
Employees who left the company	140	135
TURNOVER RATE	6,89%	7,5%



Our employees by regional location	2015	2014
San Luis province	40,80%	40,50%
Autonomous City of Buenos Aires (CABA)	24,50%	26,22%
Pilar, Buenos Aires province	16,50%	15,80%
Bernal, Buenos Aires province	16,20%	15,81%
Aires del Sur Distribution Center	2%	1,97%



Our employees by age groups	2015	2014
UP TO 30 YEARS OLD	23,31%	29,5%
Men	68%	73%
Women	32%	27%
31 TO 45 YEARS OLD	53,90%	51,20%
Men	84,15%	86%
Women	15,85%	14%
MORE THAN 45 YEARS OLD	22,79%	19,30%
Men	89,50%	89%
Women	10,50%	11%



49
women

33,3%
of the total

hold
EXECUTIVE POSITIONS

Our employees are mainly young people between 31 and 48 years old.

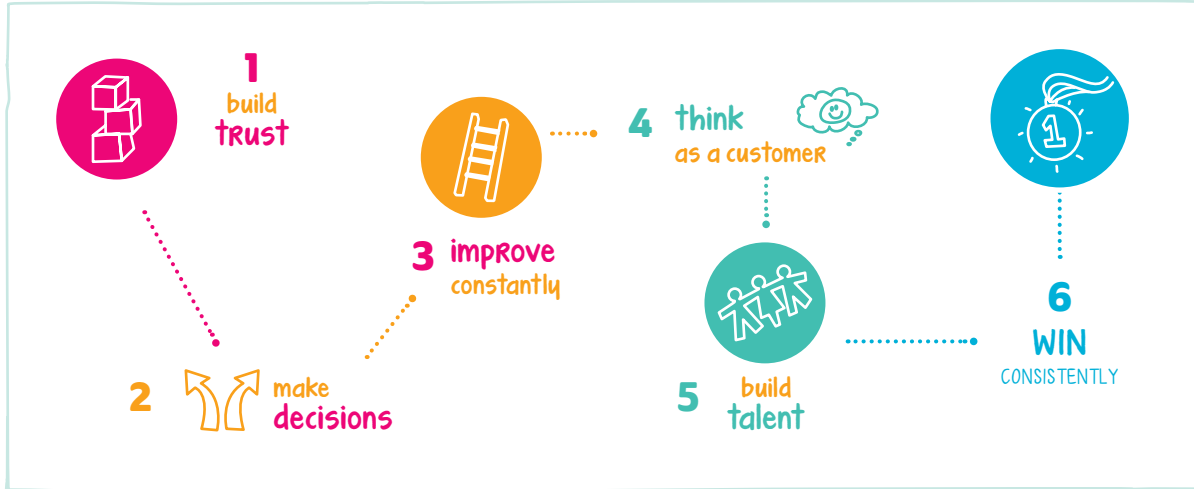
OUR PILLARS TO UNLEASH THE BEST OF OURSELVES

Our value proposal is based on the following pillars:



OUR CORPORATE BEHAVIOR

We encourage leadership as a key differentiating value at every level and role under six behavioral patterns:



FREEDOM OF ASSOCIATION

We keep an open and constant dialogue with the trade union representatives and hold the meetings stated by the Collective Bargaining Agreement. These are agreed by the parties and held during labor hours. Salary updates are made through salary negotiations between the Businesspeople Association and Paper Association. The notice period to employees in case of organizational changes which may affect them, is a four-week period pursuant to the Bargaining Agreement.



OUR DIFFERENTIAL VALUE

INTERNAL TALENT

our people
is our
differentiating value

Thanks to our talent, we can keep growing and stand out from the rest. Therefore, we encourage initiatives to promote knowledge and dialogue among professionals of different areas.

Our initiatives to discover and foster talent:

TALENT PROFILE

It is our employees' cover letter on the intranet (Workday), where every employee's career and skills are published, including their achievements, background and professional experience, education, languages, professional and personal interests, etc..

TRP (TALENT REVIEW PROCESS)

An annual formal review is conducted by Directors, Managers and led by the Human Resources Department to **identify and differentiate** talents within the organization, to work in development and retention plans and finally **identify** suitable candidates in every sector for succession plans.

Talents identification per area is carried out using P2Grid tool: Performance and Potential Assessment Matrix which reviews employee's performance in the last 3 years, his/her potential to be promoted to a higher position or to take on more responsibility in his/her present position. Once the review is finished, it is analyzed with the local and subregional leadership team in order to identify the organization future leaders and work in their development.

TOP TALENT DEVELOPMENT PROGRAM

We promote the development of high-potential leaders identified in the review process to ensure a flow of the right talents and guarantee our business sustainable and profitable growth. Once leaders are identified, we develop a Development Plan focused on actions aligned with the 70-20-10 development strategy (Experience, Exposure and Education). The plan involves training programs through mentoring and experience, as well as participation in special projects, SWAP and CBD Programs (employee exchange program and specific assignments of employees to other countries in the region), role changes, Harvard Manage Mentor courses (online training for employee) and language courses.

GLOBAL PERFORMANCE & DEVELOPMENT (GPD)

We assess our employees' performance on an annual basis, based on the goals and behavioral patterns set by our Company. It consists of four stages and is administered through our Intranet (Workday). All our administrative and professional employees are evaluated according to this methodology, whereby the payment-performance relationship is established in line with our annual salary plan.

MY PERSONAL CAREER JOURNEY

It focuses on the development of high-potential company employees, and provides self-awareness and management tools to guide them through their professional career. In 2015, 20 associates participated in this initiative.

attract talents

assess performance

develop your professional career



WE EVALUATE
our employees

53%

through
EPO
methodology

47%

through
GPD
methodology

OPERATIONS PERSONNEL ASSESSMENT (EOP)

Through this performance evaluation of 100% operations staff under collective bargaining agreements, we can identify the objectives agreed at the beginning of the year as well as our company behavioral patterns and leadership skills. It contributes to an effective and constant dialogue between operators and their leaders.

DEVELOPMENT PROGRAMS THROUGH EXPERIENCE

We encourage the exchange of professionals between countries and of best practices and operational experiences. It includes three different modes:

- **SWAPS (employees' exchange in the region):** Employees who are members of the company's pool of talents can access this program, whereby a person is sent to another country in the region and the company receives another employee of similar characteristics to share best practices and receive training in all our company operations. In 2015 we conducted one SWAP in Austral Region.
- **CBD (Cross Border Development):** Assignment to a specific project. These are temporary assignments (3 or 6 months) whereby an employee of the talents pool is sent to another country/region operation to work on a specific project, share best practices and/or receive training. These programs may be implemented due to a development or business need. In 2015 we sent employees to participate in 3 projects, and currently, an associate of other subsidiaries is based in Argentina.
- **Special projects:** These projects provide for the assignment of employees across different countries to meet the needs of particular or temporary business, which generally take from 3 to 12 months. In these projects, employees may return to the country on a regular basis. In 2015, 7 employees went through this experience, and an employee of another country in the region was assigned to Argentina.

MENTORING PROGRAM

We seek to create and strengthen the relationship between a much more experienced leader within the organization (a mentor), who shares his/her knowledge, insights and dreams with a talent (a mentee) to ensure business continuity. This program provides the talent with an opportunity to learn and to have a leader willing to support and accompany his/her growth and success within Kimberly-Clark.

We seek to strengthen the relationships between our employees. We promote the synergistic exchange among the most experienced leaders and new talents. Sharing experiences and learning from them leads to professional and personal growth development.

INDUCTION PROGRAM

Through this program, we seek to facilitate the induction process of new employees:



YOUNG PROFESSIONALS



In 2015, we launched a new edition of our Young Professionals Program with different characteristics. The program focuses on attracting new talent, nurturing the Company with high potential professionals and training them to become the company future leaders both locally and internationally, with the possibility of developing their professional career abroad.

At the same time, Kimberly-Clark is developed and empowered as an employer brand, standing out from the rest in a highly competitive market.

WHO

Young people finishing their studies or recent graduates of Engineering, Economic Sciences, Exact Sciences or Social Sciences who are interested in working in the areas of Production, Quality, Supply Chain, Sales, Marketing, Trade Marketing and Human Resources.

WHAT

Young people join an area of interest where they work in two positions for 6 months. At the end of each semester, they must carry out two projects, supported and guided by a team leader who serves as a guide in their professional development. They complete their training with skills aimed at developing business acumen and management skills.

PROMOTE TRAINING

PROFESSIONAL DEVELOPMENT

In 2015, we implemented the Annual Training Program for skills and knowledge development, made up of 5 modules:

GENERAL DEVELOPMENT PROGRAM

More than 200 employees participated in the program, focused on all company employees and including the following topics:



roduction to Company business;
Marketing for Non-Marketers; Finance for Non-Financial professionals and workshop on competency-based interviewing.

A new online Social Media tool for professional and leadership skills development. 44 training modules, information, advice by the world's most successful business leaders and Harvard Mentor library.

ANALYSTS DEVELOPMENT PROGRAM

Aimed at professionals and/or students working as Company Analysts, with high potential and outstanding performance, to help them develop complementary management and leadership skills in their roles:


length
annual program



Development of soft skills and business. In 2015, based on the 70-20-10 concept (70% experience, 20% exposure, 10% education), new experiential training was developed in each of the modules, designed by Human Resources and Company employees who acted as trainers. The modules had their own leader/sponsor:


70%
experience

how we produce PDA1: Led by Pilar plant operations area. Sponsored by the Plant Operations Manager.


20%
exposure

how we distribute PDA2: Led by Supply Chain at Esteban Echeverría Distribution Center. Sponsored by Kimberly-Clark Argentina Distribution Manager.

how we sell PDA3: Led by the commercial area by implementing a "Shop Along" action in a supermarket chain and a "Trade Visit" to Bernal industrial plant. Sponsored by the Trade Marketing Head of national supermarket chains.


10%
education

EDUKCAR: Technical training for employees

IMPLEMENTATION:

6° years in a row

TARGET:

all plant operating personnel

WHO:

administered by UTN (National Technical University)

OBJETIVO:

Develop increasingly autonomous teams by strengthening habits such as personal responsibility, proactivity, planning, etc.

TEMÁTICAS:

Team and business, maths, selfleadership and personal styles.

In 2015, the program focused on developing interpersonal and management skills through "The 7 Habits of Highly Effective People" by S.Covey.

PLANT COORDINATORS DEVELOPMENT PROGRAM

This program creates challenges to put into practice concepts and competencies specific to the Lean Leader. It was administered on an online platform and included:

June: Acumen launch activity.

July: Setting of challenges and development of competence and feedback skills.

August: Development of competence and coaching skills, as well as the challenges set.

September: "Managing emotions" and closing activity.

34 coordinators of our plants in Bernal, Pilar, San Luis and Distribution Centers participated in the program. They worked on different skills, such as team integration, communication, coordination and task planning, adaptation to changing contexts, work-life balance, positioning (my image as a leader), feedback, coaching, empowerment, cultural management, etc.



length

4 months

participation of

34



Plant COORDINATORS

LEADERS DEVELOPMENT PROGRAM

It promotes a comprehensive leadership style focused on taking on the responsibility to guide, develop, manage motivation and culture, give feedback, promote innovation and efficiently manage Company resources and policies.

The program is aimed at 21 Kimberly-Clark leaders who receive an annual 21-hour training divided into 3 modules.




length
21 hours

MANAGERS DEVELOPMENT PROGRAM

- **Executive Development Program:** Forty five senior managers of Austral Region attended this two and a half-day course developed by Di Tella University. The purpose of the program was to create a space for integration and development by solving business cases and thus seek new opportunities for the Company.

- **Corporate Vital Training:** The main goal was to help people reach their maximum personal and professional potential. Proposal: that participants got to learn the foundations for full and steady performance in this field, to become aware of their comprehensive reality, learn positive habits to optimize their potential, and become responsible employees.

- **Workshop On Inspiring Presentations:** Focused on encouraging our participants to be fully aware of their personal style and discover the influence they may exert on the audience. Implement new resources for a more effective and conscious physical and emotional management, incorporate criteria to make their presentations and add up both linguistic and stage resources to interact with the audience while inspiring participants. 26 associates attended this workshop in 2015.


length
4 months



SITUATIONAL LEADERSHIP

Training given by one of the Company Vice Presidents, certified on this methodology. It is aimed at managers and focuses on reinforcing key leadership concepts, learning new methodologies and, in turn, developing essential skills of a situational leader.

In 2015, 24 company leaders participated in this 9-hour training session conducted at Kimberly-Clark Argentina offices.



length
9 hours

UNIVERSITY AT THE COMPANY

In 2015, we worked with the Sales and Marketing areas in two projects: Global Marketing University and Experts Academy.

- **Global Marketing University (GMU):** Intended for the marketing team, this program consists of a global practice with relevant content for the Argentine team; it evaluates knowledge as a team as well as the requirements to hold company positions. In addition, it includes a Marketing Capabilities assessment developed at regional level and first piloted at Argentina. The key opportunities between the ideal and actual contexts are identified and thus, we work on the next GMU curricula.



knowledge
Review

GLOBAL MARKETING UNIVERSITY (GMU)

GOAL:

Encourage Marketing team members to deploy their full potential and thus achieve excellence in the execution of our Marketing plans.

TOPICS:

Marketing updates, face-to-face instruction, master classes, conferences, seminars and forums.

GMU is a meeting and integration point in addition to training.

Focuses on integrating all team members while sharing best practices.

EXPERTS ACADEMY



Developed in Argentina, this practice is being exported to other countries, Argentina being the benchmark and pioneer of this highly innovative practice. It was developed to meet a local need, but it is included within the **LAO Sales Capabilities** analysis framework in Latin America. The Academy was relaunched in 2015 as a new development and training tool for the sales team to help them unleash their full potential.



EXPERTS ACADEMY

GOAL:

Train business leaders by providing tools to help them reach their full potential, and promoting the "Joint Value Creation" culture.

TOPICS:

Integration, winning culture, full potential, accountability, continuous improvement.

In total, 170 members from Argentine team and 75 members from Chile, Uruguay and Paraguay teams participated in the Experts Academy.

OUR TRAINING SESSIONS

ANNUAL TRAINING HOURS per employee

2015

2014



PER CATEGORY

Category	2015	2014
Chiefs/Managers	56	63
Analysts	55	25
Operators	23	16



PER GENDER

Gender	2015	2014
Men	100	58
Women	37	44

+ than
500

participated in
Lean Manufacturing
training

+ than
29.600

training
man / hours

"We believe that our employees' development help us reach further. At Kimberly-Clark, we train our employees in behavioral patterns and soft skills, contributing to their annual performance and goals achievement."



Ana Donarelli Training & Development Leader at Kimberly-Clark Austral

WE VALUE PERFORMANCE

WE GENERATE VALUE

COMPETITIVE SALARY WITH ADDITIONAL BENEFITS

By applying the Market Based Compensation methodology, we can keep a competitive position in the market, differentiate compensation based on associates' individual performance and achieve global consistency in terms of compensation management.

- **Compensation management policy** based on the level of responsibility of each position and on associates' personal contribution, regardless of their geographic location, area or sector, gender or age.

- **Annual compensation survey:** conducted together with an external consultant to evaluate and compare, together with 20 similar companies, our salaries and benefits competitiveness as well as our Human Resources policies and practices.

- **Corporate climate survey:** Monitoring of our associates' perception and satisfaction as to our compensation management.

- **Differentiated recognition** of associates with an outstanding performance.

BENEFITS

Health plans for employees and their families, staff dining area, discounts on company products, reduced working hours for mothers after maternity leave, additional holidays (only for senior staff) and pension scheme for directors.



we assess the **internal environment**



MORE BENEFITS

..... **FOR OUR employees**

PEOPLE

we take care of our people



We build an increasingly more flexible workframe based on team confidence and strength to implement a new way of working.



A TRUST-BASED FRAMEWORK TO CREATE MORE **FLEXIBLE WORKING CONDITIONS**

A varied group of people requires different work schemes. Therefore, we have built an increasingly flexible framework based on team confidence and strength to implement a new way of working. The benefits are agreed with every company leader in terms of sector priorities and business requirements, including:

K-C Day:

one day off a year for associates to use it as they wish.

K-C Friday:

possibility to leave the company at 3 p.m. provided they have met their weekly goals and have come to an agreement with their bosses.

benefits
on special
dates

K-C birthdays:

possibility to leave the company at 2 p.m.

K-C Hours:

12 hours per year to use them for personal business, doctor visits, meetings or personal appointments.

Work meetings during off-peak hours:

We suggest associates not to arrange meetings early in the morning or late in the afternoons so that they can have more flexibility when arriving at the office and when leaving the company.

flexi
time

Carpooling:

people who share their cars with other coworkers participate in gasoline tanks raffles.

K-C clothes:

We want our employees to work comfortably. As long as clothing does not affect their daily work tasks, they can dress as they like.

work
comfortably

HOME OFFICE

Since 2015 we have added the possibility to work from home once a week. This benefit is given to those employees whose daily tasks can be performed from home, provided it is agreed with team leaders and work objectives are duly met.

work
from home

WE TAKE CARE OF OUR PEOPLE

HEALTH COMES FIRST

We take care of employees and company health. To do this, a company area coordinates occupational development programs in the workplace. In addition, we have a medical service in the workplace and a team of nurses responsible for monitoring employees' health.



Absenteeism, illnesses, occupational accidents and leaves of absence

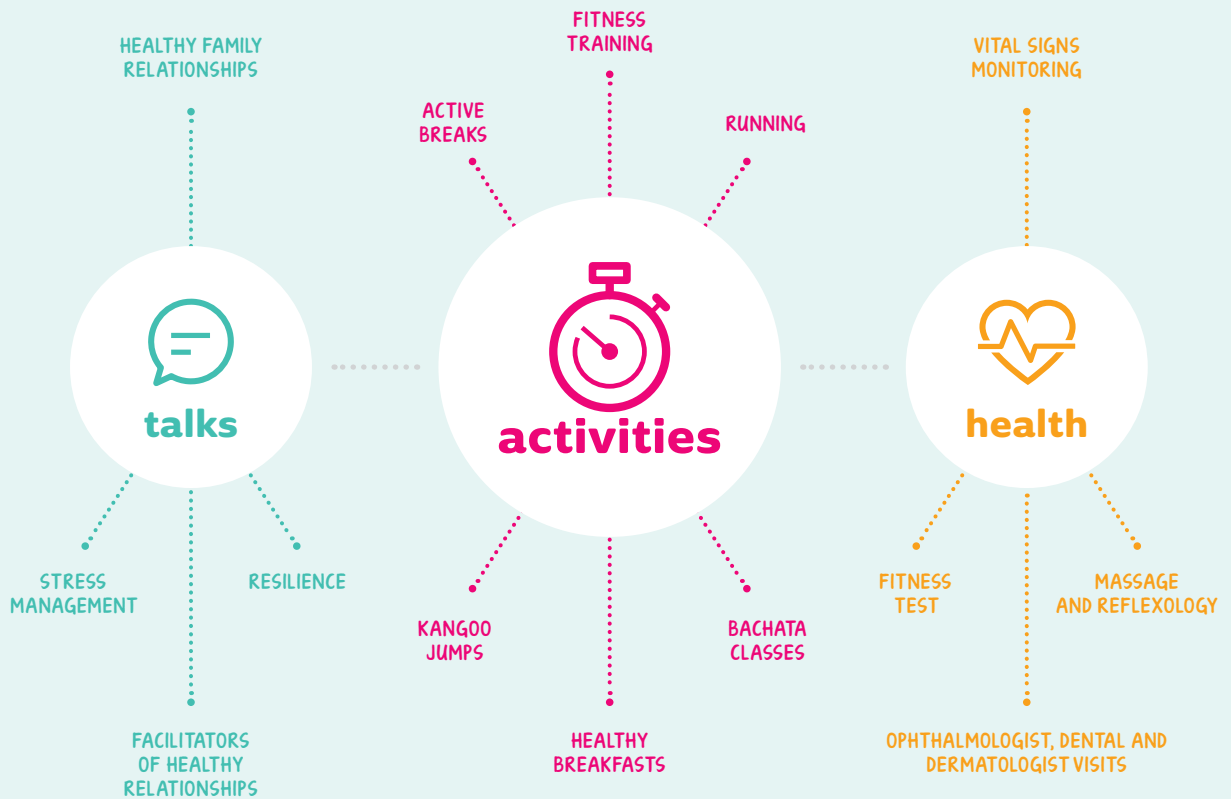
	2015			2014		
ABSENCES DUE TO	BERNAL	PILAR	SAN LUIS	BERNAL	PILAR	SAN LUIS
sickness	1.432	1934	5.159	683	1.347	3.819
occupational accidents	1.116	278	2320	1.072	94	1.268
leaves of absence	138	303	455	218	267	382
Others	498	358	585	476	279	309
TOTAL DAYS LOST	3.184	2873	8519	2.449	1.987	5.578
MONTHLY ABSENTEESIM RATE	9,30	8,14	7,02	5,71	4,80	4,81
TOTAL OF OCCUPATIONAL ACCIDENTS	-	-	-	-	-	-

We encourage a healthy vision that brings positive changes and maximizes work performance.

100% of our plant operating areas participate in Health and Safety Committees, made up of operating personnel and managers on an equal basis. Thus, 100% of employees are covered by this health program. There are no workers at higher risk of developing a serious occupational illness. We conduct annual Risk Agents Surveys and based on its results, we conduct regular annual tests.

HEALTH WEEK

During 5 days, the Health Week, developed by Human Resources and the Health Service, promoted a responsible attitude towards our physical and emotional health, focused on raising awareness of the importance of adopting and maintaining healthy habits. Some of the activities developed:



We seek to strengthen a comprehensive well-being culture: at work, taking care of our employees' physical and emotional health, through leisure activities which enable our employees to grow skillfully and responsibly to unleash their own potential.

WE ENCOURAGE LIFE QUALITY

"VIVIR BIEN" PROGRAM



Our associates' health, welfare and performance are key values for us. Therefore, we have devised a quality of life program developed in four pillars:

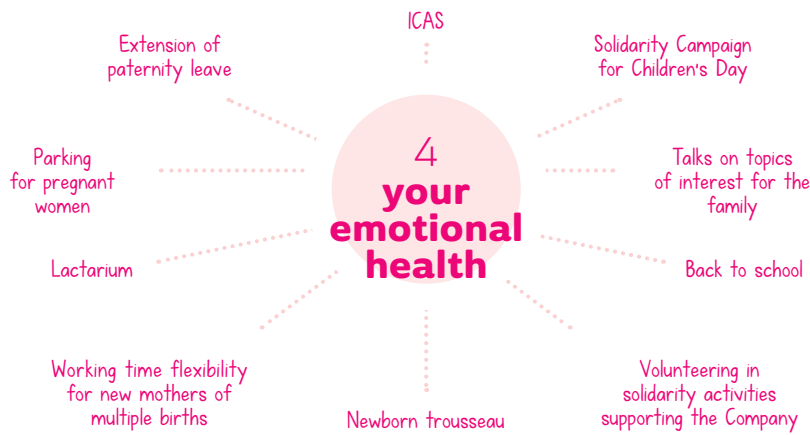
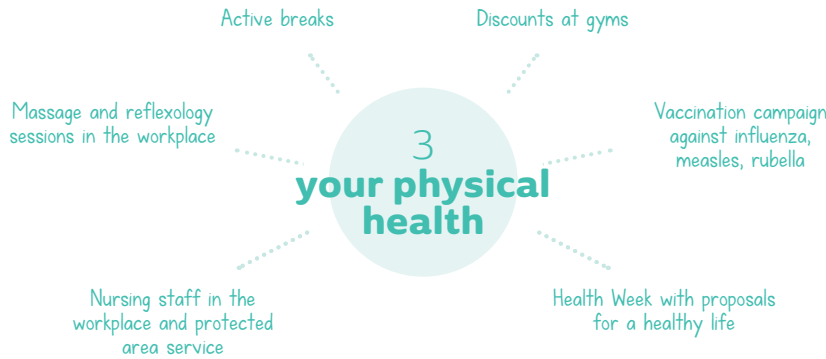


HEALTHY ENVIRONMENT

We developed this action within "Vivir Bien" program for company dining areas and plants, focused on raising awareness of the importance of a hygienic and healthy workplace. To do this, we made some changes in the organization of the dining area, we reviewed the menu and developed a campaign with messages on hygiene and sanitation.



We create fully-equipped nice work environment for our people to work in harmony.



BUSINESS TRAVEL FOR NURSING MOTHERS

In 2015, we launched a business travel policy for nursing mothers, whereby employees who are breast-feeding their babies and should make a business trip, may choose not to travel. In case of going, the Company will bear the costs of a companion (husband, mother, sister or friend) to take the baby and do not stop breastfeeding..

ADAPTATION PROGRAM FOR NEW MOTHERS

After the maternity leave period, women can benefit from the Adaptation Program for New Mothers, whereby their working hours increase as the baby grows up, while receiving 100% of their salary. All our associates have been entitled to take a maternity or paternity leave in compliance with the Argentine applicable legislation

WE PROMOTE EFFECTIVE COMMUNICATION AND **TEAM WORK**

We encourage an open-door policy. Therefore, executives, leaders and managers are always available to talk and to listen to opinions, questions, suggestions and comments from associates.

This year, we have redesigned Madero main offices to create a new workspace, with more common areas for associates, among others. The aim of these areas is to encourage flexibility and a new way of working.

- **Teamwork between associates and their leaders:** Conducted throughout the year at different times, such as during Team Building.
- **Business partner:** Every area features a business partner, whose role is to work with the area director and with his/her team members, by offering a permanent communication channel to raise concerns, questions, suggestions and personal expectations.
- **Breakfasts with the Country Manager:** Every fortnight, associates and the Country Manager have breakfast together. It is a space for professional exchange and interaction.
- **Juntos Magazine:** Published on a quarterly basis, this magazine is targeted at all associates of Austral Region. It creates an identity through news communication related to the different working areas.
- **Q Meetings:** A leaders meeting is held on a quarterly basis in which strategies of the year are disclosed the corresponding follow-up and the indicators whereby we can provide all leaders with a business update.
- **LAO Intranet:** Through this regional channel we have the opportunity to publish news about company business, actions and awards in Argentina and the rest of Latin America.
- **Kimberly-Clark News:** All sites communicate a monthly agenda of activities via mailing and a billboard to keep associates informed about new employees, promotions and news about Cross Border, SWAPS and Special Projects.



we build
**WORK
TEAMS**

we keep
**communication
channels**

we take care of
our
COMMUNITY

OUR COMMITMENT 365°

HELPING THE COMMUNITY



Our sustainable commitment starts in the search of people's well-being, especially in the communities where we operate.

Through collaborative efforts with the public, private and third sectors, our social investment platform, **+comUNIDAD**, develops programs to raise awareness and improve people's life quality, focused on education, acquisition and promotion of healthy habits, values, the positive impact on the environment and strengthening of the value chain.

Our annually renewable commitment to the community reaches more than **106.000** direct and indirect beneficiaries through:

+ Education: we encourage social promotion among teenagers through training sessions and reward the most innovative practices implemented in technical schools.

+ Health: we promote health by conducting actions focused on health awareness, illness prevention and education of the family group in vulnerable communities.

+ Environment: Our commitment is to exert a positive impact on the environment through reforestation and environmental education.

+ Volunteering: We encourage the integration of our associates in the communities where we operate through different annual activities aimed at strengthening the relationship with the community.

Our programs meet the specific needs and expectations of the communities we serve, mainly those around us. Before launching the programs, a survey is conducted to check the community needs, jointly with specialized civil society organizations.



education



health



environment



volunteering

+ EDUCATION driving innovation

At Kimberly-Clark we believe that the role of teachers in terms of motivation and encouragement is key to improve young people's education. Therefore, in 2015, we renewed our program *Aprendiendo Juntos* (Learning together), developed together with *Asociación Conciencia* and intended to pay tribute to teenagers' training at technical schools.

We launched the first edition of **innovaTEC**, a competition to identify, recognize and share innovative practices put into practice by hundreds of technical school teachers in the province of Buenos Aires. The proposal also sought to encourage the implementation of these initiatives in other institutions.

The proposals received participated under four different categories:

1

**STRENGTHENING OF VALUES
AND SCHOOL RELATIONSHIPS**

2

**USE OF INFORMATION
AND COMMUNICATION
TECHNOLOGY**

3

**INNOVATIVE
TEACHING PRACTICES
AT TECHNICAL SCHOOLS**

4

**INNOVATIVE PRACTICES
TO PROMOTE
ENTREPRENEURSHIP**



The competition, developed together with *Asociación Conciencia* (Awareness Association), was supported by the **Ministry of Education of Buenos Aires Province and the Organization of Ibero-American States**, and it was implemented in more than 200 schools.

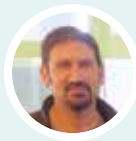
To encourage participation, we designed a 365° strategy which comprised direct communication in schools, media coverage and social media. More than 120.000 people followed the contest through our social media.

INNOVATEC 2015 EXPERIENCE



LOS GANADORES DE INNOVATEC 2015

1st PRIZE



"Reducing grey streets"

de Jorge Martín Nasif
E.E.T. N° 5 Presidente Juan Domingo Perón (Moreno)

2nd PRIZE



"Robotics Club"

de Daniel Chávez
E.E.S.T. N° 2 de Ricardo Rojas (Tigre)



we rewarded these innovative ideas

"REDUCING GREY STREETS"

Grey-water waste produced in private homes in Moreno area, province of Buenos Aires, exerts a negative environmental impact. Undergraduate chemistry students at Presidente Juan Domingo Perón School N° 5 identified this problem and sought an innovative solution to solve the lack of wastewater treatment in the area by designing an easily implemented electrocoagulation system. The main achievement of the project, under the category of entrepreneurship, was to improve students' technical, social skills and those related to environmental protection by encouraging the search for different solutions and an entrepreneurial spirit.

Furthermore, the project sought to build networks with communities through the support of Provienda Social Foundation in the area.

SUSTAINABLE AWARENESS



PULL UP YOUR SOCKS AND BECOME A SUSTAINABLE HEROE

What is sustainability about? How can we put it into practice?

To answer these questions and inspire people to carry out small actions, we launched **Los MEDIAdores** in 2015, an educational campaign to raise sustainability awareness.

Playfully encouraging employees to "pull their socks up" and move to action, we created many "socks" (the Education, Health, Volunteering and Life Quality socks) which shared tips, advice and videos on our online platform and social media to incorporate sustainability into people's daily life.

GET TO WORK!
("MEDIA PILA")



TIPS
ADVICE
VIDEOS



SUSTAINABLE
awareness

34.200
followers

have already pulled



2.452.000
points of view
FACEBOOK



814.000
points of view
TWITTER



104.000
views in
YOUTUBE



+ HEALTH promoting healthy habits

Primary Health Care Centers are part of the community socio-economic development and play a key role for the proper functioning of the health care system, based on illness prevention and health promotion.

The Health Center, developed by Kimberly-Clark since 2007 together with the Biomedical Science School of Austral University and Pilar Municipality in Las Lilas and Monterrey neighborhoods, focuses on sanitary service and the implementation of illness prevention programs through specific training and workshops offering tools to acquire healthy habits.

In 2015, **4,014 medical consultations** were recorded in our Health Center and **13 workshops** were provided on general hygiene, hands washing, oral health, healthy eating habits, breastfeeding and care during pregnancy, among others, with the participation of **239 people**.



The main goal of this Health Center is to work under "humanized medicine" parameters, focused on professionals' dedicated and affectionate care. According to an impact survey conducted in 2015, **95%** of respondents emphasized professionals' friendly treatment and **92%** would recommend the Health Center to a friend or family member. They also emphasized service quality, empathy, emotional support and humane treatment received, in addition to comprehensive healthcare and knowledge transmission through empowerment-generating workshops.

at our
HEALTH POST



educational
activities



welfare
activities



activities
support

Furthermore, with the help of our employees and to reward and promote health care, we prepared 120 school supply kits which were given to children in our Health Center.

Activities conducted at the Health Center:

educational
activities

welfare
activities

human and social promotion
activities

Since the launch of the program in 2007, **27,044** medical consultations were provided, **1,309** medical records were registered and **234** workshops were offered reaching **2,288** individuals

Today our Health Care Center has become a place of belonging and knowledge transmission.

4.014

medical
consultations

13

workshops
provided

Activities conducted at our Health Center

2015

2014

MEDICAL CONSULTATIONS		
Family medical history ⁽¹⁾	1.309	1.119
Consultations ⁽¹⁾	27.044	23.030
ANNUAL CONSULTATIONS	4.014	3.737
WORKSHOPS		
Workshops ⁽¹⁾	134	121
Beneficiaries ⁽¹⁾	2.288	2.049
ANNUAL WORKSHOPS	13	16
Participants	239	251
Obstetric consultations (monthly average)	20	20

(1) Data collected since Program launch (2007).

"We are aware that each individual has the right to be treated with dignity and that our actions are aimed at improving families' quality of life, and no matter how small our actions are, they have a significant impact. I think this is what makes medicine more humane and what distinguishes our Health Center."



Claudia Lascano Claudia Lascano MD, Health Center Coordinator

+ QUALITY OF LIFE **primera impresión (first impression)**

At Kimberly-Clark, we believe that every planted tree contributes not only to purify the air, but also to combat climate change. Based upon this idea and focused on preserving the environment and enhancing biodiversity, in the last five years we have supported the provincial Forest Project Protocol launched by the Ministry of the Environment in San Luis province aimed at reforesting roadsides and approach roads to cities under *Primera Impresión* program.

In addition to this support given to the province where our largest manufacturing plant is located, we developed equipment together with Villa Mercedes Forestry Operations Center. In 2015, we took part in the planting of **8.000** seedlings provided by such Center. The program was developed by San Luis Ministry of the Environment jointly with two forest cooperatives. We covered 75 km of Highway N° 55 South connecting Villa Mercedes with La Argentina location in San Luis.

Furthermore, several training sessions were given at Villa Mercedes Forestry Operations Center, such as branch-cutting, tree-stakes painting, pruning and seeds germination.

Since 2011, the Forestation Plan has led to the afforestation of **1.500.000** plants, representing an annual capture of **48.000** tons of carbon dioxide and **34.500** tons of O₂.

In the last five years, we have undertaken a strong commitment with San Luis province by supporting the provincial Forest Project, aimed at mitigating the climate change impact through the capture of greenhouse emissions by the newly-planted trees.





In 2015 we set up a Social Committee aimed at enlarging our volunteering team, by offering a meeting point to share experiences, ideas and proposals.

+ VOLUNTEERING our volunteers in action

Volunteering is part of our internal commitment to company employees and of our external commitment to the community. We therefore encourage associates to contribute to social causes during working hours by joining many of the different programs developed throughout the year together with *Caminando Juntos* Foundation (United Way).

564
volunteers
in 2015

Corporate Volunteering	2015	2014
VOLUNTEERS	564	554
Activities	12	12
Average annual working hours contributed to volunteer activities	950	944

In 2015, **564** employees strengthened their commitment to the community by taking part in **12** volunteer activities.

5th edition of Management Volunteering organized by Caminando Juntos Foundation (United Way): Our managers joined the intercompany solidarity day organized by Caminando Juntos Foundation at school N° 37 of Don Torcuato, Tigre for building improvements in classrooms, libraries, playground and multipurpose room.

Food Classification Day: we participated in a massive food classification day at the Fundación *Banco de Alimento* (Food Bank Foundation) of Buenos Aires.



World Environment Day: Volunteers in San Luis, together with their families, embarked on a treeplanting program in Parque de las Naciones after attending a training session on the environment .

“La Salud está en tus manos”: Kimberly Clark Professional experts gave a training session at our Health Center in Pilar on the benefits of proper handwashing to prevent disease transmission.



Back to school: we prepared 120 school supply kits which were given to children in our Health Center in Pilar.

Children's Day: we participated in recreational activities organized at *Mano Amiga* School in Pilar to celebrate Children's Day. In San Luis, we conducted a solidarity campaign to collect toys, which were then donated to *Bienestar* Foundation.

Volunteer Day: we participated in building improvement activities at School EPB N°2, Manuel Alberti at Pilar, attended by more than 440 primary and secondary students on a daily basis. Furthermore, new furniture was built for the school and recreational activities were offered for older children.

Books for blind people: our employees in San Luis were given the opportunity to choose a book and convert it to digital format so that it could be uploaded to a digital library for blind people, which can be remotely accessed for free by all people in Latin America..

Christmas Eve for everyone: almost 300 employees from Buenos Aires, Pilar and San Luis helped to fill boxes with nonperishable goods and gifts for children. More than 40 families from Santa Clotilde Family Support Center (Tigre), 50 families from our Health center in Pilar and 25 families who attend *Bienestar* Foundation (San Luis) received this donation to enjoy a different Christmas Eve. This time, volunteers from the diaper distribution channel working for the Company joined the activity and made contributions to our Health Center families.



SOCIAL COMMITTEE *enlarging our volunteer network*

For the first time, this year we set up a Social Committee aimed at providing Company volunteers from any location nationwide with a meeting point to share their experiences, ideas and take a look at the volunteer opportunities calendar to become ambassadors of corporate actions.



INVESTMENT IS WORTHWHILE

For many years, our associates have been offering 4-month courses (from April to June) on different issues, such as Human Resources, Administration, Communication, etc. A total of 12 classes were given to thirty 5th grade students at Fatima school, Villa Soldati. This year, 27 company employees have participated in this initiative as volunteer teachers.



SOCIAL INTEREST ACTIONS

SUMANDO VALORES

For the last seven years, *Sumando Valores*, has focused on generating a virtuous chain of small actions, endlessly replicated with a positive impact on society and based on a specific value.

In 2015, we decided to revalue reading habits as a way of promoting education and building a better future for everyone. Thus, more than 800 people nationwide received books written by well-known Argentine authors which had been previously collected by the Company. After reading the books, they were supposed to give them to other people, thus generating an endless chain. Our employees supported the initiative by donating books they had read and enjoyed throughout their lives.

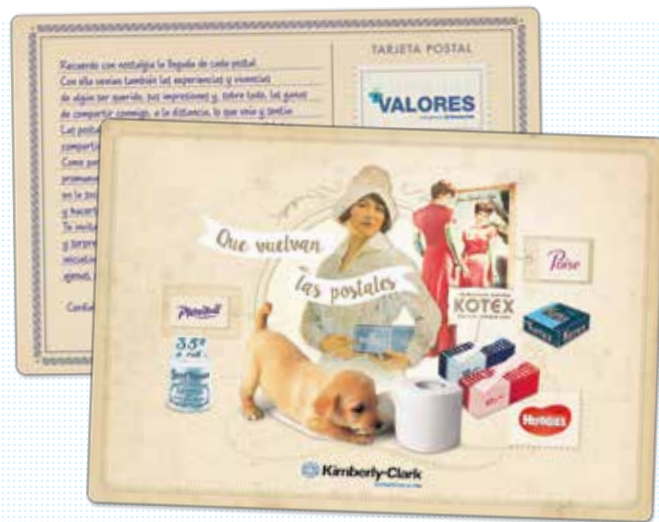
Along the same lines, on the second half of the year we focused on the value of the written word. Different people received postcards whereby they were invited to relive the magic of sharing moments through writing. #QueVuelvanlaspostales (#BackToPostcards) was the hashtag used in social media to promote handwriting.



Reevaluating
Reading



and the
importance
of the
written word



RESPECT, HONESTY AND INTEGRITY

HUMAN RIGHTS

Our commitment to human rights protection is related to the respect for others as well as with our honesty, integrity and fairness tradition.

We care about workers' rights, labor safety and environmental responsibility associated with our products. Therefore, we work globally to build a better future for those who are part of our value chain, from our suppliers and their employees to the associates which make up the company.

BUSINESS GUIDELINES

Employment Policy on Human Rights and our Code of Conduct. Our policies are consistent with the international standards goals, including the International Labor Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and the Principles of the Global Compact of the United Nations Organization.

The Employment Policy on human rights focuses on recognition of human rights, elimination of all forms of discrimination, freedom of association, child labor prohibition, programs maintenance and processes to ensure compliance with government requirements and corporate standards, among others. It is promoted through dissemination of the Code of Conduct and e-learning courses.

VALUE CHAIN

Supplier Social Compliance Standards (SSCS) are a key tool in our commitment to respect human rights throughout our value chain. These principles convey our values and expectations, as well as identify, prevent, mitigate and account for human rights violations. Standards include issues such as freedom of association; protection against child labor; prohibition of forced labor and discrimination; safe and stable workplace; working hours, salaries and benefits; environmental protection and business integrity, among others. Suppliers are requested to sign annual statements of compliance and demonstrate fulfillment of such principles. *For more information, see chapter "Products", subchapter "Integrity Project."*

COMMUNITY

Our programs seek to contribute to the welfare of people living in the communities where we operate. For more information, see subchapter "People". *For more information, see the activities conducted under +comUNIDAD platform.*





ENVIRONMENT

10

**INITIATIVES
TO REDUCE
carbon footprint**



EMISSIONS

3%

reduction on
**total
EMISSIONS**



CONVERSION

14.6

**TONS of
waste into
HUMMUS**



taking care of
**OUR
PLANET**
365°

ENVIRONMENTAL MANAGEMENT

TAKING CARE OF OUR PLANET

Our commitment to provide the community with the essentials for a better life involves environmental conservation and protection. We find it highly necessary to contribute to maintain water and air clean, as well as promote healthy environments. It's difficult to imagine anything more essential than clean air, clean water and a healthy environment.

This mission inspires our constant search for more sustainable ways to reduce pressure on natural resources through the development of sustainable alternatives; innovation to extend products' useful life and packaging, and development of sustainable waste management.

This framework, based on the materiality assessment with our internal and external stakeholders and on the sustainability strategy developed every seven years (Vision 2022), shows the environmental issues of most relevance to our company: water, energy, fibers, waste and environmental compliance.

Being part of a global organization, we have access to the best environmental practices in terms of resources and risk management. In Argentina, we identify, assess and mitigate potential environmental risks so that our operations comply with local regulations and, if possible, exceeded them. Every year, an external auditor conducts an environmental audit.

We also have environmental risk coverage for all our plants.

OUR 2022 VISION: OUR ENVIRONMENTAL GOALS



WATER



Keep complying with environmental regulations and reduce water consumption to 10m³/tn at our plant in Bernal.



EMISSIONS



By 2022, reduce greenhouse gases (GHG) by 5%.



WASTE



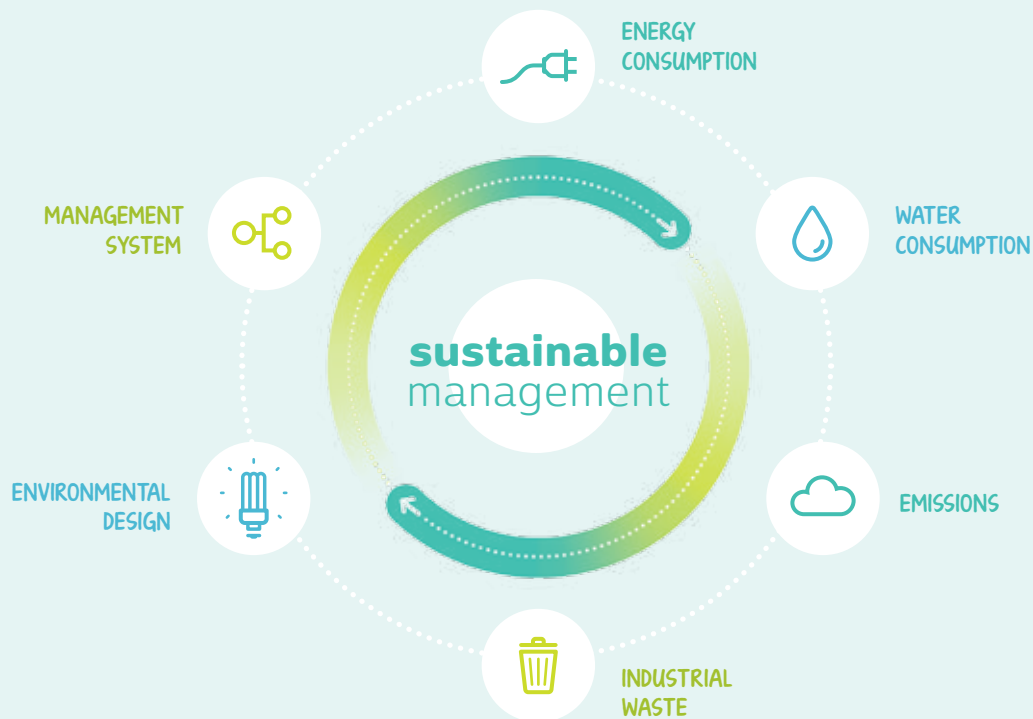
Stop disposing of manufacturing waste in landfills by 2022.



FIBER



FSC fiber 100%



COMPLIANCE WITH 2015 GOALS

Every year at Kimberly-Clark we seek to improve our metrics. In terms of water, until 2014 we managed to reduce the direct blue water footprint in our plant in Bernal by **10.6%**, getting closer to our reduction goal of **25%**. We keep on working to reach our goal of 10m³/t by 2022.

In terms of energy, we have been reducing consumption on a yearly basis. In 2014, energy consumption at our plants in Bernal and San Luis was reduced by **8%** and **4%**. In 2015, the levels of energy consumption in all our plants remained the same, compared to the ones recorded in previous years. We are about to reach our goal of reducing emissions by **5%** (in 2015 we reduced emissions by nearly **3%**).

As regards waste, we have extended our goal to stop sending manufacturing waste to sanitary landfills to 2022. We keep on working in our plant based in San Luis, where we have managed to reduce the average material sent to landfills (**20%** reduction of the total manufacturing waste by 2014 and **50%** reduction by 2015). Our plants in Pilar and Bernal do not send manufacturing waste to sanitary landfills.

ESSENTIALS FOR LIFE

PRESERVING WATER



We aim at reducing water consumption to 10m³/tn by 2022 and maintain effluents' quality. Our highest level of water consumption is recorded in our tissue paper plant based in Bernal, used for manufacturing purposes. Both our plants in San Luis and Pilar only use water for human consumption.

For the purpose of monitoring water consumption and be able to plan corrective actions, we conduct internal assessments of waste consumption and, on a regular basis, we hire external advisors (Ernst&Young) to assess the water footprint of our operations based on the Water Footprint Network methodology.

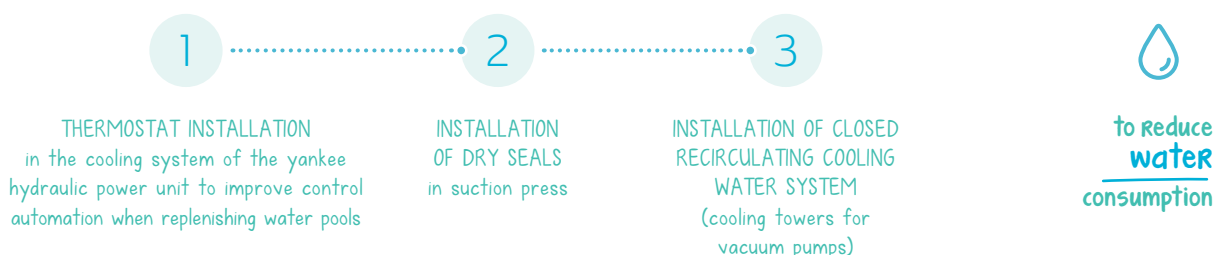
In 2015, our plant in Bernal increased tissue paper production and incorporated raw material with high levels of recycled paper. Thus, the company sought to reintegrate discarded paper into the production chain. In turn, this sustainable action gave rise to an increase of water consumption, required to clean the Strainer filter before reusing it in the manufacturing process.



The recycled paper incorporated in the manufacturing process has a large amount of minerals which block the Strainer filter mesh. As a consequence, equipment efficiency is reduced creating a greater need for cleaning.

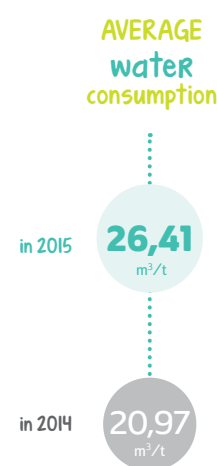
Similarly, and aimed at reducing water consumption, some changes were made in cooling systems by replacing water-cooled equipment with air-cooled equipment.

Aimed at reducing water consumption at our plant in Bernal, we developed a plan divided into stages until 2022 to reach the goal of about 10m³/BDMT of water consumption per ton of paper produced, with projected savings of **17,1m³/BDMT**.



Direct Blue Water Footprint at Bernal Plant [m ³ per year]	2015	2014
WATER EXTRACTED FOR THE PROCESS	546.136	422.440
Evaporated water	28.207	21.122
Water incorporated into the product	1.072	1014
Lost return flow (overflow)	519.005	388.645
Other water consumption	15.852	11.659
WATER SENT TO THIRD PARTIES	23.245	60.230
Water sent to Smurfit *	23.245	60.230
BLUE	587.381	482.670

(*) Water Footprint Network methodology. The blue footprint measures the volume of freshwater used by water resources (well water for industrial use).
Water footprint increase: 21,69%

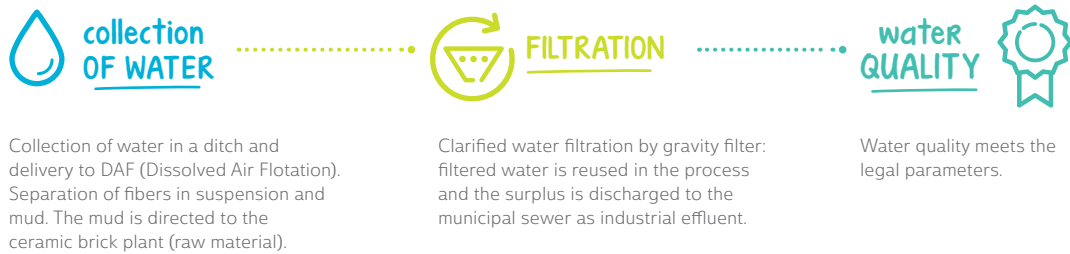




EFFLUENT TREATMENT

We carry out monthly external laboratory analyses on quality parameters of the wastewater discharge in accordance with current legislation, in order to maintain effluent quality. To this end, controls are made under the program TicklerProgram: sending of water samples to the laboratory for the analysis of values that the corporation knows and validation in local laboratories. There have been no significant spills in any of our operations.

Effluent treatment stages:



Of our production process in Bernal:



in relation to the water discharge in 2015:



WE CARE ABOUT

ENERGY AND EMISSIONS



At Kimberly-Clark we seek to transform our financial and environmental performance by driving improvements in energy efficiency and reducing total greenhouse emissions in our operations.

Total energy consumption in 2015	2015 ⁽¹⁾	2014
DIRECT ENERGY CONSUMPTION (IN GJ)		
Natural gas	145.928	133.989
Fuel oil	7.092	10.730
Gas oil	5.356	8.406
SUBTOTAL	158.376	153.125
INDIRECT ENERGY CONSUMPTION (IN GJ)		
Electricidad	239.346	244.777
SUBTOTAL	239.346	244.777
TOTAL ENERGY CONSUMPTION	397.722	397.902

(1) Data includes the actual consumption until November and its projection to December of the same year.

According to the measurement of the gas footprint performed externally by Ernst&Young, in 2015 and at general level, emissions from our plants decreased by **3%** the total nominal value. Regarding the production generated in each plant, there was a reduction in the tCO_{2e} per ton of product produced in each case, even in the plants of Bernal and Pilar, where, according to the information received, the production increased over the previous year. In addition, energy intensity was constant, associated with seasonal demands of products or plant shutdowns for maintenance, according to each plant. The lower energy consumption is not quantifiable since it depended on production cycles and market demands, not being associated with machine engineering.

we reduced by



the total of
emissions



Total emissions in 2015

	2015 ^{(1) (2)}	2014	
EMISSION SOURCE	tCO ₂ e	tCO ₂ e	%
Natural gas consumption	8.192,86	7.522,54	8,2
Fuel oil consumption	493,48	746,62	-33,90
Gas oil consumption	377,37	625,17	-39,60
GLP consumption	0,00005	0	100,00
Electric power consumption	35.104,10	36.172,54	-3,00
Waste sent to landfill	359,83	727,12	-50,50
Use of refrigerant gases	5,61	31,68	-82,30
TOTAL	44.533,25	45.825,67	-2,9
PRODUCTION (T)	116.253	115.234,39	0,90
TCO₂E/T PRODUCTION	0,38300298	0,39767356	-3,69

(1) G4 - EN18: peaks may result in situations of fuel shut-off. It is residual and depends on general fuel shut-offs that may occur.

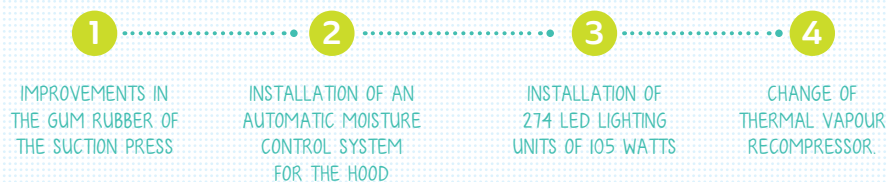
(2) G4 - EN17: the emission of third parties is unquantifiable because the distribution fleet is indirect, not own.

BERNAL PLANT

Our Bernal Plant works on the greenhouse gas inventory under the Greenhouse Gas Protocol based on the guidelines of the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).

We continue working on the implementation of improvements to our equipment, which allows us to achieve lower energy consumption. In this regard, at Bernal Plant we have reduced by **3.4%** the relative energy consumption compared to the values of 2014, taking into account the amount of paper produced.

Over the past year, improvements made at the plant allowed us to maintain the level of carbon dioxide emissions released in relation to 2014, although there was an increased amount of paper produced..



improvements
made in
BERNAL

energy consumption in Bernal Plant

	2015 ⁽¹⁾	2014
DIRECT ENERGY CONSUMPTION (IN GJ)		
Natural gas	145.198	133.075
Fuel oil	7.092	10.730
Gas oil	5.356	8.172
SUBTOTAL	157.646	151.977
INDIRECT ENERGY CONSUMPTION (IN GJ)		
Electricity	91.417	92.080
SUBTOTAL	91.417	92.080
TOTAL ENERGY CONSUMPTION	249.063	244.058

(1) Data includes the actual consumption until November 24 and its projection to December of the same year.

Total emissions in Bernal Plant

	2015	2014
EMISSION SOURCE		
Natural gas consumption	8.151,89	7.471,24
Fuel Oil	493,48	746,62
Gas Oil consumption	377,37	607,78
Electric power consumption	13.407,81	13.607,42
TOTAL	22.430,55	22.433,07
PRODUCTION (T)	21.442,90	20.289,39
TCO2E/T PRODUCED	1,05	1,11

PLANET

PILAR PLANT

Various initiatives were carried out in our Pilar Plant in order to reduce energy consumption (3% over 2014). These included the completion of the plan of replacement of mercury vapor lamps with LED, March 2015.

Moreover, we are working on the monitoring of compressed air leaks to detect and repair them, as well as avoiding future leaks.

Energy consumption in Pilar Plant	2015 ⁽¹⁾	2014
DIRECT ENERGY CONSUMPTION (IN GJ)		
Natural gas	352	368
SUBTOTAL	352	368
INDIRECT ENERGY CONSUMPTION (IN GJ)		
Electricity	29.823	28.251
SUBTOTAL	29.823	28.251
TOTAL ENERGY CONSUMPTION	30.175	28.850

(1) Data includes the actual consumption until November 24 and its projection to December of the same year.

Total emissions in Pilar Plant	2015	2014
EMISSION SOURCE	tCO₂e	tCO₂e
Natural gas consumption	19,73	20,48
Gas Oil consumption	-	17,39
Electric power consumption	4374,08	4.174,94
Use of refrigerant gases	-	-
TOTAL	4393,81	4.212,82
PRODUCTION (T)	6.842	6.201
TCO₂E/T PRODUCED	0,64	0,68

SAN LUIS PLANT

Energy consumption in San Luis Plant	2015 ⁽¹⁾	2014 ⁽²⁾
CONSUMO DIRECTO DE ENERGÍA (EN GJ)		
Natural gas ^{(1) (3)}	378	549
GLP gas ⁽³⁾	825	921
Gas oil ^{(1) (3)}	-	-
SUBTOTAL	1.203	1.470
INDIRECT ENERGY CONSUMPTION (IN GJ)		
Electricity	118106	124.445
SUBTOTAL	118106	124.445
TOTAL ENERGY CONSUMPTION ⁽⁴⁾	119.309	125.915

(1) Data includes the actual consumption until November the estimated consumption for December - (3) the following energies are not used for production, but for services: Natural gas (boilers), GLP (mobile equipment) and gas oil (generators and autopumps). - (4) The energy consumption in San Luis was reduced by 4% over the previous year. This data includes the actual gross energy consumption without considering the production.

San Luis Plant	2015	2014
EMISSION SOURCE	tCO2e	tCO2e
Natural gas consumption	21,23	30,82
Electric power consumption	17.322,22	18.390,18
Use of refrigerant gases	5,61	31,68
Waste sent to landfill	359,83	727,12
TOTAL	17.708,89	19.179,78
PRODUCTION (T)	87.989	88.744
TCO2E/T PRODUCED	0,2	0,22

En total, durante 2015 se implementaron 10 iniciativas diferentes en nuestras plantas encaminadas a disminuir nuestra huella de carbono al ambiente.

we reduced



RELATIVE ENERGY consumption

compared to the percentage recorded in 2014

During 2015, San Luis Plant had an impact on energy consumption due to the improvements made in 2014, including:



Installation of speed drives in the air compressors of the Production area: by using these speed drives, the speed can be controlled according to the consumption or processing need, unlike the current fixed speed condition, with loading and unloading.

Improvements of the vacuum piping in the Production area: the circuit of vacuum pumps was modified allowing the saving of permanent energy consumption of a Bush pump (taking a utilization factor).

Installation of speed drivers: were installed in auxiliary service areas of the plant in vacuum fans, regulating revolutions per minute according to the current need of the facilities, leading to significant energy savings.



Lightning control: sensors and timers were installed in areas of occasional use (changing rooms, auxiliary services, offices).

LED lights: lights were changed in the Finished Product hall.

ENVIRONMENTAL MANAGEMENT OF OUR BUILDINGS

All our buildings have energy saving lamps with a lifespan that is thirty times longer than conventional lamps. Therefore, we generate less heat for a longer time and prevent the transmission of about half a ton of CO₂ to the atmosphere. Moreover, our air conditioners are set at 24° C. For each degree increased, we reduce the expenditure in electric power by 8%.





We incorporate sustainable management into our plants and offices. We seek to optimize resources, reducing consumption and caring for the environment.



OUR SOLUTIONS FOR

WASTE MANAGEMENT

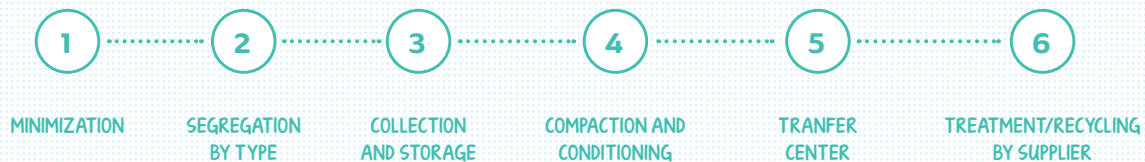


To achieve our goal of minimizing environmental impact, generating efficient processes and specifically no longer sending manufacturing waste to sanitary landfill by 2022, we are working on several steps in each of our industrial plants in Bernal, Pilar and San Luis.

At present, each of our plants has an annual budget allocated for waste segregation and treatment, which involves a large part of human resources. Since the beginning of the process, we work on raising personnel's awareness, as waste generators, and on the segregation of discharges. And then, at the stage of waste collection and storage, the cleaning staff is responsible for transporting the previously segregated waste to the collection and compaction areas. In this last stage, the different types of waste are prepared for their subsequent loading and transport to the transfer center, where the external supplier conducts the final recycling process of the waste. Finally, for legal purposes, we receive a manifesto stating with the final disposition given to each product.

In order to guarantee this process, audits are conducted by the Environmental, Health and Safety (EHS) area in all the circuit, both internal and external, to ensure sustainability.

WASTE MANAGEMENT PROCESS IN OUR PLANTS:



OUR GOAL: ZERO MANUFACTURING WASTE SENT TO SANITARY LANDFILL BY 2022.

Thanks to this initiative, we have achieved a significant reduction in waste over the years; nowadays we keep on working to reach our corporate goal: stop sending manufacturing waste to landfills. In Pilar and Bernal plants, this goal has already been accomplished; in San Luis Plant, the average percentage of material sent to landfills in 2015 was 8% of total production waste.

On the other hand, in 2015 the Company obtained a total of \$3,277,479.32 in revenue associated with waste recycling, an amount that has decreased year by year through industrial waste reduction. Expenditures exceeded revenues due to the higher costs of waste treatment services and transport costs, focused on achieving responsible waste management.

Balance resulting from 2015 environmental management

	BERNAL	PILAR	SAN LUIS
Revenues associated with waste recycling	168.254	442.383,22	2666842,1
Expenditures associated with waste treatment*	1.417.000	765.344,52	3877040
BALANCE	-1.248.746	-322.961,30	1.210.197,9

*The highest balance of expenditures is due to the increased costs of waste treatment services and transport costs.

the results
OF OUR
ENVIRONMENTAL
MANAGEMENT

MANAGEMENT PROCESS TO GENERATE LESS WASTE:





BERNAL PLANT

All our manufacturing waste is sent to authorized recycling companies as indicated by the Provincial Agency for Sustainable Development (OPDS) regulation, not to the CEAMSE. These recycling companies perform the corresponding segregation.

Other non-production waste, such as waste from the canteen, is sent to composting sites within the plant. The wire of virgin cellulose bundles is used to manufacture hangers and metal cages.

Waste generation in Bernal Plant ⁽¹⁾

		2015 ⁽¹⁾	2014
TYPE OF WASTE	DESTINATION		
Sludges of primary treatment (t)	Reuse in brick process	1.996	868
Reused cellulose (t)	Re-entry into the process	1.459	881
White 2 (t) ⁽²⁾	Process	2839	197
Metal (t)	Recycling	7	8
Corrugated cardboard (t)	Recycling	200	65
Other (t)	Sanitary landfill	-	-
TOTAL GENERATED (T)		6.501	2.019

(1) Data includes actual consumption until November and its projection to December of the same year.- (2) This is a input of special recycled paper reused in the production process of pulp in Bernal Plant.

“The initiatives taken at out plants regarding manufacturing waste seek to mitigate the environmental impact exerted by burying such waste. We have provided efficient and sustainable solutions by encouraging the development of other markets through by-products manufactured by third parties with our Company waste. In this way, we provide new solutions by transferring our waste to the production of bricks, hangers, pellets and plastic lumps, agglomerated plates, stakes for viticulture, among others.”



Mariano González EHS Manager at Kimberly-Clark Austral

PILAR PLANT

In 2015, we fostered work culture within the plant by considering waste as a key production indicator and taking concrete and immediate actions upon detecting diversion during work shifts.

At present, we maintain the same work dynamics: monitoring machines' waste segregation and informing about the technical status of each machine in a meeting held to review general issues regarding plant order and cleanliness.

Waste generation in Pilar Plant		2015 ⁽¹⁾	2014
TYPE OF WASTE	DESTINATION		
Cellulose (t)	Recycling	3	14,49
Plastic (t)	Recycling	170,9	135,84
Cellulose/Plastic mixed (t)	Recycling	248,6	157,415
Corrugated cardboard (t)	Recycling	105,5	55,22
Other (t)	Sanitary landfill	262,8	46,78
TOTAL GENERATED (T)		790,8	409,75

(1) Data includes actual consumption until November and its projection to December of the same year.

WE CONVERTED

14,6
tons of
**ORGANIC
WASTE**

into
131,4
KILOS
OF HUMMUS

in our
Plant in Pilar

SAN LUIS PLANT

In 2015 the percentage of material sent to landfill averaged 8% of total production waste. Our materials are placed in ditches in places authorized by the governmental entity and subsequently covered.

In addition, we conducted training on classification, collection, final disposal and recycling for all our staff, with 449 participants. We also led 47 training workshops for these teams, and we continued with the campaign on waste sorting with the aim of reinforcing the classification of waste in situ. At the plant we continued reusing the non-woven material (recovery of coil ends): 28 tons of material was reused at the plant (*)

(*) Data from January to October and estimate of November-December.

we Reused



tons of **MATERIAL**

Waste generation in San Luis Plant ⁽¹⁾

		2015	2014
TYPE OF WASTE	DESTINATION		
Cellulose (t)	Recycling/re-entry into the process	479	822
Plastic (t)	Recycling	1.146	984
Sanitary landfill (Reclaimer and household) (t)	Sanitary landfill	411	541,2
Cellulose/Plastic mixed (t) (2)	Recycling	430	3,6
Corrugated cardboard (t) (3)	Recycling	920	661,2
TOTAL GENERATED (T)		3.386	3.012

(1) Data includes actual consumption until October and its projection to December of the same year. - (2) This is the scrap of the reclaimer. - (3) Cardboard and cellulose plates.

we Recovered



tons of **CELLULOSE**

in our reclaimer (3)

Regarding liquid effluents, our discharges meet legal parameters, not affecting the habitat or biodiversity. Moreover, waste is transported exclusively within the country, complying with the legal terms for their transport: we do not import or export waste.

VALUE FROM THE ORIGIN

OUR RAW MATERIAL

we care for the quality
of our
Raw material

We value manufacturing processes which are consistent with our sustainability policy. We care for the origin of both our raw material and our suppliers.

85% of our raw material comes from domestic suppliers that provide us with cellulose virgin fibers from eucalyptus plantations. The remaining 15% of virgin fibers comes from foreign suppliers. For the manufacturing of our tissue products we also incorporate fiber from locally recycled material.

SAFE USE OF CHEMICALS

Our Company is registered at *SEDRONAR* (Secretariat of Planning for the Prevention of Drug Addiction and Action against Drug Trafficking) as a user of precursor chemicals, with a valid annual certificate and all purchase, storage and use movements are recorded in the national system of precursors chemicals traceability. Chemicals not included in *SEDRONAR* listings are handled through our corporate procedures of purchase, storage, handling and disposal.

IMPACTS ON BIODIVERSITY

Moreover, as regards our operations' impact on biodiversity, Pilar, Bernal and San Luis plants are not located in protected areas or unprotected areas of a great value for biodiversity. Nevertheless, and aimed at promoting conservation, the environment and enhancing biodiversity, for the last five years we have supported the Provincial Forestry Protocol of the Ministry of the Environment of San Luis to reforest route margins in the territory and approach roads to communities under the program *Primera Impresión* (First impression).

All our products are disposable. All our packaging is 100% recyclable.



VARIETY AND QUALITY

5 business **7** different
UNITS BRANDS



TEAM WORK

1.090

**ACTIVE DIAPER
manufacturers**

our diapers
distribution
channel



SUPPLIERS

89% of **ARGENTINE**
SUPPLIERS



WE ACCOMPANY YOUR LIFE

24 YEARS WITH YOU

For 24 years we have offered in Argentina high quality products for personal care, innovating in each of the categories with new presentations and proposals that seek to provide a difference. In Argentina, we currently have five business units striving for excellence in every product they make.



BABY
CARE



Disposable diapers, training pants and wipes.



FEMININE
CARE



Feminine pads, liners and tampons.



FAMILY
CARE



Toilet paper, reusable wipers, paper towels and disposable tissues.



ADULT
CARE



Diapers, pads, disposable underwear and products for incontinence.



OUR PROFESSIONAL
LINE



Higiene, seguridad y limpieza para empresas.



Innovation, investment, quality and transparent management define our way of developing high-quality products.

MORE INNOVATION, MORE QUALITY, MORE SAFETY

GIVING ALWAYS THE BEST



**FAMILY
CARE**

The less you need, the less you use

SCOTT DOUBLE SHEET: New double sheet toilet paper, of higher quality and ultra resistant, ensuring less use of paper.

NEW SCOTT 1000 SHEETS: simple sheet toilet paper but with more than 1,000 sheets per roll so that unit pack lasts much longer.



**BABY
CARE**

Diapers that resist to use less of them

HUGGIES ACTIVE SEC: in 2015 we presented the new Active sec diapers with up to 12 hours of absorption, elastic waistband and leak barriers.

HUGGIES WIPES: we launched new baby wipes made from natural materials, designed for the care of the baby's sensitive skin as they grow. They are hypoallergenic, do not contain alcohol and are the only guaranteed by FUNDASAP (Argentine Society of Pediatrics Foundation).

HUGGIES FIRST 100 DAYS: we presented Huggies Primeros 100 días (first 100 days) with a 3 times more breathable cover, soft bubbles in the interior of the diaper that protect the newborn's sensitive skin, wetness indicator (NB size) and softer grip strips.

HUGGIES PREMATURE NEWBORN: relanzamos el único pañal del mercado especialmente diseñado para bebés de hasta 2,2 kilos (bebés prematuros), con menor ancho del pad para reducir el riesgo de displasia de cadera.



“ABRAZOS DE VIDA”: AN INSPIRING CAMPAIGN

On the occasion of the Premature Babies Week (November 14th-20th), we launched the campaign *Abrazos de vida* (Life hugs) to raise awareness about the importance of skin-to-skin contact between parents and preemies with the benefits that hugs generate in both of them.

The campaign was supported by *Fundación Largaía* through its founder, Miguel Largaía, and the Ramón Sardá Maternity and Child Hospital through Claudio Solana, head of the neonatology unit.

In addition, during the month of November, for every purchase of any pack of *Huggies Primeros 100 días* one diaper was donated to Sardá Maternity and Child Hospital.

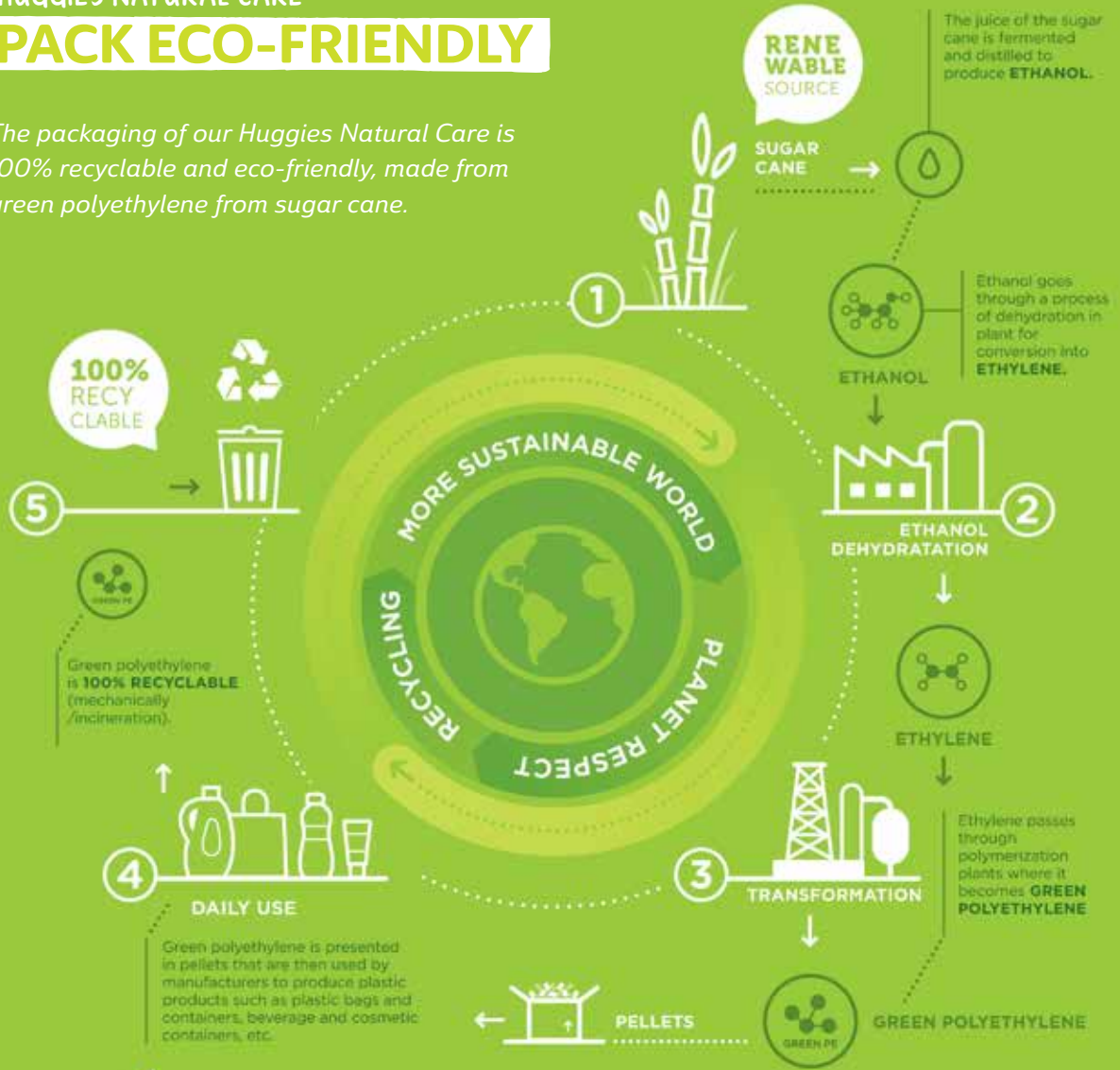


“The mother is the perfect incubator, skin to skin contact helps regulate the child’s temperature and stimulates the production of breast milk. In addition, babies breathe better, have a more stable heart rate and have their autonomic nervous system better protected.”

 **Miguel Largaía** - Pediatrician and neonatologist - President of FunLargaía.

HUGGIES NATURAL CARE PACK ECO-FRIENDLY

The packaging of our Huggies Natural Care is 100% recyclable and eco-friendly, made from green polyethylene from sugar cane.



PACKAGING HUGGIES I'm green

BENEFITS OF GREEN POLYETHYLENE

- It comes from a **RENEWABLE SOURCE**
- IT IS 100% RECYCLABLE**
- WHEN CHOOSING PRODUCTS WITH THIS PACKAGING, THE CONSUMER IS CONTRIBUTING INDIRECTLY WITH THE ENVIRONMENT**

- 1 TON** of Green Polyethylene captures **2.15 TONS** of CO₂ eq.
- It has the same properties as the conventional polyethylene
- It does not require investment in new converting machines



More technology, more innovation

NEW KOTEX EVOLUTION PADS WITH CENTER SEC TECHNOLOGY: we presented the new line of ultra-thin pads with an exclusive technology called Center Sec, with a deep core that directs the flow towards the inner layers of the pad, keeping it away from the skin.



KOTEX, MI MUNDO, MIS REGLAS (KOTEX, MY WORLD, MY RULES)

As a new way of relating to women, Kotex presented the miniseries Mi mundo, mis reglas (My world, my rules), inspired by its social network fans, and produced together with Fox network.

The importance of friendship, love, feeling protected and especially living their own rules, were part of each of the episodes where Kotex sought to strengthen the close relationship it has with its followers, echoing the issues that are relevant to them.



ADULT CARE

Raising awareness

RENEWAL OF PLENITUD PROTECT: these diapers provide up to 10 hours of protection, for men and women with heavy urine leakage.

RELAUNCH OF PLENITUD CLASSIC WITH ALOE VERA: we renewed this diaper line incorporating aloe vera for skin care.

POISE PADS AND LINERS: we relaunched the whole line ensuring total protection with a wider adhesive band to fit underwear.



RESPONSIBLE PRODUCTS



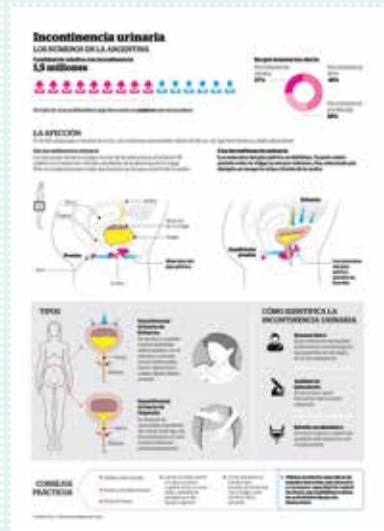
Poise Plenitud

For the first time in Argentina, Poise and Plenitud promoted the Incontinence Week in conjunction with the Durand Hospital, with the aim of contributing to educate about adult incontinence and eliminate taboos related to a matter that affects **1,5 million** adults in Argentina.

From September 28th to October 4th, 230 people could be correctly diagnosed to identify the problem and find solutions that improve their quality of life.

The campaign was extended to online media and social networks with educational medical videos that were watched **180.000** times on YouTube, generated more than **15.000** interactions on Facebook and over **13.000** visits to the website www.semanadelainco.com.ar.

Moreover, and in order to continue offering tips and advice for adult women, Poise made together with Farmacity a presentation of the book by Mariana Arias Una mujer en la mitad de la vida. The book takes on the challenge of exploring the female universe and its passage through maturity.



13.000 visits to THE WEB PAGE



+15.000 interactions ON FACEBOOK



180.000 visits ON YOUTUBE



**OUR
PROFESSIONAL
LINE**

Developing integral solutions

KIMBERLY-CLARK PROFESSIONAL (KCP): Our business division is dedicated to providing integral solutions of hygiene in working areas, companies and institutions. We offer innovative high-performance products such as towels, soaps and hand sanitizers, toilet paper and cleaning wipers with Kleenex, Scott and Wypall brands, covering the needs of offices, industries, hotels, restaurants, healthcare centers and other institutions.



LA SALUD ESTÁ EN TUS MANOS

As part of the Health&Wellness Communication Plan and in the context of the corporate strategy *Juntos construimos una Argentina excepcional* (Let's build an exceptional Argentina together), we developed from Kimberly-Clark Professional the campaign *La salud está en tus manos* (Health is in your hands), a communication platform to promote awareness on a proper hygiene, using sustainable resources in workspaces.



Do you know the way of coughing and sneezing properly?

Cover your mouth and nose with a disposable tissue. If you don't have one use your forearm. In this way you will prevent contaminating people or objects around you.



A proper hygiene speaks well of you

Washing your hands every time you use the toilet is part of the good habits to stay healthy.

We also participated with Makro wholesale hypermarket in the program Taller Pescar (Fishing workshop), which is carried out annually with the Foundation, with health and hygiene training in the context of the program "La salud está en tus manos".

OUR REASON FOR BEING:

QUALITY AND SAFETY

Our raw materials, plants and products have specific certifications that ensure the high standards of quality and safety with which we work.

RAW MATERIALS:

We perform the safety certification of all our raw materials and finished products through the Safety Clearance standards of the Global Quality Assurance & Compliance team of Kimberly-Clark Corporation.

PLANTS:

We conduct quality training systematically and throughout the year to ensure the quality of our plants and the entire production process, implementing the 70:20:10 training model.

OUR PRIORITIES AIM TO:

- **Ensure clean and safe products** with Good Manufacturing Practices (GMP), global corporate requirements and in compliance with the current legislation. 100% of our products are allowed and are subject to the information requirements and voluntary codes related to information and labeling of products and services, such as those of FUNDASAP (Argentine Society of Pediatrics Foundation).
- **Ensure customer satisfaction:** compliance with the specifications for finished product, according to the Run-to-Target philosophy (minimal variability in the products).
- **Ensure a robust quality management system**, as part of the culture of everything we do.
- **Maintain the commitment to quality** in all the personnel to promote quality and an adequate work environment for the proper conduct of the activities.



- **Products:** we have a policy of Product Quality and Safety: all our products are assessed on their impact on the health QMS – QMART: level of implementation of the Quality Management System. OUR MAIN INDICATORS: and safety of our consumers. In addition, the Customer Service area works together with the Quality and Development departments receiving comments and claims that are considered and investigated.

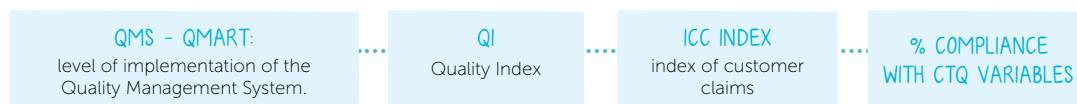
The global Quality Index indicates the level of "perceived quality" at the point of sale and allows us to identify areas of improvement for our products. In this regard, in 2015 no incidents were reported in relation to breach of the regulation on impacts of health and safety products and services; and no claims were made regarding privacy or data leakage.

QUALITY GUARANTEES

All our operations are certified by the ANMAT (National Administration of Drugs, Foods and Medical Devices) and all our plants conform to the Corporate Quality Management System (QMS), audited internally once a year and externally once every three years to ensure compliance with the requirements and continuous improvement.



OUR MAIN INDICATORS:



INVESTMENT TO IMPROVE

For the development of new products, we conduct qualitative and quantitative market research to identify the preferences, characteristics and needs of our consumers. Moreover, in each plant we monitor every stage of the implementation of new projects to ensure product quality throughout the process.

Our investment in laboratory instruments to ensure the quality of our products reached in 2015 **\$133,000 dollars**.

Analysis conducted in Pilar, San Luis, Santiago and Bernal ⁽¹⁾

CATEGORY	MICROBIOLOGIC	PRIMARY IRRITATION	CUMULATIVE IRRITATION	SENSITIVITY	COSTS
Pads	18	7	1	2	\$ 33.670,00
Adult Care	30	12	3	1	\$ 48.664,00
Family Care	14	N/A	N/A	N/A	\$ 5.866,00
Baby & Child Care	96	38	17	20	\$ 255.901,00
Wipes	575	12	12	12	\$ 181.607,00
MIW	72	10	10	7	\$ 109.287,00
Femenine Care	228	20	20	14	\$ 253.770,00
TOTAL					\$ 888.765,00

(1) The number of analyses is given by the number of machines in each plant and the different products that are produced in each of them, remaining at a stable number from one year to the next.

EDUCATION IN SAFETY

Under the motto *Cuento con vos* (I'm counting on you), our Health, Safety and Environment area invited all associates of our plants to reflect on safety habits at work and at home, committing themselves to the care of the physical space and their own colleagues.

The initiatives included meetings to learn the personnel's opinion about this subject and improve the necessary aspects, safety fairs through the Company websites with specific contents and messages.

PRODUCTS



We have implemented strategies with each of our brands for maintaining permanent contact, being close to our customers and receiving their feedback.

WITH OUR CONSUMERS

365° COMMUNICATION








LISTENING AND RESPONDING *providing solutions*

At our Consumer Service area we receive all questions, comments or suggestions, as well as consumer complaints about our products and their performance, to give them a quick and satisfactory response. This communication channel open 365 days a year allows us to maintain close contact and keep an active listening which is fundamental to our process of continuous improvement and innovation.

Both our corporate and brand channels are available for consumers to send us their comments.

We are available at:

	TOLL-FREE LINE 0800-333-1206		FACEBOOK /kimberlyclarkARG
	E-MAIL cac@kimberly-clark.com		TWITTER /kimberlyclarkAR
	WEB www.kimberly-clark.com.ar		YOUTUBE /kimberlyclarkARG

BEING CLOSE TO PEOPLE *allows us to improve*

The monitoring and surveys conducted from our Customer Service Center (ICC - Interactive Contact Center) generate valuable information for the Quality and Development Departments of each of our plants, in order to work in future releases.

Moreover, our packaging is also a channel of direct communication where we communicate our values, principles, product benefits and our commitment to the environment.

in
2015

5.551

TOTAL
CONTACTS

572

inquiries



4.979
claims

FOCUS ON OUR CUSTOMERS

STRATEGIC PARTNERS



At Kimberly-Clark we think and act as strategic partners of our customers to grow together in a sustainable way. Our philosophy is to share experiences and knowledge with a fluid and constant communication, and a LEAN Non-Manufacturing culture that allows us to review processes that do not add value and to improve results year after year.

OUR LEAN PILLARS:



LA USINA a case of success

We understand that working in collaboration with our customers is the best way to grow. La Usina was created as a space for innovation and joint work, within our Trade Program, to plan the year with our customers taking into account the innovations of our products and the behaviors of the buyer (shopper).

The program has continued growing year after year since its creation in 2013. During 2015, we invited our customers to participate in the "Shopper Line", an original idea under which we sought that they could experience the Shopper Purchase Tour, sharing with them:

- **Stimuli:** that they experience before, during and outside the Point of Sale.
- **Trends:** Digital and Social Shopper, Teen Shopper and Future Moms, Low Income Consumer, and finally developing a Work Plan together with the customer for 2015.



DIAPER STORES WE MAKE UP TEAMS

Considering market changes, in 2007 we created a specialized sales format involving the owners of diaper stores and promoted their cultural development. This sales channel that includes our diapers (baby and adult) represents 25% of the total sales of our diapers in the country.

During these years, we have achieved a high level of understanding and loyalty from these customers with our brand, leveraged by the support and assistance for the development of their business.

At the same time, we continue training pharmacists on the business and development of focus categories for the business format they have: 270 pharmacists were trained throughout the country during 2015.

in 2015

38
CUSTOMERS

13
Point-of-Sale
REPRESENTATIVES

360 DIAPER
SELLERS
trained

in sales strategy, costs and
profitability in SMEs, product
specifications.

350 monthly
ENQUIRIES

per month, from diaper sellers to
our 0-800-CLUB HUGGIES

270 PHARMACISTS
trained
throughout the country

reaching:

1.334 stores **1.090** active
DIAPER STORES

40%
with
HUGGIES
VISIBILITY

DIAPER SELLERS AND MEDIATORS

In 2015 we invited our diaper sellers to become part of an initiative called *Los Mediadores* (Mediators) to inspire and promote sustainable awareness with a volunteering action.

For the first time, we called on **60 diaper** stores from Buenos Aires to join Huggies in the preparation of Christmas boxes that were donated to our Health Post.

EL RESULTADO:

51 DIAPER SELLERS



6 RETAILERS
participating



50

Christmas boxes
for families of Pilar



SUSTAINABILITY TOGETHER

During 2015, we developed various sustainable initiatives with our customers:

Makro and Kimberly-Clark, together for a solidarity cause

We presented with Makro a solidarity action by which with the purchase of a Huggies product people collaborated with the Fund for early stimulation and child malnutrition projects of *Caminando Juntos* Foundation. The action also included the possibility of doubling the donation with the purchase of wipes or the new Active Sec diaper, accelerating the development of the mix through the solidarity promotion.

We also participated with Kimberly-Clark Professional in a training on hygiene in the program *Fundación Pescar*.

in
2015
.....
43.000
pesos
DONATED

Carrefour: against child malnutrition

With this initiative with Carrefour in 2015 we sought to encourage and inspire commitment to CONIN Foundation, which is focused on the eradication of child malnutrition.

The mechanics of the initiative consisted in donating a diaper to the foundation with the purchase of any HUGGIES pack. The donation was distributed by *Caminando Juntos* Foundation in 4 CONIN centers in different regions of the country (Neuquén, Mendoza, Rosario and Córdoba). It took place during the month of November in the HYPER-MINI HYPER formats and was nationwide

we donated

⋮
13.000
DIAPERS

Walmart, Earth month

With Huggies Natural Care (eco-friendly packaging made with up to 54% of green polyethylene) and Scott Rindemax, we participated in the traditional Walmart's "Earth Month" in 32 hypermarkets of the chain. With the purchase of any of these products, people obtained ecological shopping bags.

we participated in

⋮
32
HYPERMARKETS

We carried out
**AWARENESS RAISING
 ACTIONS**



REUSE



YOUR
 SUPERMARKET
 BAG

ECOLOGICAL PACK: GREEN POLYETHYLENE

Green polyethylene comes from ethanol, renewable source, and contributes to reduce greenhouse emissions through sugar cane, which captures CO2 from the atmosphere. In this sense, a ton of green polyethylene captures up to 2.15 tons of CO2 in its life cycle.

WITH OUR SUPPLIERS

STRENGTHENING RELATIONSHIPS



Our value chain is essential to maintain and strengthen the quality of our operations. Therefore, we strive to enhance it, optimize its management capacity, add value and align the form of action with our values of ethics, transparency and integrity.

We try to identify at which point in our value chain there are opportunities for improving and jointly developing innovative and quality products.

We transmit to our suppliers our vision, pillars, values and how we develop a sustainable management. All our suppliers should meet the Supplier Social Compliance Standards (SSCS) of the Company, ensuring that policies and practices comply at least with national and local labor, environmental, health and occupational safety laws and regulations during the manufacture and distribution of products, supplies or the delivery of services*.

We regularly conduct, through independent third parties, assessments on the degree of compliance with social compliance standards including confidential interviews with employees and contract workers working at the site

(*). All our suppliers are assessed according to social compliance standards.

..... enhancing and maximizing

..... sharing values

OUR SUPPLIERS

NUMBER OF SUPPLIERS **1.023**

PAYMENT TO SUPPLIERS **\$ 2.494.873.414**

in 2015



are Argentine

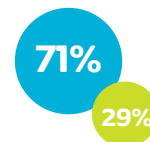


are foreign

of our 1.023 suppliers:



of our sales:



Our Standards:

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING AGREEMENTS

Right to freedom of association, participation in protected activities or rejection of them. Respect for representation by a legally recognized union and elected representatives with reasonable access to employees to negotiate in good faith with the Company.

PROTECTION AGAINST CHILD LABOR

Prohibition of employment of minors under the age of 15 years, child labor contracts or exploitation of children in any way.

PROHIBITION OF FORCED LABOR AND LABOR ABUSE

Prohibition of physical and mental abuse of employees as a disciplinary measure, the use of any form of forced labor -including forced labor in prison- non-terminable long term contracts, easement contracts due to debts or slave labor. And also human trafficking associated with such abuses.

SAFE AND HEALTHY WORKPLACE

In compliance with the laws, rules and regulations of occupational health and safety, and mitigating the risk of injury and exposure to health risks.

NON-DISCRIMINATION

Prohibition of discrimination and harassment in all aspects of employment, from recruitment, hiring, placement, training, compensation, treatment and promotion of employees.

ENVIRONMENTAL PROTECTION

Compliance with all applicable environmental laws and regulations.

BUSINESS INTEGRITY

Promotion of a workplace free of bribery, corruption or money laundering, in addition to the prohibition of delivering or receiving money and other valuable objects to or from any person, including governmental officials with the aim of influencing or gaining advantages.

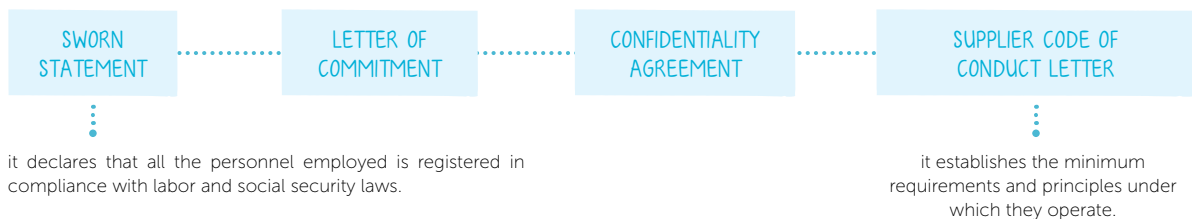
HOURS, SALARIES AND BENEFITS

Salaries according to the industry sector or labor market, in compliance with salary laws, with hourly pay and benefits.

PROMOTION OF SUSTAINABLE PRACTICES

Our Supplier Guide allows us to align actions and encourages suppliers to become familiar with our sustainability principles: selling quality products, providing good service and treating employees fairly.

In order to be a Kimberly-Clark supplier, it is necessary to complete:



INTEGRITY PROJECT:

DIALOGUE AND TRAINING

With the aim of strengthening our value chain, Kimberly-Clark developed Integrity Project, a program for SME suppliers that promotes good practices in the value chain and takes on the challenge of accompanying and guiding them to adopt quality and efficiency standards, by establishing reciprocal standards of ethics and transparency, and transmitting principles of organizational excellence.

During 2015, we conducted a training workshop on responsible marketing and social networks. The program was attended by Roberto Repetto, Head of Digital Strategy at Ogilvy Argentina, who spoke about how to be present in social networks, the dissemination of online advertisements, and Florencia Salvi, Sustainability Manager at AMCHAM. On the part of AMCHAM, the training focused on the importance of "doing" to be able to "say" or communicate in terms of sustainability, peeling away the term sustainability from philanthropy.

In addition and in order to continue offering training tools, the Company's Leadership Guide was sent to all SME suppliers.

In order to better understand the practices of our suppliers, we conducted an annual survey within our Integrity Project (*) program among a total of 100 suppliers who were consulted on labor, social, health and safety, environmental and ethical issues, among others, 85% of them responding to the survey (**).

(*) There have been no operations with potential risk of incidents of child labor, forced labor or human rights. According to the survey of Integrity Project, no significant risks were identified in relation to incidents of this kind in the supply chain.

(**) More information on the annual survey of suppliers at www.kimberly-clark.com.ar

"Kimberly-Clark through Integrity Project is carrying out a very important task training and accompanying its suppliers. This is a way of adding value to suppliers and generating dialogue and learning for the Company. It is a model program together with the value chain."



Florencia Salvi Sustainability Manager at AMCHAM (American Chamber of Commerce)

PARTICIPANTS of INTEGRITY PROJECT

in
2015

97

suppliers

in
2014

95

suppliers

materiality
our
STRATEGIC
issues

COVERAGE AND MATERIAL ASPECTS

SUSTAINABILITY REPORT DRAFTING PROCESS

The Sustainability Committee is responsible for conducting a survey and analysis of the expectations arising from the consultation process with stakeholders, identifying and prioritizing the material aspects, preparing the sustainability report and submitting it to the Management Committee, for final approval before publication.



IDENTIFICATION PROCESS OF MATERIAL ASPECTS AND COVERAGE

The materiality principle defines those aspects to be addressed by the Sustainability Report and that relate to issues that:

- 1 REFLECT THE COMPANY ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACT
- 2 SIGNIFICANTLY INFLUENCE ON STAKEHOLDERS' DECISIONS AND ASSESSMENTS.

In this sense, and based on the GRI Principles to determine the content of the Annual Report, the Sustainability Committee and Management Committee have conducted a review and update of the material aspects, according to those issues regarded as strategic by both our company and stakeholders.

PRINCIPLES TO DETERMINE THE ANNUAL REPORT CONTENT

STAKEHOLDERS PARTICIPATION

SUSTAINABILITY CONTEXT

COMPLETENESS

MATERIALITY

The material aspects identification process listed below was coordinated and carried out by the Sustainability Committee and the Corporate Affairs Management.

IDENTIFICATION OF MATERIAL ASPECTS

1

Impacts, risks and opportunities identified by Kimberly-Clark Argentina.

Review and validation of the issues identified by the Sustainability Committee.

List of aspects to be included in the report.

ASPECTS FOR PRIORITIZATION

2

All material aspects identified on the first step were submitted to a Test or Materiality Test.

List of material aspects and issues

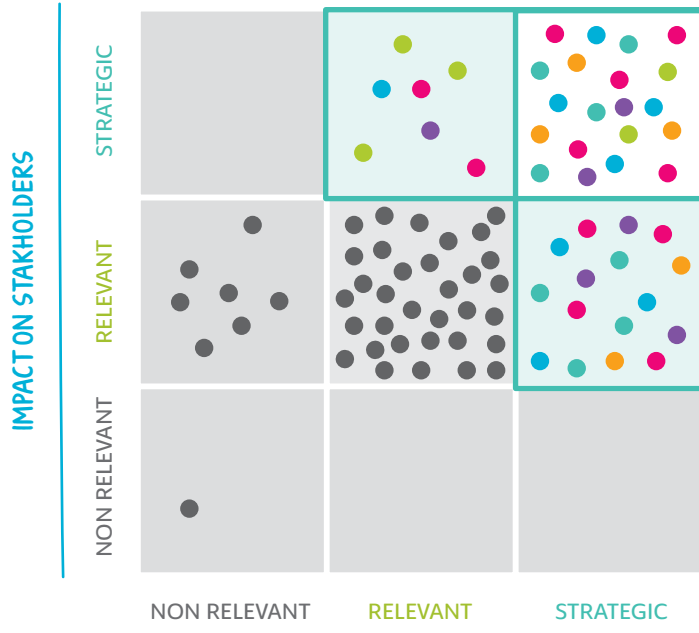
VALIDATION

3

Review, validation and application of the completeness principle

REVIEW AND REPORT

4



..... we prioritize OUR STRATEGIC AFFAIRS

IMPACT ON KIMBERLY-CLARK ARGENTINA

REFERENCES

⊗ N/A

✓ APPLICABLE

Ⓐ SHAREHOLDERS

Ⓘ GOVERNANCE

Ⓔ EMPLOYEES

Ⓒ COMMUNITY

ⒸⒸ COMMUNITY & CUSTOMERS

⒫ SUPPLIERS

ⒸⒸ ABOUT US

😊 PEOPLE

🌍 PLANET

ⒸⒸ PRODUCTS

MATERIAL ASPECTS IDENTIFIED

N° OF MATERIAL ASPECT	COVERAGE OF MATERIAL ASPECT		INFLUENCED STAKEHOLDERS	AREA
	WITHIN K-C	OUTSIDE K-C		
1 Water	✓	✓	A G E C CC P	🌍
2 Origin on raw material for paper manufacturing	✓	✓	A G E C CC P	🌍
3 Diversity and equal opportunity	✓	✗	A G E C CC P	😊
4 Effluents and waste	✓	✓	A G E C CC P	🌍
5 Non-Discrimination	✓	✓	A G E C CC P	😊
6 Quality and product safety	✓	✓	A G E C CC P	🎯
7 Child Labor	✗	✓	A G E C CC P	😊
8 Equal remuneration for women and men	✓	✗	A G E C CC P	😊
9 Forced or compulsory labor	✗	✓	A G E C CC P	😊
10 Packaging, products and services	✓	✓	A G E C CC P	🌍
11 Impact on biodiversity/reforestation	✓	✓	A G E C CC P	🌍
12 Promoting Company Social Responsibility in the value chain	✓	✓	A G E C CC P	🎯
13 Employment	✓	✗	A G E C CC P	😊
14 Anticorruption	✓	✓	A G E C CC P	😊
15 Occupational health and safety	✓	✗	A G E C CC P	😊
16 Assessment and customer awareness	✓	✓	A G E C CC P	🎯
17 Local communities	✓	✓	A G E C CC P	😊
18 Labor/Management Relations	✓	✓	A G E C CC P	😊
19 Energy and climate change	✓	✓	A G E C CC P	🌍
20 Supplier human rights assessment	✗	✓	A G E C CC P	😊
21 Training and education	✓	✗	A G E C CC P	😊
22 Customer service	✓	✓	A G E C CC P	🎯
23 Assessment of suppliers' environmental impact	✓	✓	A G E C CC P	😊
24 Company's financial performance	✓	✓	A G E C CC P	📊
25 Fair practices for suppliers' recruitment	✓	✓	A G E C CC P	🎯

INDEX OF

GRI CONTENT



INDICATOR	PAGE	DESCRIPTION
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BASIC GENERAL CONTENTS

STRATEGY AND ANALYSIS

G4-1	10 y 11	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization’s strategy for addressing sustainability.
G4-2	10 a 14, 20, 21	Provide a description of key impacts, risks, and opportunities.

ORGANIZATIONAL PROFILE

G4-3	26	Name of the organization.
G4-4	26	Primary brands, products, and services.
G4-5	26	Location of the organization’s headquarters.
G4-6	26	Number of countries where the organization operates.
G4-7	35	Nature of ownership and legal form.
G4-8	26	Report the markets served.
G4-9	31	Report the scale of the organization.
G4-10	31	Report the total workforce.
G4-11	31	Report the percentage of total employees covered by collective bargaining agreements.
G4-12	123	Describe the organization’s supply chain.
G4-13	9	Report any significant changes during the reporting period regarding the organization’s size, structure, ownership, among others.
G4-14	21, 39	Report whether and how the precautionary approach or principle is addressed by the organization.
G4-15	33	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.
G4-16	33	List memberships of associations and national or international advocacy organizations in which the organization participates.

INDICATOR	PAGE	DESCRIPTION
MATERIAL ASPECTS AND BOUNDARIES		
G4-17	8	List all entities included in the organization's consolidated financial statements and report whether any of such entities are not included in the organization's annual report.
G4-18	126 a 128	Explain the process for defining the report content and the Aspect Boundaries.
G4-19	129	List all the material Aspects identified in the process for defining report content.
G4-20	129	Report the Aspect Boundary within the organization.
G4-21	129	For each material Aspect, report the Aspect Boundary outside the organization.
G4-22	8	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.
G4-23	8	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.
STAKEHOLDER ENGAGEMENT		
G4-24	33	Provide a list of stakeholder groups engaged by the organization.
G4-25	33	Report the basis for identification and selection of stakeholders with whom to engage.
G4-26	33	Report the organization's approach to stakeholder engagement.
G4-27	33	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.
REPORT PROFILE		
G4-28	9	Reporting period
G4-29	9	Date of most recent previous report.
G4-30	9	Reporting cycle
G4-31	9	Provide the contact point for questions regarding the report or its contents.
G4-32	9 y 123	Report the 'in accordance' option the organization has chosen, report the GRI Content Index for the chosen option, report the reference to the External Assurance Report, if the report has been externally assured.
G4-33	9	Report the organization's policy and current practice with regard to seeking external assurance for the report.
GOVERNANCE		
G4-34	34 a 36	Report the governance structure of the organization, including committees of the highest governance body.
G4-35	34 a 36	Report the process whereby the highest governance body delegates its authority to senior executives and other employees for economic, social and environmental issues.
G4-36	34 a 36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.
G4-37	34 a 36	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.
G4-38	34 a 36	Report the composition of the highest governance body and its executive or non-executive committees; independence, tenure on the governance body, significant positions and nature of the commitments, competences relating to economic, environmental and social impacts.
G4-39	34 a 36	Report whether the Chair of the highest governance body is also an executive officer.
G4-40	34 a 36	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for such nomination.

INDICATORS

INDICATOR	PAGE	DESCRIPTION
G4-41	34 a 36	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed.
G4-42	34 a 36	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.
G4-43	34 a 36	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.
G4-44	34 a 36	Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.
G4-45	34 a 38	Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. In addition, report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.
G4-46	39	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.
G4-47	34 a 36	Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.
G4-48	34 a 36	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.
G4-49	34 a 36	Report the process for communicating critical concerns to the highest governance body.
G4-50	34 a 36	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.
G4-51	34 a 36	Report the remuneration policies for the highest governance body and senior executives. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.
G4-52	34 a 38	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.
G4-53	34 a 36	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.
G4-54	34 a 36	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.
G4-55	26	Report the ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.
ETHICS AND INTEGRITY		
G4-56	37 y 38	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.
G4-57	37 y 38	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.
G4-58	37 y 38	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.

INDICATOR	PAGE	DESCRIPTION
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SPECIFIC BASIC CONTENTS

INFORMATION ON MANAGEMENT APPROACH

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach applied by the company for material aspects.
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CATEGORY: ECONOMY

MATERIAL ASPECT: ECONOMIC PERFORMANCE

G4-EC1	31	Direct economic value generated and distributed.
G4-EC2	21, 71	Financial implications and other risks and opportunities for the organization's activities due to climate change.
G4-EC4	31	Financial assistance received from government.

MATERIAL ASPECT: PROCUREMENT PRACTICES

G4 - DMA	9	Disclosures on management approach
G4-EC9	31	Proportion of spending on local suppliers at significant locations Of operation

CATEGORY: ENVIRONMENT

MATERIAL ASPECT: MATERIALS

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN1	103, 118	Materials used by weight or volume.
G4-EN2	103	Percentage of materials used that are recycled input materials.

MATERIAL ASPECT: ENERGY

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN3	91	Energy consumption within the organization.
G4-EN4	91	Energy consumption outside of the organization.
G4-EN5	91	Energy intensity.
G4-EN6	91	Reduction of energy consumption.
G4-EN7	91	Reductions in energy requirements of products and services.

MATERIAL ASPECT: WATER

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN8	89	Total water withdrawal by source.
G4-EN9	89	Water sources significantly affected by withdrawal of water.
G4-EN10	90	Percentage and total volume of water recycled and reused.

INDICATORS

INDICATOR	PAGE	DESCRIPTION
MATERIAL ASPECT: BIODIVERSITY		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN11	103	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.
G4-EN12	103, 123	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value Outside protected areas.
G4-EN13	71, 103	Habitats protected or restored.
G4-EN14	103	Total number of iucn red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.
MATERIAL ASPECT: EMISSIONS		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN15	91	Direct greenhouse gas emissions (sources within the company)
G4-EN16	91	Energy indirect greenhouse gas (ghg) emissions (scope 2)
G4-EN19	118	Reduction of greenhouse gas (ghg) emissions
MATERIAL ASPECT: EFFLUENTS AND WASTE		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-EN22	90	Total water discharge by quality and destination.
G4-EN23	99	Total weight of waste by type and disposal method.
G4-EN24	99	Total number and volume of significant spills.
G4-EN25	99	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
G4-EN26	99	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff
MATERIAL ASPECT: PRODUCTS AND SERVICES		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-EN27	106	Extent of impact mitigation of environmental impacts of products and services
G4-EN28	103	Percentage of products sold and their packaging materials that are reclaimed by category
MATERIAL ASPECT: SUPPLIERS' ENVIRONMENTAL ASSESSMENT		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-EN32	103, 118	Percentage of new suppliers that were screened using environmental criteria
G4-EN33	103, 118	Significant actual and potential negative environmental impacts in the supply chain and actions taken

INDICATOR	PAGE	DESCRIPTION
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CATEGORY: SOCIAL PERFORMANCE

SUBCATEGORY: LABOR PRACTICES AND DECENT WORK

MATERIAL ASPECT : EMPLOYMENT

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-LA1	45	Total number and rates of new employee hires and employee turnover by age group, gender and region.
G4-LA2	45	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.
G4-LA3	68	Return to work and retention rates after parental leave, by gender.

MATERIAL ASPECT: RELATIONSHIPS BETWEEN MANAGEMENT AND EMPLOYEES

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-LA4	45	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.

MATERIAL ASPECT: LABOR HEALTH AND SAFETY

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-LA5	45	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.
G4-LA6	45	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.
G4-LA7	45	Workers with high incidence or high risk of diseases related to their occupation.
G4-LA8	64	Health and safety topics covered in formal agreements with trade unions.

MATERIAL ASPECT: TRAINING AND EDUCATION

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-LA9	45	Average hours of training per year per employee by gender, and by employee category.
G4-LA10	45	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.
G4-LA11	45	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.

MATERIAL ASPECT: DIVERSITY AND FAIRNESS OF OPPORTUNITIES

G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-LA12	45	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

INDICATOR	PAGE	DESCRIPTION
MATERIAL ASPECT: PAYMENT EQUALITY FOR WOMEN AND MEN		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-LA13	45, 123	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.
SUBCATEGORY: HUMAN RIGHTS		
MATERIAL ASPECT: NON DISCRIMINATION		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-HR3	37, 83, 123	Total number of incidents of discrimination and corrective actions taken.
MATERIAL ASPECT: CHILDHOOD LABOR		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-HR5	37, 83, 123	Operations and suppliers identified as having significant risk for Incidents of forced or compulsory labor, and measures to contribute To the elimination of all forms of forced or compulsory labor
MATERIAL ASPECT: ASSESSMENT OF SUPPLIERS IN TERMS OF HUMAN RIGHTS		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-HR6	83, 123	Operations and suppliers identified as having significant risk for Incidents of forced or compulsory labor, and measures to contribute To the elimination of all forms of forced or compulsory labor
MATERIAL ASPECT: ASSESSMENT OF SUPPLIERS IN TERMS OF HUMAN RIGHTS		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-HR10	37, 83, 123	Percentage of new suppliers that were screened using human rights criteria.
G4-HR11	83	Significant actual and potential negative human rights impacts in the supply chain and actions taken.
SUBCATEGORY: SOCIETY		
MATERIAL ASPECT: LOCAL COMMUNITIES		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-SO1	71	Percentage of operations with implemented local community engagement, impact assessments, and development programs.
G4-SO2	123	Operations with significant actual and potential negative impacts on local communities.
MATERIAL ASPECT: FIGHT AGAINST CORRUPTION		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach
G4-SO3	37, 39, 123	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.
G4-SO4	37, 39, 123	Communication and training on anti-corruption policies and procedures.
G4-SO5	38	Confirmed incidents of corruption and actions taken.

INDICATOR	PAGE	DESCRIPTION
MATERIAL ASPECT: ASSESSMENT OF SUPPLIERS' SOCIAL IMPACT		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-SO9	37, 123	Percentage of new suppliers that were screened using criteria For impacts on society.
G4-SO10	123	Significant actual and potential negative impacts on society in The supply chain and actions taken.
SUBCATEGORY: PRODUCT RESPONSIBILITY		
MATERIAL ASPECT: CUSTOMERS' HEALTH AND SAFETY		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-PR1	106, 118	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.
G4-PR2	106	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.
MATERIAL ASPECT: PRODUCTS AND SERVICES LABELING		
G4 - DMA	9, 20 a 25, 83, 123	Description of management approach.
G4-PR5	106	Results of surveys measuring customer satisfaction.

WE COUNT ON

YOUR OPINION

If you want to make comments or suggestions about the contents of this Report, request additional information or ask any question about it, please feel free to contact us. Exchange of views with our stakeholders is key to identify opportunities for improvement and to add value to our work and our Sustainability Report.

CONTACTUS

by mail

Olga Cossetini 1031 P.3,
Ciudad Autónoma de
Buenos Aires, Argentina

e-mail

asuntos.corporativos.ar@kcc.com

web

www.kimberly-clark.com.ar

GENERAL COORDINATION:

Dirección de Asuntos
Legales y Corporativos

COUNSELLIG:

AG Sustentable
www.agsustentable.com

PRODUCTION AND DESIGN:

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