

2020

Global Sustainability Report Addendum

Data and Disclosures





Governance

Kimberly-Clark’s governance structure grounds our day-to-day actions to ensure we conduct business with the highest standards and integrity. Our governance structure comprises:

- A Board of Directors and its committees to provide oversight and guidance
- A clear reporting structure and lines of accountability
- A global [Code of Conduct](#)
- Corporate policies and local procedures

Our Board has established and approved the framework for our sustainability-related policies and procedures, including environmental stewardship, energy and climate, fiber sourcing, waste and water management, product safety, charitable contributions, human rights, labor, and inclusion and diversity in employment. As part of their oversight roles, the Board and the Nominating and Corporate Governance Committee receive regular reports from management on these topics, our goals, and our progress toward achieving them.

Our Board oversees risk management, including risks related to environmental and social issues. The Board is focused on our long-term business strategy, including fostering sustainability-driven innovations, and incorporates our sustainability risks and opportunities into its overall strategic decision-making process.

As a signatory to the [United Nations Global Compact](#), we are committed to upholding the Compact’s 10 Principles (per UNGC) on human rights, labor standards, the environment, and anti-corruption, working within our sphere of influence to encourage broader support.

More details on our governance and corporate policies can be found on our [website](#). Kimberly-Clark’s annual [proxy statement](#) also contains detailed information on our Board and committee structure.



Sustainability Governance

Kimberly-Clark’s sustainability program is overseen by our Sustainability Executive Steering Committee, which is comprised of members of the Executive Leadership Team.

The committee meets quarterly to review and adjust the program’s direction, clear away barriers to success, and ensure the health of our long-term strategy.

We also receive guidance and direction from our Sustainability Advisory Board (SAB), which provides independent views on our sustainability program and insights into potential business risks and opportunities. SAB members are external thought leaders who bring diverse experience and expertise aligned with our sustainability strategy.

Our sustainability program is operationalized through our Sustainability function, which is led by Lisa Morden, Vice President of Safety, Sustainability, and Occupational Health. The team comprises global program leaders who work cross-functionally to coordinate the execution of programs supporting our sustainability priorities. By engaging at the global, regional, and local levels, our sustainability team drives actions and outcomes, proactively addresses gaps, and fuels progress toward our long-term goals and ambitions.



Materiality

In 2019 we refreshed our materiality assessment, taking a systematic view of how the trends, risks, impacts, and opportunities in our global operating environment have changed over the last few years. After retiring some topics that no longer felt relevant for our sustainability program and adding others that have recently risen on the agenda, we reflected on the changing priorities of our stakeholders and business. We wanted to be sure we focus on the topics where we can make the greatest difference.

The priority topics that emerged include deforestation, single-use plastics, climate change, and water scarcity. These priorities now form the backbone of our 2030 sustainability strategy. Other topics like ingredients and transparency, child and forced labor, and occupational health and safety are core elements of our continued commitment to always doing the right thing.

- Business practices ●
- Environment ●
- Product ●
- People & community ●
- Employee attraction & retention ●

Importance to stakeholders	VERY HIGH	<ul style="list-style-type: none"> ● Resource intensity of products and packaging 	<ul style="list-style-type: none"> ● Child and forced labor ● Deforestation ● Ingredient transparency ● Occupational health & safety ● Single-use plastics 	<ul style="list-style-type: none"> ● Product safety & quality 	
	HIGH	<ul style="list-style-type: none"> ● Manufacturing waste ● Water management 	<ul style="list-style-type: none"> ● Bribery & corruption ● Chemicals in operations ● Empowerment of women & girls ● Responsible marketing ● Talent development 	<ul style="list-style-type: none"> ● Access & education for sanitation/hygiene/menstruation ● Carbon positive forestry ● Climate change ● Water scarcity 	<ul style="list-style-type: none"> ● Customer satisfaction ● Energy usage ● Innovation ● Post-consumer waste
	MEDIUM	<ul style="list-style-type: none"> ● Biodiversity ● Responsible remuneration 	<ul style="list-style-type: none"> ● Alternative fiber ● Ethical sourcing ● Local community economic development ● Transportation 	<ul style="list-style-type: none"> ● Circular economy ● Inclusion & Diversity ● Maternal and child health 	<ul style="list-style-type: none"> ● Active aging
	LOW	<ul style="list-style-type: none"> ● Animal testing ● Freedom of association & collective bargaining 	<ul style="list-style-type: none"> ● Supply chain diversity 		
		LOW	MEDIUM	HIGH	VERY HIGH

Impact on the business



Awards

Organization	Award	Description	Additional information
2020 Women on Boards	3+ Rating on Gender Diversity Index	Kimberly-Clark was recognized in the 2020WOB Gender Diversity Index (GDI) with a rating of 3+ for having more than three women on the Board.	+
Barron's	100 Most Sustainable Companies in America	Kimberly-Clark ranked #51 on Barron's 2020 list of 100 Most Sustainable Companies in America. Barron's and Calvert rated the 1,000 largest (by market capitalization) publicly held companies headquartered and incorporated in the United States on their responsibility in five key stakeholder categories: <ul style="list-style-type: none"> • Shareholders (e.g., accounting policy, Board structure) • Employees (e.g., workplace diversity, labor relations) • Customers (e.g., business ethics, product safety) • Community (e.g., human rights along the supply chain) • Planet (e.g., greenhouse gas emissions) 	+
Corporate Knights	Carbon Clean 200	Kimberly-Clark ranked #27 among The Carbon Clean 200 for 2020 by Corporate Knights. This is a list of publicly traded companies that are leading the way with solutions for the transition to a clean-energy future.	+
D Magazine	COVID-19 Impact Award	Kimberly-Clark won the 2020 Covid-19 Community Impact in D CEO's Third Annual Nonprofit and Corporate Citizenship Awards.	+
Diversity MBA Magazine	Best Places for Women and Diverse Managers to Work	Kimberly-Clark ranked #45 on Diversity in MBA magazine's 50 Out Front list of the Best Places for Women and Diverse Managers to Work.	+
Drucker Institute	Best Run Companies	Kimberly-Clark is #43 in the 2020 Drucker Institute list of Best Run Companies.	+
Edie Sustainability Leaders Awards 2020	Finalist for Sustainability Leader Award – Social Sustainability and Community Development & Water Management Award	The UK's largest sustainability awards recognize excellence across the spectrum of green business; from the best efficiency programs through to product innovations, from stakeholder engagement and social sustainability initiatives to the people on the ground who are making change happen.	+
EPA	SmartWay Excellence Award	Kimberly-Clark is one of 17 shipping and logistics companies to receive the SmartWay award, which highlights the best environmental performers of SmartWay's 3,700 partners. Since joining the SmartWay program in 2006, Kimberly-Clark has ranked 11 times among the top 2% of all SmartWay shippers who meet or exceed the emissions and carrier selection standards that the EPA outlines for clean, efficient transportation.	+



Organization	Award	Description	Additional information
Ethisphere	World's Most Ethical Companies	The World's Most Ethical Companies assessment is based upon the Ethisphere Institute's Ethics Quotient® (EQ) framework, which offers a quantitative way to assess a company's performance in an objective, consistent, and standardized manner. The information collected provides a comprehensive sampling of definitive criteria of core competencies rather than all aspects of corporate governance, risk, sustainability, compliance, and ethics.	⊕
Forbes	America's Best Employers for Diversity	Kimberly Clark ranked #322 on American's Best Employers for Diversity list. The list is a ranking of 500 employers across all industries in the United States, based on surveying thousands of employees and examining employer diversity policies, as well as diversity in executive suites and on boards.	⊕
Forbes	World's Best Employers 2020	Kimberly-Clark ranked #238 on the Forbes World Best Employers 2020 list.	⊕
Forbes	Forbes Global 2000 2020	Kimberly-Clark ranked #475 on the Forbes Global 2000 in 2020.	⊕
Forbes and Just Capital	America's Most JUST Companies	The list of America's Most JUST Companies celebrates U.S. corporations that outperform their peers in the Russell 1000 on issues like worker treatment, customer treatment, environmental impact, and leadership behavior.	⊕
Forest 500		"Forest 500 identifies and ranks the most influential companies and financial institutions in forest risk commodity supply chains as we shift to a deforestation-free economy."	⊕
Fortune	World's Most Admired Companies 2020	Kimberly-Clark ranked #183 on the World's Most Admired Companies list in 2020. The list recognizes U.S. corporations where there is a strong focus on advancing women into senior leadership, including mentoring, sponsorship, involvement in employee resource groups, and leadership-development training.	⊕
Gartner	2020 Supply Chain Top 25	Kimberly-Clark was named named to Gartner's list of Supply Chain Top 25 for 2020, which identifies supply chain leaders and highlights their best practices.	⊕
Great Place to Work China	Best Workplaces in Greater China	Kimberly-Clark was recognized as one of the best companies to work for in Asia (Greater China) by HR Asia for the 4th consecutive year. Kimberly-Clark was also recognized as one of the "Best Workplaces for Women in Greater China."	⊕
Human Resources Online	HR Excellence Awards	Kimberly-Clark PT. Softex Indonesia team was recognized by the HR Excellence Awards in three categories: the gold award for Talent Acquisition and the bronze award for Graduate Recruitment and Development and Digital Transformation.	⊕
Human Rights Campaign	Corporate Equity Index	Kimberly-Clark received a score of 90 in the Human Rights Campaign Corporate Equality Index (CEI). The CEI is a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual, transgender, and queer (LGBTQ) workplace equality. It is regarded as the leading benchmark for corporate policies and practices relating to LGBTQ employees and their families as well as workplace inclusion.	⊕
HR Asia	Best Company to Work for in Asia	Kimberly-Clark was recognized as one of the best companies to work for in Asia (Greater China) by HR Asia for the 4th consecutive year.	⊕



Organization	Award	Description	Additional information
Korean Standards Association	Korea Sustainable CEO Award	Choe KyooBok, the CEO of Yuhan-Kimberly in South Korea, won this year's Korea Sustainable CEO Award at the 2020 Korea Sustainability Competition. Under his leadership, the company's "Keep Korea Green" campaign has helped plant approximately 53 million trees across the nation, and championed causes ranging from women leadership to supporting the underprivileged during the COVID-19 pandemic.	+
Korean Standards Association	Sustainability Report Award	The Korea Sustainability Report Award is evaluated by the Korean Standards Association based on the GRI (Global Reporting Initiative) guideline, a global standard for sustainability management reports. Through independent evaluation and deliberation by CSR experts, they assess the sustainability management reports of domestic companies and select excellent reports every year.	+
Korean Standards Association	"Hall of Fame"	Yuhan-Kimberly was inducted into the Hall of Fame for taking first place in the household goods category of the Sustainability Index in Korea for 10 consecutive years.	+
MERCO	Social Responsibility and Corporate Governance (Peru)	Kimberly-Clark ranked 12th among companies with the best reputation in Social Responsibility and Corporate Governance.	+
MERCO	Companies Award – Corporate Reputation (Peru, Costa Rica, Argentina)	Kimberly-Clark ranked 2nd place in the Toilet, Perfumery and Cosmetics Category in Peru; 10th place in Peru among companies with the best corporate reputation; 14th place among companies with the best corporate reputation in Costa Rica; and 78th place in Argentina.	+
Natl. Association for Executive Women	2020 NAFE Top Company for Executive Women	The NAFE 70 Top Companies and 10 Nonprofits for Executive Women Awards celebrate winning companies that are moving "Women to the Top."	+
Newsweek	America's Most Responsible Companies	"Newsweek partnered with global data research firm Statista Inc. to publish its first ranking of America's Most Responsible Companies. Kimberly-Clark ranked 47th."	+
Public Affairs Asia	Gold Standard Award for Corporate Citizenship	Kimberly Clark awarded the Gold Standard Award for Corporate Citizenship (CSR and Sustainability) as part of the Good Business & Citizenship Categories for Philanthropy Across APAC During Covid-19 by Public Affairs Asia.	+
RepTrak	Global 100	Kimberly-Clark ranked #76 on RepTrak's Global 100 for 2020. The 2020 Global RepTrak® 100 is the definitive ranking of corporate reputation for the world's leading companies.	+
Talent Board	CandE Award Winner	Kimberly-Clark was one of Talent Board's 55 winners who were found to provide over tens of thousands of job candidates an exemplary candidate experience. Talent Board, a nonprofit organization focused on the promotion and benchmark research of a quality candidate experience, conducts a comprehensive evaluation and data analysis on the candidate experience.	+
Working Mother Magazine	2020 Diversity Best Practices Inclusion Index	Kimberly-Clark was recognized by the Working Mother Research Institute for their high-quality inclusion and diversity work and was named a Diversity Best Practices Inclusion Index member.	+
Working Mother Magazine	Best Companies for Dads	Kimberly-Clark has been named one of the Best Companies for Dads for 2020. Companies included on this list offer either substantial paid gender-neutral or paternity leave, plus other benefits that help dads be their best at home and at work.	+
Working Mother Magazine	Top Companies for Executive Women	Kimberly-Clark has been named one of the 2020 and 2020+ Top Companies for Executive Women by Working Mother Magazine for the fourth consecutive time for our work to champion women's advancement. We're proud to be named among these trailblazing companies, and we remain committed to developing and promoting innovative policies that support our employees as they pursue their career ambitions.	+



Memberships

These memberships provide platforms for the company to learn and share information about sustainability and related issues.

AIM-PROGRESS: A forum of leading Fast-Moving Consumer Goods manufacturers assembled to enable and promote responsible sourcing practices and sustainable supply chains. The forum's key objectives include building supply chain capability, effectively assuring compliance to aligned standards among members, and driving continuous improvement in member supply chains. ⊕

Alliance for Period Supplies: The Alliance for Period Supplies was formed in partnership with the National Diaper Bank Network in 2018 to provide women and girls in need with period supplies. As the organization's founding sponsor, our U by Kotex® brand has donated more than 25 million period supplies to help end period poverty in the U.S. ⊕

American Institute for Packaging and the Environment: Association whose mission is to lead the packaging industry through advocacy based on science, and enhance understanding of the role packaging plays in a more sustainable society, economy, and environment. ⊕

Association of Plastic Recyclers (APR): U.S trade association that promotes development of the plastics recycling industry by providing leadership for long-term industry growth and vitality.

Bioplastic Feedstock Alliance (BFA): BFA is a multi-stakeholder forum for collaboration and knowledge sharing focused on driving the shift towards responsible sourcing of plant-based plastics known as bioplastics and create a more circular economy. ⊕

Business Council for International Understanding: The Business Council for International Understanding (BCIU) is a nonpartisan, U.S.-based organization that works to expand international trade and commerce. It does this by helping its member

companies engage internationally and by facilitating mutually beneficial relationships between business and government leaders worldwide. ⊕

The Business Roundtable: Business Roundtable members are the chief executive officers of leading U.S. companies. ⊕

CEO Action for Diversity & Inclusion: CEO Action is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. ⊕

The Circulate Initiative: A nonprofit dedicated to ending ocean plastic pollution and building thriving, inclusive economies. TCI focuses on three areas: the incubation, measurement, and amplification of new circular economy; waste management; and recycling solutions that will eliminate ocean plastic and create economic and social benefits.

Corporate Eco Forum: A community of global leaders, representing 18 industries and \$3 trillion in revenues, dedicated to advancing sustainable business. ⊕

Diversity Action Alliance: A coalition of Public Relations and communications leaders joining forces to accelerate progress in the achievement of meaningful and tangible results in diversity, equity, and inclusion across our profession.

Diversity:IN Wisconsin: Disability:IN Wisconsin collaborates with purpose to promote the full inclusion of people with disabilities, to inspire accessible innovation for all, and to foster cultures of inclusion. Companies that embrace best practices for employing and supporting more persons with disabilities outperform their peers. ⊕

EDANA: The international association serving non-wovens and related industries, EDANA provides global leadership to create an environment beneficial to sustainable and profitable growth of the non-wovens and engineered fabrics and related industries to best serve our customers. ⊕

**Flexible Film Recycling Group (FFRG):**

A partnership of stakeholders from the polyethylene (PE) film value chain, including major resin suppliers, manufacturers (also known as converters), brand owners, and recyclers that is working to significantly increase the collection and recycling of all flexible films and to educate the public about the importance of recycling. ⊕

Forest Stewardship Council® (FSC®): An independent, nonprofit organization that protects forests for future generations. We are a member of FSC International and have renewed our Cooperation Agreement in 2013 as FSC's selected global partner to represent the tissue industry. For the duration of this two-year agreement, we are working with FSC to create activities that will be mutually beneficial to each organization and will seek to drive increased awareness of the FSC brand, to increase the growth of FSC-certified forest areas globally, and to consider the opportunities for certification of non-wood alternative fibers. We funded FSC Canada to conduct field-tests of the FSC Guidelines on Free Prior and Informed Consent that support compliance with social requirements as part of the FSC certification process. ⊕

Forum for the Future: Forum for the Future is a nonprofit that works in partnership with business, government, and civil society to accelerate the shift toward a sustainable future. ⊕

Foundation for Strategic Sourcing (F4SS):

The Foundation for Strategic Sourcing is a nonprofit organization with a primary goal to establish a forum whereby CPG marketers, external manufacturers, and secondary packagers can share the best practices towards the creation of Industry Standards aimed at improving efficiency and reducing supply chain costs. ⊕

Green Chemistry and Commerce Council (GC3):

In 2020 we joined the Green Chemistry and Commerce Council (GC3), a multi-stakeholder collaborative that drives the commercial adoption of green chemistry by catalyzing and guiding action across industries, sectors, and supply chains. ⊕

INDA: INDA is the Association of the Nonwoven Fabrics Industry, which helps member companies in the nonwovens/engineered fabrics industry connect, innovate, and develop their businesses. ⊕

Industrial Energy Consumers of America (IECA):

A nonprofit, member-led organization to help manufacturing companies for which the availability, use, and cost of energy, power, or feedstock play a role in their ability to compete in domestic and world markets. IECA has six organized committees; Kimberly-Clark is a member of the Energy Committee. ⊕

Leading Executives Advancing Diversity (LEAD):

The mission of the LEAD Network is to attract, retain, and advance women in the retail and consumer goods industry in Europe through education, leadership, and business development. Its vision includes a diverse workforce where both men and women are enabled to contribute their full potential and lead their organizations to the next level of value creation. ⊕

National Association of Manufacturers: The National Association of Manufacturers (NAM) works for the success of the more than 12.8 million men and women who make things in America. Our work is centered around four values that make our industry strong and America exceptional: free enterprise, competitiveness, individual liberty, and equal opportunity. ⊕

National Diaper Bank Network: Our Huggies® Brand is the Founding Sponsor of the National Diaper Bank Network, a nonprofit that works with a network of diaper banks, donors, and sponsors to provide families with basic necessities and to raise awareness of diaper needs. Since 2011, Huggies® has donated more than 200 million diapers and wipes. ⊕

Network of Executive Women (NEW): The Network of Executive Women was founded in 2001 by a small group of industry executives who believed there were not enough female leaders in the retail and consumer goods and services industry—and that everyone would benefit if there were. Their learning, events, best practices, research, and leadership development programs advance women, build business, and help create a better workplace for all. ⊕

Ocean Plastics Leadership Network (OPLN):

A community of leading companies and nongovernmental organizations committed to solving the ocean plastics crisis. ⊕

Personal Care Products Council (PCPC):

A national trade association representing the global cosmetic and personal care products industry. Founded in 1894, the Council has more than 600 member companies who manufacture, distribute, and supply personal care products in the United States. We participate in many of its standing committees and technical subcommittees, including the International Committee, Safety and Regulatory Committee, Quality Assurance Committee, and Microbiology Committee. In addition, we participate in member-only meetings on subjects of common interest. ⊕



Responsible Flushing Alliance (RFA): RFA's purpose is to educate the public about the items that should and should not be flushed down the toilet to keep our homes healthy. This will prevent clogs that lead to costly damage to our plumbing and sewer systems. RFA advocates for clear and prominent labeling of all items that should not be flushed so consumers have the consistent information they need to make smart flushing decisions. ⊕

ReSource: Plastic: ReSource: Plastic supports WWF's vision of No Plastics in Nature by 2030. The initiative aims to find solutions that support circularity and maximize environmental and social benefit by helping member companies put their large-scale plastic commitments into action. ⊕

Science Based Targets initiative: The Science Based Targets initiative (SBTi) was formed by CDP, the United Nations Global Compact (UNGC), World Resources Institute (WRI), and the World Wildlife Fund (WWF) to empower companies to set GHG reduction targets that are in line with the Paris Climate Agreement. The SBTi enables companies to demonstrate their leadership on climate action by publicly committing to science-based greenhouse gas emissions reduction targets.

#SeeHer: Led by the Association of National Advertisers (ANA), its mission is to increase the percentage of accurate portrayals of women and girls in U.S. advertising and media by 20% by 2020. ⊕

Sustainable Packaging Coalition (SPC): A membership-based collaborative that provides thought leadership and brings members together to strengthen and advance the business case for more sustainable packaging. ⊕

Sustainable Purchasing Leadership Council: SPLC's diverse members share deep expertise and insights on highest-impact strategies, emerging market trends, and dependable best practices for sustainable purchasing impact. ⊕

The Toilet Board Coalition: The Toilet Board Coalition is a business led, public-private partnership that is made up of leading companies, government agencies, sanitation experts, and nonprofit organizations. Kimberly-Clark became a founding member in 2014 to help accelerate the development of the sanitation economy. Jenny Lewis, Vice President of the Kimberly-Clark Foundation, serves as a steering committee member. ⊕

Trash Free Seas Alliance: Ocean Conservancy's Trash Free Seas Alliance is a partnership that brings together businesses, academia, and civil society organizations to identify solutions to keep plastics out of the ocean. As members of the steering committee, our role is, in part, to shape the scope of and guide the work as well as help open doors and be some of the on-the-ground implementers of programs. ⊕

U.S. Environmental Protection Agency (EPA) SmartWay Transportation Partner: Since joining the SmartWay® program in 2006, Kimberly-Clark has ranked 11 times among the top two percent of all SmartWay® shippers who meet or exceed the emissions and carrier selection standards that the EPA outlines for clean, efficient transportation. ⊕

U.S. Plastics Pact: The U.S. Plastics Pact is a collaborative initiative to unify stakeholder approaches across the entire plastics value chain to rethink the way plastic is designed, used, and reused. Kimberly-Clark joined as a Founding Activator. ⊕

World Wildlife Fund's (WWF) Global Forest and Trade Network (GFTN): A program to expand responsible and credibly certified forest management, which includes technical assistance throughout the certification process and enhanced marketing opportunities. GFTN participants are committed to increasing the availability of forest products from well-managed forests, helping each other benefit and profit from sustainable forest management, and ending the purchase of forest products from illegal and controversial sources. We first joined GFTN in 2008 in the United Kingdom and signed a global agreement with WWF in 2011. We work with WWF to help implement the company's global fiber procurement policy, and WWF provides technical assistance and feedback as we progressively increase the amount of environmentally preferred fiber used in making its tissue and personal care products. ⊕

WRAP UK Plastics Pact: The WRAP UK Plastics Pact is an ambitious initiative that brings businesses from across the plastics value chain together with the UK government and NGOs to keep plastic in the economy and out of the environment. Signatories of the pact have committed to hit several bold targets by 2025. ⊕



ESG Disclosures for Investors

Our vision is to lead the world in essentials for a better life. Every day, one quarter of the world's population benefit from our products. Yet, millions still lack access to basic products that could dramatically improve their quality of life. Even more, degradation of environmental support systems is getting worse.

As the pace of change accelerates, we believe that the decade ahead—the decisive decade—will drive an evolutionary change in the way companies conduct business. So, we recently doubled down on our longstanding commitment to environmental, social, and governance practices (ESG) by enacting our ambitious 2030 Sustainability Strategy. We aspire to lead the way to a sustainable future and have established a roadmap for the 2020s to meet this moment.

Our efforts create shared value for our business and stakeholders by focusing the organization to develop solutions to many of the most pressing global challenges.





Governance

Materiality

Awards

Memberships






ESG Disclosure for investors

Data Tables

GRI Index

Assurance

Primary Alignment

	 Social Impact	 Carbon Footprint	 Forest Footprint	 Plastics Footprint	 Water Footprint
Materiality	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Awards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Memberships	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ESG Disclosure for investors	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Data Tables	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Assurance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

How ESG Creates Value for Kimberly-Clark

- 1 Differentiate our brands through purpose**
 - Build brand loyalty and awareness by aligning our brands with the values of our consumers
- 2 Drive product innovations that solve urgent and emerging challenges**
 - Innovate products that meet the needs of new consumers
 - Innovate cutting-edge solutions to waste challenges
 - Explore alternative fibers that could revolutionize our value chain
- 3 Strengthen relationships with our most critical stakeholders**
 - Attract and retain top talent through our values, purpose, and inclusive work environment
 - Build goodwill with consumers by advancing the wellbeing of people in vulnerable and underserved communities globally
 - Remain a trusted partner of choice in our communities by protecting local resources and ecosystems
- 4 Reduce risks and build resiliency across our operations and supply chain**
 - Build a responsible and resilient fiber supply chain at good value
 - Secure access to renewable energy at attractive prices to limit reputational and transition risk
 - Reduce operating risks and protect license to operate by preparing for greater water scarcity
 - Defend brand image by reducing the risk our products and packaging become waste in local ecosystems
- 5 Identify cost reductions and efficiencies in our operations**
 - Implement energy reduction initiatives across our operations
 - Find solutions to eliminate or monetize waste streams
 - Cut water consumption and associated costs, such as pumping and heating



ESG Ratings and Rankings

Organization	Score	
CDP	A-	Climate Change (Leadership)
	A-	Forest (Leadership)
	B	Water Security (Management)
Achieved Leadership category for Climate Change and Forest		
FTSE4Good	★	17th consecutive year recongnized in the Global Index Series
3BL Media, CR 100	★	100 Best Corporate Citizens
EcoVadis	63	91st percentile, achieving a silver rating
ISS Corporate Solutions–QualityScore (Oekom)	B-	Maintained Prime status, fulfilling ISS ESG's demanding sector sustainability requirements
MSCI Global Sustainability Indexes	AA	Performed above the industry average of A
Sustainalytics	MED	Medium Risk
		Assessed to have lower risk than majority of industry peers



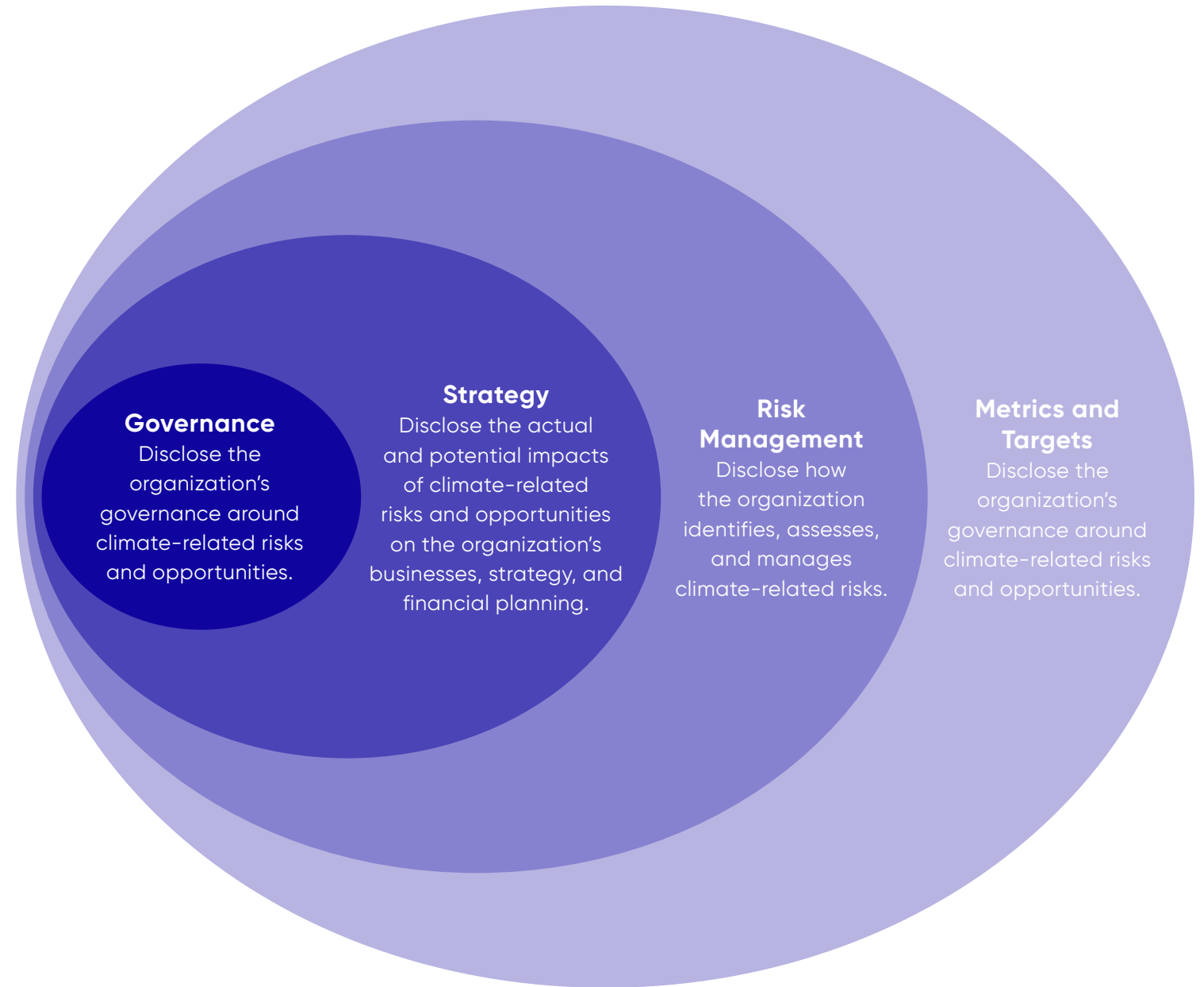
Task Force on Climate-related Financial Disclosures (TCFD)

In December 2020, we partnered with Willis Towers Watson (WTW) to start a comprehensive and multi-stage process of assessing our gaps in the TCFD themes of governance, strategy, risk management, and metrics and targets to create Kimberly-Clark's first TCFD Aligned report.

We completed a deep mid-century and end-of-century qualitative and quantitative assessment on physical climate risks across the Kimberly-Clark value chain, including our own manufacturing sites as well as key raw material suppliers and material natural resources. The approach focused on assets that contribute to potential losses due to both acute and chronic climate impacts: drought, fire, heat stress, sea level rise, tropical cyclone, river flooding, and precipitation.

The transition climate risk assessment, focused on the next decade, was performed under a "well below 2°C" scenario with considerations to operations (including geographical variations in risk drivers), supply chain, and resources. Eleven transition risks classified in four different categories (Policy & Legal, Technology, Market and Reputation) were identified and assessed.

We intend to compile the relevant findings and assessment results into a climate-related risk and opportunity report, fully aligned with the TCFD framework and published later in 2021.





Sustainability Accounting Standards Board (SASB)

We recognize the need for extended ESG reporting to allow investors access to standardized and comparable ESG data. Below, we provide disclosures against the SASB standards. We plan to continue evolving our reporting practices to better meet the needs of the investment community in the coming years.

Topic	Code	Accounting Metric	Response
Water Management	CG-HP-140a.1	Total water withdrawn	88,287,290 m ³ /yr
		% of total water withdrawn in regions with high or extremely high baseline water stress	6.50%
		Total water consumed	9,558,631 m ³ /yr
		% of water consumed in regions with high or extremely high baseline water stress	16.5%
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	Based on information received from our suppliers and our own product data, Kimberly-Clark does not market products containing a substance included in the Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) Candidate List of Substances of Very High Concern for Authorisation (SVHC) in a concentration above 0.1 % weight by weight (w/w).



Topic	Code	Accounting Metric	Response
Product Environmental, Health, and Safety Performance	CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	<p>When consumers choose our instantly recognizable brands they also trust in our commitment to safety. This commitment extends to the materials we use. We want our consumers to have confidence in our products and that starts with using safe materials and making safe products, all of which go through our robust Product Safety Analysis. In this process, Kimberly-Clark proactively gathers chemical composition information for each raw material used in manufacturing for product safety analysis and checks against legally restricted substances relevant to the product form and country of sale to ensure compliance.</p> <p>Accordingly, we design our products to meet all applicable laws and regulations, including the California Safer Consumer Products (SCP) Program.</p> <p>Kimberly-Clark does not manufacture or market any Adopted Priority Products (product-chemical combinations) or identified Pre-regulatory Priority Products subject to the Safer Consumer Products regulations.</p>
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	REPORT SECTION - Ingredients & Transparency
	CG-HP-250a.4	Revenue from products designed with green chemistry principles	We are members of the Green Chemistry and Commerce Council (GC3), a multistakeholder collaborative that drives the commercial adoption of green chemistry by catalyzing and guiding action across industries, sectors, and supply chains.
Packaging Lifecycle Management	CG-HP-410a.1	Total weight of packaging	<p>Total Weight of Packaging: Global (paper + plastic) = 850,000MT* Global (plastic only) = 106,000MT* NA (paper + plastic) = 300,000MT NA (plastic only) = 26,000MT</p>
		Percentage made from recycled and/or renewable materials	<p>Recycled Content in Plastic Packaging: Global = 2.5% North America = 6%</p>
		Percentage that is recyclable, reusable, and/or compostable	<p>Paper + Plastic Packaging: Global = 98%* North America = 98%</p> <p>Plastic Only Packaging: Global = 82%* North America = 75%</p>
	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	REPORT SECTION – Plastics Footprint

* Global data management is built upon packaging material spend converted into weight through measured factors. Data is to be considered as estimated and Kimberly-Clark will continue to refine as the program develops.



Topic	Code	Accounting Metric	Response
Environmental & Social Impacts of Palm Oil Supply Chain	CG-HP-430a.1	Amount of palm oil source	Kimberly-Clark purchased 206 metric tons of palm derivative material for its global businesses in 2020. Kimberly-Clark purchased 2,368 metric tons of formulated solutions, which may have included palm oil or a palm oil derivative, as an ingredient for its global businesses in 2020.
		% RSPO identity preserved	0%
		% RSPO segregated	0%
		% RSPO mass balance	0%
		% RSPO book & claim	0%
Activity Metrics	CG-HP-000.A	Total weight of products sold	4,900,000
	CG-HP-000.B	Number of manufacturing facilities	75



Softex Aquisition

We are committed to generating improved, sustainable, top-line growth and creating long-term value for the company. In September 2020, Kimberly-Clark announced our acquisition of Softex Indonesia, a leader in the Indonesian personal care market with a portfolio of brands loved by Indonesian consumers.

For more than 40 years, Softex's goal has been to generate sustainable added value for all stakeholders and enhance quality of life for all people who use their products. As a leader in the Indonesian market, Softex has made valuable social and environmental contributions to the communities where they live and work that echo Kimberly-Clark's ambition to make lives better with the smallest environmental footprint.

Moving forward, we will incorporate Softex's data with Kimberly-Clark's.





Data Tables

Financials	2015	2016	2017	2018	2019	2020
Net income (\$B)	\$1.01	\$2.17	\$2.28	\$1.41	\$2.40	\$2.70
Net sales (\$B)¹	\$18.60	\$18.20	\$18.30	\$18.50	\$18.50	\$19.14
Net sales by division (\$B)						
Personal Care ¹	\$9.20	\$9.00	\$9.10	\$9.00	\$9.10	\$9.30
Consumer Tissue ¹	\$6.10	\$6.00	\$5.90	\$6.00	\$6.00	\$6.70
K-C Professional ¹	\$3.20	\$3.20	\$3.20	\$3.40	\$3.30	\$3
Net sales by region (\$B)						
North America ¹	\$9.50	\$9.50	\$9.40	\$9.50	\$9.62	\$10.2
Outside North America ^{1,3}			\$9.20	\$9.30	\$8.88	\$8.9
Europe ¹	\$2.30	\$2.20				
Asia, Latin America and Other ¹	\$7.20	\$6.80				
Intergeographic (Asia, Latin America & other) ^{1,2}	(\$0.40)	(\$0.30)	(\$0.30)	(\$0.30)	(\$0.30)	(\$0.27)
Operating costs (\$B)¹	\$15.40	\$14.90	\$14.90	\$16.30	\$15.40	\$15.90
Cash returned to shareholders (\$B)	\$2.10	\$2.00	\$2.30	\$2.20	\$2.20	\$ 2.15
Income taxes paid (\$B)	\$0.70	\$0.70	\$1.00	\$0.40	\$0.50	\$0.50

1. Recast from discontinued operations.

2. "Intergeographic" refers to inter-company sales.

3. In 2017, began reporting net sales as North America and Outside North America to align with 10-K financial reporting.

**Financials**

	2015	2016	2017	2018	2019	2020
Total environmental expenditures (\$M)²	\$173	\$152	\$126	\$158	\$221	\$154
Capital	\$61	\$44	\$21	\$45	\$112	\$63
O&M	\$96	\$97	\$89	\$96	\$96	\$78
Government payments and R&D ²	\$16	\$10	\$16	\$17	\$13	\$13
Assets (\$B)	\$14.8	\$14.6	\$15.2	\$14.5	\$15.3	\$17.5
Donations and community investments (\$M)	\$29	\$28	\$26	\$28	\$28	\$42
Percent of net income¹	2.9%	1.3%	1.1%	2.0%	1.1%	1.56%

1. Recast from discontinued operations.

2. Total environmental expenditures were restated for 2014 to be consistent with prior years to not include equity company numbers. Totals for 2014 exclude equity companies and Health Care facilities.



Full-Time Employees	2015	2016	2017	2018	2019	2020
North America¹	15,374	14,615	14,222	13,652	13,722	13,788
% of total ¹	36%	35%	34%	34%	33%	34%
Latin America¹	13,046	12,209	12,307	11,791	11,563	11,261
% of total ¹	30%	29%	29%	29%	28%	27%
Europe, Middle East & Africa	6,708	6,884	7,132	7,168	8,011	7,738
% of total	16%	16%	17%	18%	19%	19%
Asia/Pacific	8,005	8,142	8,372	8,039	8,301	8,291
% of total	18%	19%	20%	20%	20%	20%
Total full-time employees	43,133	41,850	42,033	40,650	41,597	41,078

Union Membership	2015	2016	2017	2018	2019	2020
Percentage of North American employees with union membership	21%	21%	21%	22% ²	27%	26%

Turnover (Global)	2015 ³	2016 ³	2017 ³	2018 ³	2019 ³	2020 ³
Total	16.5%	16.1%	12.9%	22.8%	20.8%	16.85%
Voluntary	10.3%	9.7%	9.6%	16.4%	14.0%	10.31%
Involuntary	6.2%	6.4%	3.2%	6.4%	6.8%	6.54%

1. Restated data history to report Mexico as part of North America (instead of Latin America) for a geographical view.

2. The percentage of unionized workers is approximately 22% of our workforce in many countries. However, in many countries, union membership is considered a private matter and may not be tracked for those countries. Furthermore, in some countries, employees who are not union members specifically are subject to union agreements.

3. Beginning in 2015, turnover rate data is Global.



Full-Time Employee Diversity	2015	2016	2017	2018	2019	2020
Women	32.2%	31.8%	30.5%	30.0%	30.9%	30.1%
Women in management	32.0%	33.0%	33.8%	33.4%	34.2%	35.0%
Ethnic minorities (U.S.)	19%	19%	19%	21%	21%	21.1%
Ethnic minorities in management (U.S.)	12.7%	13.2%	13.9%	16.0%	17.9%	18.9%

Board of Directors Diversity	2015	2016	2017	2018	2019	2020
Independent members	90.9%	91.7%	84.6%	85.7%	92.3%	91.7%
Women	18.2%	25.0%	23.1%	28.6%	38.5%	33.3%
Minority group membership	27%	33%	46%	50%	36%	33.3%
Total Board members	11	12	13	14	13	12
Directors age 50+	11	11	12	12	11	11

Kimberly-Clark Employee Safety	2015	2016	2017	2018	2019	2020
Fatalities	0	0	1 ¹	1 ²	0	2³
Total Reportable Incident Rate (TRIR)	0.21	0.23	0.19	0.177	0.179	0.24
Lost-time Reportable Incident Rate (LTRIR)	0.17	0.15	0.14	0.13	0.128	0.18
Safety compliance penalties	\$4,500	\$20,040	\$18,000	\$160,529	\$13,260	\$14,494

1. In 2017 there was one fatality involving a K-C de Mexico employee at the Bajio facility.

2. In 2018 there were two Kimberly-Clark employee fatalities: one at the Paris, Texas, facility where an employee was crushed by a truck at the loading dock, the other at K-C de Mexico's Bajio facility, where an employee was crushed while threading a winder.

3. In 2020 there were two Kimberly-Clark employee fatalities: an employee at the Suzano, Brasil, facility was involved in a fatal Machine Shop accident and an employee at a Staff location in India was involved in a motorbike collision.

TRIR: Work-related events that result in fatalities, temporary or permanently disabling injuries, or illnesses, per 200,000 hours worked per annum.

LTRIR: Reportable injuries/illnesses that result in time away from work or restricted work, per 200,000 hours worked per annum.



Community & Employee Contributions (\$ million)

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Community partners grants to U.S. employee-chosen charities	\$0.8	\$0.9	\$0.8	\$0.7	\$0.7	\$0.7	\$0.4	\$0.7	\$0.3	\$0.3	\$0.2
Value of matching gift contributions made by U.S. employees	\$1.3	\$1.3	\$1.5	\$1.5	\$1.7	\$1.5	\$1.4	\$1.5	\$1.2	\$1.3	\$1.4
Value of product donations	\$8	\$19	\$14	\$16	\$14	\$8	\$8	\$9	\$12	\$12	\$16
Global cash donations	\$12.4	\$12.9	\$19.0	\$18.7	\$22.0	\$20.7	\$19.8	\$17.5	\$15.9	\$16.3	\$25.7
Total global (product & cash) donations	\$20.7	\$32.1	\$33.0	\$35.0	\$35.8	\$29.0	\$28.2	\$26.0	\$27.9	\$28.3	\$42.2
Employee giving	\$4.2	\$3.9	\$4.2	\$4.4	\$4.9	\$4.6	\$3.8	\$4.5	\$4.0	\$3.8	\$3.3
U.S. employee volunteer hours	78,000	84,000	77,430	80,571	80,074	75,356	41,993	86,012	83,819	84,431	61,939

Social Impact (Lives)

	2015	2016	2017	2018	2019	2020	TOTAL
Access to sanitation	128,041	143,420	658,656	1,889,279	1,062,015	43,853	3,989,971
Helping children thrive	2,869,845	2,071,078	3,304,305	2,285,034	915,504	4,787,025	16,232,791
Empowering women & girls	0	385,325	416,960	338,440	643,625	1,421,703	3,206,053
COVID-19/other	0	0	0	0	0	2,309,105	2,309,105
Total	2,997,886	2,599,823	4,379,921	4,512,753	2,621,144	8,561,686	25,673,213



Social Compliance Audit Results	2015	2016	2017	2018	2019	2020
Number of in-scope suppliers	272	302	391	509	544	417
Facilities audited						
Kimberly-Clark branded audits ¹	65	63	94	80	101	61
Customer branded audits ²	67	85	83	106	122	111
Facilities with major non-conformance findings (requiring confirmation of mitigation and corrective actions)						
Kimberly-Clark branded audited facilities	42	45	56	43	29	27
	15.4% of in-scope suppliers	14.9% of in-scope suppliers	14.3% of in-scope suppliers	8.4% of in-scope suppliers	5.3% of in-scope suppliers	6.4% of in-scope suppliers
Facilities with non-conformance findings						
Kimberly-Clark branded audited facilities	61	62	84	70	67	53
	22.4% of in-scope suppliers	20.5% of in-scope suppliers	21.5% of in-scope suppliers	13.7% of in-scope suppliers	12.3% of in-scope suppliers	12.7% of in-scope suppliers
Facilities with major non-conformance findings (Kimberly-Clark branded audits only)						
Health & safety	38 facilities	48 facilities	56 facilities	43 facilities	25 facilities	25 facilities
	(92 total major health and safety findings)	(126 total major health and safety findings)	(202 total major health and safety findings)	(99 total major health and safety findings)	(43 total major health and safety findings)	(33 total major health and safety findings)
Child labor	0 facilities	0 facilities	0 facilities	0 facilities	0 facilities	0 facilities
	(0 total major child labor findings)	(0 total major child labor findings)	(0 total major child labor findings)	(0 total major child labor findings)	(0 total major child labor findings)	(0 total major child labor findings)

1. "Kimberly-Clark branded audits" refers to audits measured against Kimberly-Clark compliance standards.
 2. "Customer branded audits" refers to audits measured against customer-specific compliance standards.



Social Compliance Audit Results

	2015	2016	2017	2018	2019	2020
Potential forced labor indicators ¹	3 facilities	3 facilities	7 facilities	2 facilities	3 facilities	8 facilities
	(3 total major findings of potential forced labor indicators)	(3 total major findings of potential forced labor indicators)	(7 total major findings of potential forced labor indicators)	(2 total major findings of potential forced labor indicators)	(3 total major findings of potential forced labor indicators)	(8 total major findings of potential forced labor indicators)
Freedom of association	0 facilities	0 facilities	0 facilities	0 facilities	0 facilities	0 facilities
	(0 total major freedom of association findings)	(0 total major freedom of association findings)	(0 total major freedom of association findings)	(0 total major freedom of association findings)	(0 total major freedom of association findings)	(0 total major freedom of association findings)
Discrimination	0 facilities	1 facility	1 facility	2 facilities	0 facilities	1 facility
	(0 total major discrimination finding)	(1 total major discrimination finding)	(1 total major discrimination finding)	(2 total major discrimination findings)	(0 total major discrimination findings)	(1 total major discrimination finding)

1. Forced labor indicators are conditions that indicate the potential for forced labor in an operation, such as worker movement, restrictions, recruitment fees, withholding of worker documents, or other similar findings.



Fiber

Fiber Use (million MT) ¹	2015	2016	2017	2018	2019	2020
Virgin fiber	2.4	2.4	2.4	2.4	2.3	2.4
% of total	73.5%	76.6%	76.5%	74.8%	74.9%	75.5%
Recycled fiber	0.87	0.73	0.73	0.81	0.77	0.78
% of total	26.5%	23.4%	23.5%	25.2%	25.1%	24.5%
Total fiber used	3.29	3.12	3.13	3.21	3.07	3.18

Fiber Sourcing by Certification Type (%)

	2015	2016	2017	2018	2019	2020
Virgin fiber from environmentally responsible sources	100%	100%	100%	100%	100%	100%
Forest Stewardship Council® (FSC®)	64%	67%	71%	70%	63%	62%
Sustainable Forest Initiative (SFI)	23%	22%	21%	24%	35%	28%
Program for the Endorsement of Forest Certification (PEFC)	3%	2%	2%	3%	2%	10%
CERFLOR (Brazil)	0%	0%	0%	0%	0%	0%
Canadian Standards Association (CSA)	7%	5%	4%	0%	0%	0%
Forest Stewardship Council® Controlled Wood (FSC®-CW)	3%	4%	2%	3%	0%	0%
Not certified	0%	0%	0%	0%	0%	0%

1. Direct Purchases.

**Environmentally Preferred
Tissue Fiber (% Global)**

	2015	2016	2017	2018	2019	2020
Environmentally preferred fiber	86%	89%	89%	87%	84%	84%
FSC® chain-of-custody certified virgin wood fiber	55%	61%	61%	57%	54%	54%
Recycled fiber	31%	28%	28%	30%	31%	29%
Alternative non-wood fibers	0%	0%	0%	0%	0%	0%

**Environmentally Preferred
Tissue Fiber (% North America)**

	2015	2016	2017	2018	2019	2020
Environmentally preferred fiber	84%	87%	86%	82%	76%	75%
FSC® chain-of-custody certified virgin wood fiber	56%	59%	60%	54%	43%	49%
Recycled fiber	28%	28%	26%	28%	33%	26%
Alternative non-wood fibers ¹	0%	0%	0%	0%	0%	0%

1. Data represents Kimberly-Clark and equity affiliates; In 2020, Kimberly-Clark Australia began use of 540 tons of Bamboo alternative non-wood fibers for both tissue.

**Chlorine-Free Wood Pulp Purchases (%)**

	2015	2016	2017	2018	2019	2020
Elemental chlorine free (ECF)	97%	98%	98%	98%	98%	98%
Total chlorine free (TCF)	3%	2%	2%	2%	2%	2%

Natural Forest Fiber Use (MT)

	2015	2016	2017	2018	2019	2020
Virgin fiber from Natural Forest sources	565,105	559,437	534,644	526,483	522,201	609,421
% reduction of Natural Forest Fiber	25%	26%	29%	30%	31%	19%



Energy

Energy Use (trillion Btu)	2015	2016	2017	2018	2019	2020
Non-renewable energy	53.8	51.9	51.7	50.2	48.4	45.8
% of total	94%	92%	92%	90%	92%	91%
Renewable energy	3.7	4.4	4.2	5.9	4.4	4.7
% of total	6%	8%	8%	10%	8%	9%
Total energy use	57.5	56.3	56.0	56.0	52.9	50.5
Energy efficiency (million Btu/MT of production)	11.4	11.2	11.0	11.1	10.7	10.3

Direct Energy Use (trillion Btu)	2015	2016	2017	2018	2019	2020
Natural gas	30.9	31.0	31.5	33.5	34.1	32.9
% of total	75.4%	78.9%	81.1%	86.4%	94.7%	96.4%
Purchased biomass, purchased liquor	3.7	3.9	3.7	2.7	0.5	0.5
% of total	9.0%	10.0%	9.5%	7.1%	1.5%	1.4%
Coal	5.2	4.3	3.6	2.5	1.2	0.18
% of total	12.7%	11.0%	9.3%	6.4%	3.3%	0.5%
Fuel oil	0.3	0.1	0.1	0.1	0.02	0.2
% of total	0.7%	0.2%	0.2%	0.2%	0.1%	0.7%
Other			0.2	0.2	0.2	0.3
% of total			0.0%	0.0%	0.0%	0
Total direct energy use	41.0	39.3	38.9	38.8	36.2	34.1

**Indirect Energy Use (trillion Btu)**

	2015	2016	2017	2018	2019	2020
Electricity	16.5	15.7	15.7	15.9	15.6	15.2
% of total	94.7%	93.5%	93.3%	93.5%	93.4%	93.0%
Steam	0.9	1.1	1.1	1.1	1.1	1.2
% of total	5.3%	6.5%	6.7%	6.5%	6.6%	7.0%
Hot water				0.01	0.02	0.01
% of total				0.0%	0.0%	0.0%
Total indirect energy use	17.4	16.8	16.9	17.0	16.7	16.3



GHG Emissions Scope 1 & 2 (Million MTCO₂e)¹

	Baseline 2015	2016	2017	2018	2019	2020
Direct (Scope 1)	2.2	2.1	2.1	2.1	2.0	1.8
Indirect (Scope 2)	2.7	2.4	2.4	2.4	2.2	2.0
Total emissions	4.9	4.6	4.5	4.5	4.1	3.8
Change from previous year (%)	-0.1%	-7.1%	-0.9%	-1.4%	-7.8%	-7.8%
CO₂e per metric ton of production (CO₂ intensity)	0.97	0.91	0.89	0.88	0.83	0.77
Specific emissions						
Carbon dioxide (CO ₂)	4.88	4.54	4.51	4.44	4.11	3.77
Methane (CH ₄)	0.006	0.006	0.005	0.005	0.004	0.003
Nitrous oxide (N ₂ O)	0.020	0.020	0.019	0.017	0.013	0.012
Market-based emissions²						
Direct (Scope 1)			2.09	2.08	1.96	1.8
Indirect (Scope 2)			2.48	1.99	1.67	1.6
Total emissions			4.57	4.07	3.64	3.4
Specific emissions						
Carbon dioxide (CO ₂)			4.54	4.50	3.62	3.4
Methane (CH ₄)			0.005	0.005	0.003	0.003
Nitrous oxide (N ₂ O)			0.02	0.02	0.01	0.01

1. The U.S. emission factors were based on the 2015 U.S. EPA eGRID2012 version 1.0, and the international emission factors used the International Energy Agency Data Services "CO₂ Emissions from Fuel Combustion" (2013 Edition). Reported CO₂e emissions are based on location-based emission factors where available. For further details on location or market-based data, please see our CDP Climate Change Investor Response 2017.

2. In 2017, Kimberly-Clark began reporting CO₂e emissions in market-based emission factors in preparation for the 2018 renewable wind electricity PPA in North America.



GHG Emissions Scope 3

Category	Baseline 2015		2016		2017		2018		2019		2020	
	Thousand MTCO ₂ e	%	Thousand MTCO ₂ e	%	Thousand MTCO ₂ e	%	Thousand MTCO ₂ e	%	Thousand MTCO ₂ e	%	Thousand MTCO ₂ e	%
Purchased goods & services - Category 1	7,181	54%	7,146	55%	7,010	52%	7,183	56%	7,227	55%	7,618	59%
Capital goods - Category 2	634	5%	569	4%	564	4%	566	4%	676	5%	663	5%
Fuel & energy related activities - Category 3	1,276	10%	1,248	10%	1,237	9%	1,372	11%	1,333	10%	1,287	10%
Upstream transport and distribution - Category 4	1,139	9%	1,133	9%	1,123	8%	1,136	9%	1,150	9%	1,103	8%
Waste generated in operations - Category 5	270	2%	296	2%	284	2%	301	2%	319	2%	272	2%
Business travel - Category 6	82	1%	80	1%	62	0%	49	0%	80	1%	53	0%
Employee commuting - Category 7	20	0%	20	0%	20	0%	19	0%	20	0%	13	0%
Additional categories (8, 9, 10, 11, 13, and 14) do not contribute to the results	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
End-of-life of sold products - Category 12	2,333	18%	2,142	16%	2,806	21%	1,953	15%	1,859	14%	1,632	13%
Investments - Category 15	388	3%	435	3%	400	3%	346	3%	369	3%	361	3%
Total	13,323		13,069		13,506		12,924		13,033		13,002	

Other Criteria Pollutants (MT)¹

	2015	2016	2017	2018	2019	2020
NO _x	2,562	2,545	2,453	2,536	1,578	1,153
SO ₂	1,860	1,689	1,638	1,692	1,319	42

1. 2010 through 2015 pollutant values were revised to reflect more accurate data from continuous emission monitors compared to previous report responses, which were based on only emission factors.



Water

Process Fresh Water Use (million cubic meters)

	2015	2016	2017	2018	2019	2020
Surface	44.8	41.4	38.6	38.5	37.5	42.0
% of total	49%	45%	43%	42%	43%	48%
Municipal	27.3	30.9	31.2	33	30.5	26.8
% of total	30%	34%	35%	36%	35%	30%
Groundwater	20.0	19.3	19.6	19.5	19.2	19.4
% of total	22%	21%	22%	21%	22%	22%
Total water use	92.1	91.6	89.4	91.4	86.9	88.3
Change from previous year	-2%	0%	-2%	2%	-5%	1.6%
Water use efficiency (m³ / MT of production)	19.2	19.1	18.8	19.3	18.8	19.4

Process Effluent Discharge Destinations (%)

	2015	2016	2017	2018	2019	2020
Surface	89%	88%	88%	87%	86%	88%
Municipal	11%	12%	12%	13%	14%	12%



Actual Water Use in Water-Stressed Regions (m³)

	2015	2016	2017	2018	2019	2020
At Tissue Mills						
Kluang	1,027,535	709,462	568,414	494,875	436,108	348,944
Mogi Das Cruzes	456,065	423,984	480,477	568,497	669,331	785,177
Cauca	1,200,706	1,096,686	1,306,406	1,250,563	1,213,838	1,277,134
Sitio Del Nino	1,843,013	1,156,001	903,995	717,132	668,038	645,310
Bernal	532,590	409,253	368,316	341,751	249,050	-
Puente Piedra	718,079	653,345	773,613	733,612	741,987	618,067
Askar	253,446	278,828	332,541	296,795	174,014	141,013
Enstra	849,332	854,396	737,838	666,222	705,733	849,418
Hadera	265,549	183,200	171,770	172,292	175,662	193,400
Nahariya	359,480	361,470	301,356	285,620	253,638	264,802
Fullerton	1,894,065	1,607,248	1,508,108	1,296,882	1,085,278	178,505
Barbosa	849,431	797,632	874,635	922,459	909,834	863,211
Sub-Total	10,249,290	8,531,505	8,327,470	7,747,700	7,384,936	6,164,981
At Non-Tissue Mills¹						
Beijing FemCare			25,412	28,950	21,862	18,057
Nanjing South BCC			47,353	57,162	78,348	74,255
Nanjing North FemCare			13,319	15,250	14,057	11,463
Tianjin			125,196	77,757	85,607	75,425
Binh Duong			33,269	50,860	46,409	46,365
Cikarang			19,160	19,604	18,397	14,629

1. Water data collection for the majority of non-tissue mills began in 2017.



Actual Water Use in Water-Stressed Regions (m³)

	2015	2016	2017	2018	2019	2020
Pune BCC			21,983	29,990	35,770	49,062
Tuas BCC			85,497	87,286	78,388	83,893
Camacari			25,215	31,315	35,617	35,869
Eldorado FemCare			16,262	14,471	10,967	-
Suzano			99,614	117,037	158,446	166,473
Coris			42,770	33,587	28,141	30,671
Mapasingue			10,085	15,666	9,054	9,301
Tocancipa			12,039	15,033	8,925	8,607
Pilar			37,587	24,651	22,768	28,727
San Luis			27,666	31,669	25,867	20,474
Santa Clara			63,999	107,052	131,766	127,509
Santiago			17,531	17,557	23,399	18,674
Afula			11,480	8,296	10,078	6,610
Jaromer			40,548	38,622	44,715	45,321
Lagos			3,794	743	260	-
Litovel	3,756	3,227	4,232	4,292	4,004	3,954
Stupino			1,485	1,644	1,905	1,856
Epping			5,134	4,072	4,679	4,339
Dammam			1,053	1,827	4,139	4,959
Sub-Total	3,756	3,227	791,683	834,392	903,568	886,493
Grand Total	10,445,689	8,690,112	9,288,054	8,955,515	8,463,950	7,051,474



Waste

Nonhazardous Manufacturing Waste (% of total nonhazardous waste)¹

	2015	2016 ²	2017	2018	2019	2020
Reused	16.7%	5.0%	5.5%	4.3%	2.7%	4.3%
Recycled	20.3%	20.6%	21.7%	22.9%	25.2%	26.5%
Alternative daily cover, mine reclamation, and liquid solidification	40.0%	52.0%	51.5%	54.2%	55.4%	54.0%
Composted	2.0%	1.6%	1.8%	2.2%	2.3%	2.4%
Converted to energy	12.7%	14.4%	14.1%	11.1%	8.0%	8.3%
Incineration without heat recovery	0.7%	0.8%	0.5%	0.4%	0.5%	0.1%
Landfilled	7.6%	5.6%	4.7%	4.9%	5.9%	4.2%
Other ³	N/A	0.2%	0.1%	0.0%	0.1%	0.2%
Total nonhazardous waste (million MT)	1.15	1.23	1.21	1.14	1.09	0.93

1. At Kimberly-Clark, all waste data is collected by mass except a portion of liquid waste which is collected by volume in liters with a conversion factor of 1 liter = 1 kilogram.

2. In 2016, our manufacturing waste program was expanded referencing the UL Environment Zero Waste to Landfill standard to include all wastes and recyclable materials generated at both manufacturing and non-manufacturing facilities and the disposition of those materials. Our non-hazardous manufacturing waste data was updated per our annual review process. This figure includes waste streams that are excluded in the UL standard.

3. "Other" includes miscellaneous, alternative disposal methods and was separated from "Reused" in 2016.



Hazardous Manufacturing Waste (% of total hazardous waste)^{1, 2}

	2015	2016	2017	2018	2019	2020
Biological treatment	0.3%	0.7%	0.9%	0.9%	0.8%	20.62%
Recycled	22.6%	19.9%	11.6%	12.4%	9.9%	9.92%
Incineration without heat recovery	36.3%	29.4%	21.6%	35.6%	38.9%	23.81%
Chemical treatment	26.6%	25.3%	4.6%	2.5%	3.7%	6.68%
Surface impoundment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Thermal treatment	0.6%	0.1%	2.6%	2.6%	0.7%	0.62%
Permanent storage	0.5%	0.3%	0.0%	0.1%	0.1%	0.75%
Landfilled	6.8%	10.7%	7.8%	13.8%	10.8%	11.96%
Blended fuel	6.3%	10.8%	2.2%	32.1%	29.6%	21.95%
Deep well injection	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mandated waste ³	N/A	2.3%	48.6% ³	0.0%	5.5%	3.69%
Total hazardous waste (kg)	1.33	1.02	1.73	4.6	1.21	1.17

1. At Kimberly-Clark, all waste data is collected by mass except a portion of liquid waste which is collected by volume in liters with a conversion factor of 1 liter = 1 kilogram.

2. In 2016, our manufacturing waste program was expanded referencing the UL Environment Zero Waste to Landfill standard to include all wastes and recyclable materials generated at both manufacturing and non-manufacturing facilities and the disposition of those materials. Our hazardous manufacturing waste data was updated per our annual review process.

3. The 2017 increase in mandated waste was driven due to the government-required disposal of asbestos at one of our facilities.



Manufacturing Waste Efficiency

	2015	2016	2017	2018	2019	2020
Waste per metric ton of production (MT/MT of production)	0.23	0.24	0.24	0.23	0.22	0.19

Materials Consumption and Production

	2015	2016	2017	2018	2019	2020
Total production volume (million MT of production)	5.06	5.07	5.08	5.07	4.94	4.90
Materials used (million MT)						
Virgin fiber	2.4	2.4	2.4	2.4	2.2	2.4
Recycled fiber	0.87	0.73	0.73	0.81	0.77	0.78
Polymers	0.63	0.63	0.56	0.57	0.56	0.58
Packaging	0.68	0.70	0.71	0.68	0.64	0.85
Adhesives	0.07	0.08	0.76	0.07	0.07	0.08
Polymer-based components	0.03	0.03	0.02	0.02	0.016	0.015

1. Tonnages reported are built from cumulative waste diverted from landfill towards the 150,000 MT target.



GRI Index

GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GENERAL DISCLOSURES			
GRI 102-1	Organization name	Kimberly-Clark Corporation	
GRI 102-2	Primary brands, products and services. Sale of banned or disputed products	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016 Kimberly-Clark is not aware of knowingly selling or distributing products that are banned in any markets.	
GRI 102-3	Headquarters location	P.O. Box 619100, Dallas, Texas, USA	
GRI 102-4	Where the organization operates	Our Global headquarters is in Dallas, Texas, USA The locations of our and our equity affiliates' principal production facilities by major geographic areas of the world are as follows: North America (14 states in the U.S.): 30 facilities Outside North America: 54 facilities Total (in 34 countries): 84 facilities	
GRI 102-5	Nature of ownership and legal operates	Publicly traded Delaware U.S. corporation 10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016	
GRI 102-6	Markets served	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016	
GRI 102-7	Scale of the organization	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016 Approximately 46,000 full-time employees at the end of 2020.	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-8	Total number of employees by type	<p>Approximately 46,000 total full-time employees.</p> <p>Approximately 30 percent of our employees were located in North America and the remainder were in more than 65 countries outside of North America.</p> <p>Approximately 60 percent of our workforce was directly involved in manufacturing and distribution operations.</p> <p>Globally, 30.1% of all full-time employees are women.</p> <p>35% of management globally is comprised of women.</p>	
GRI 102-9	Supply chain description	<p>We seek to do business with suppliers who share our social and environmental values, and to work to enhance the sustainability of their operations.</p> <p>In manufacturing our trusted products, we are supported by more than 25,000 suppliers worldwide, who not only supply quality raw materials and finished goods, but also service our offices in over 35 countries around the world through office supplies, software, and outsourced services, and provide other services including marketing and media services which help us communicate with our customers and consumers.</p>	
GRI 102-10	Organizational changes during reporting period	<p>10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016</p>	
GRI 102-11	Precautionary principle	<p>Our vision to provide the essentials for a better life includes our commitment to protect the environment. This vision inspires our search for more sustainable ways of meeting our customers' needs.</p> <p>We consider the precautionary principles in the processes, systems, and capabilities utilized within our Product Safety, Sustainability, Regulatory and Clinical Affairs, and Research and Engineering functions.</p> <p>We seek ways to reduce environmental impact from our operations and design products that are environmentally innovative.</p> <p>REPORT SECTION – Product Safety</p>	Principle 7
GRI 102-12	External charters, principles, or other initiatives	<p>Our external charters, principles, and other initiatives include, but are not limited to:</p> <ul style="list-style-type: none"> • UNGC • UNSDGs • SBTi • UK Plastics Pact • US Plastics Pact • Forest Stewardship Council • CEO Action for Diversity & Inclusion Coalition <p>REPORT SECTION – Governance</p>	Principles 1 & 8



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-13	Membership association	REPORT SECTION – Memberships	
GRI 102-14	CEO Letter	REPORT SECTION – A Message from CEO Mike Hsu	Statement of continuing support
GRI 102-15	Key impacts, risks, and opportunities	Sustainability risk areas for our company include shifting consumer preferences toward sustainable choices, single-use plastics, supply chain risks related to water security and deforestation, and the cost of commodities/natural resources required to make and market our products. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement REPORT SECTION – Our Strategy for a Decisive Decade REPORT SECTION – Materiality	Principle 8
GRI 102-16	Code of Conduct	Code of Conduct https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct	Principles 1 & 8
GRI 102-17	Mechanisms for advice and concerns about ethics	Code of Conduct https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct Mechanisms for asking questions and raising concerns regarding unethical or unlawful behavior are communicated in our Code of Conduct. Questions and concerns may be raised via a variety of channels including our Compliance HelpLine which allows for anonymous reporting where permissible by law. Kimberly-Clark policy prohibits retaliation for raising concerns or asking questions in good faith.	
GRI 102-18	Governance structure of the organization	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016 REPORT SECTION – Governance	Principle 8
GRI 102-19	Delegating Authority	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016	
GRI 102-20	Executive-level accountability to Economic, Environmental & Social topics	REPORT SECTION – Sustainability Governance	
GRI 102-21	Stakeholder consultation w/governance body on Economic, Environmental & Social topics	REPORT SECTION – Sustainability Governance	
GRI 102-22	Composition of the Board and its committees	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016 Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement https://www.kimberly-clark.com/en/company/leadership	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-23	Whether the chair of the Board is also an executive officer	Michael Hsu is Chairman of the Board and Chief Executive Officer for Kimberly-Clark Corporation. https://www.kimberly-clark.com/en/company/leadership	
GRI 102-24	Nomination and selection process for the Board and its committees	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-25	Board conflicts of interest	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement Code of Conduct https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct	Principle 10
GRI 102-26	Role of Board in setting sustainability mission	Our Board has established and approved the framework for our sustainability-related policies and procedures, including environmental stewardship, energy and climate, fiber sourcing, waste and water management, product safety, charitable contributions, human rights, labor, and inclusion and diversity in employment. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-28	Board performance with respect to governance of sustainability topics	As part of their oversight roles, the Board and the Nominating and Corporate Governance Committee receive regular reports from management on these topics, our goals, and our progress toward achieving them. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	Principle 8
GRI 102-29	Board role in the identification and management of sustainability impacts, risks, and opportunities	Our Board oversees risk management, including risks related to environmental and social issues. The Board is focused on our long-term business strategy, including fostering sustainability-driven innovations, and incorporates our sustainability risks and opportunities into its overall strategic decision-making. Sustainability risk areas for our company include shifting consumer preferences toward sustainable choices, single-use plastics, supply chain risks related to water security and deforestation, and the cost of commodities/natural resources required to make and market our products. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	Principles 7 & 8
GRI 102-30	Board role in reviewing risk management for sustainability	The Board is focused on our long-term business strategy, including fostering sustainability-driven innovations, and incorporates our sustainability risks and opportunities into its overall strategic decision-making. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-31	Frequency of the Board's review of sustainability impacts, risks and opportunities	The Board and the Nominating and Corporate Governance Committee receive regular reports from management on key sustainability topics, our goals and our progress toward achieving them. Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	Principles 7 & 8
GRI 102-32	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	CEO Mike Hsu	
GRI 102-33	Process for communicating critical concerns to the Board	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-35	Pay policies for Board and executives	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-36	Process for determining remuneration	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-37	Process for seeking stakeholder input on remuneration	Proxy Statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	
GRI 102-40	Stakeholder groups	We engage with stakeholders in many ways on an ongoing basis—ranging from conducting customer and consumer research to engaging in dialogue and developing strategic partnerships with environmental and humanitarian organizations. In addition, we communicate progress to the shareholder and investment communities through our Annual 10-K, through investor and shareholder meetings, at analyst-sponsored conferences, and through distribution of our sustainability reporting content. Our key stakeholder groups include, but are not limited to: <ul style="list-style-type: none"> • Investors • NGOs • Customers • Consumers • Employees • Potential employees • Suppliers • Local communities 	
GRI 102-41	Collective bargaining agreements	Approximately 26% of our manufacturing facility workforces are covered by collective bargaining agreements.	Principle 3



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-42	How stakeholders were identified	Stakeholders viewed as strategic partners are those who have a significant interest and/or impact in areas that are most material to our company.	
GRI 102-43	Approach to stakeholder engagement	<p>In setting our sustainability priorities and implementing our program, we maintain an independent Sustainability Advisory Board with external members to provide guidance on key governance, social, and environmental issues to inform our sustainability priorities and programs. We also routinely engage our stockholders on the topic of sustainability through our governance engagement program and regular investor meetings. In these meetings, we often discuss sustainability topics relevant to our business, our priorities, and the impact to our business.</p> <p>Examples of engagement include, but are not limited to:</p> <ul style="list-style-type: none"> • Annual meetings • One-on-one interviews • Engagement surveys • Education or marketing campaigns • Earning calls or shareholder resolutions • Risk assessments and audits • Volunteering programs • Media relations 	Principle 8
GRI 102-44	Topics raised during stakeholder engagement	<p>Within our ongoing stakeholder engagement, topics raised include, but are not limited to:</p> <ul style="list-style-type: none"> • Our business practices • The environment • Operating context • People and community • Products and packaging • Quality • Safety and health • Human rights • Cost reductions • Pricing • Organic growth and operating margins • Sourcing • Climate change • Waste and recycling • Supply chain management. <p>REPORT SECTION – Materiality</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 102-45	Entities included in financial statement	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016	
GRI 102-46	Process for defining report boundaries and content	REPORT SECTION – Our Strategy for the Decisive Decade Proxy statement https://kimberlyclark.gcs-web.com/financial/proxy-statement	Principle 8
GRI 102-47	Material aspects included in the report	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 102-48	Restatements	In 2020 we modified our formula for calculating percentage of waste diverted to more closely align with the UL Environment Zero Waste to Landfill standard as it relates to the consideration of Incineration Without Heat Recovery. As a result, we our updated landfill calculations. In 2020, we were able to calculate the Scope 3 Category 4 - Upstream Transportation & Distribution GHG emissions data by mode of transportation going back to our 2015 base year. The methodology used to obtain the additional detailed data and the calculation for GHG emissions numbers were approved by WSP. As a result, we updated the 2015–2019 “Upstream Transportation & Distribution” MTCO2e GHG emissions in the “GHG Emissions Scope 3” table.	
GRI 102-49	Changes from previous report in terms of scope and boundaries	No changes from previous report. In 2019, we updated our materiality assessment to better reflect how the trends, risks, impacts, and opportunities that make up our operating environment around the world have changed. After retiring some topics that no longer felt relevant for our sustainability program and adding others that have recently risen on the agenda, we reflected on the changing priorities of our stakeholders and business. The priority topics that emerged include deforestation, ingredient transparency, single-use plastics, climate change, and water scarcity.	
GRI 102-50	Reporting period	January 1 – December 31, 2020	
GRI 102-51	Date of most recent report	July 8, 2020	
GRI 102-52	Reporting cycle	Annual	
GRI 102-53	Report contact	sustainability@kcc.com	
GRI 102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards: Core option. In many cases, we go above and beyond the requirements of Core and include additional disclosures.	
GRI 102-55	GRI content index	GRI Content Index	
GRI 102-56	External assurance	REPORT SECTION – Assurance	Principle 8



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
ECONOMIC			
GRI 201-1	Direct economic value generated and distributed	TABLE – Economic Performance Data 10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016	
GRI 201-3	Benefit plan coverage	10-K https://investor.kimberly-clark.com/sec-filings/sec-filing/10-k/0000055785-20-000016 https://www.careersatkc.com/en/our-careers/benefits	
GRI 415	Public policy	<p>Kimberly-Clark does not use corporate funds to contribute to any federal, state, or local candidates, political parties, or other political committees. We also do not sponsor a corporate political action committee (PAC).</p> <p>Further, Kimberly-Clark’s Code of Conduct and Anti-Corruption Policy prohibit employees and representatives from making contributions on behalf of Kimberly-Clark to candidates for political office or for other political campaigns.</p> <p>We comply with all U.S. federal, state, and local laws that require registration and reporting of lobbying activities and expenditures. Kimberly-Clark files six lobbying reports each year with Congress: four quarterly lobbying activity expense reports and two semiannual reports reflecting expenditures for the benefit of Congressional and Executive Branch officials. Our filings can be accessed in the U.S. Senate Lobbying Disclosure Act database at https://www.senate.gov/legislative/Public_Disclosure/LDA_reports.htm or U.S. House database at http://lobbyingdisclosure.house.gov.</p> <p>2020 Disclosure</p> <p>In 2020, Kimberly-Clark reported \$450,000 in federal lobbying activity expenses. This includes internal lobbying expenses, retained consultants’ fees, and the portion of dues paid to trade associations that relate to their federal lobbying activities. We did not have any expenditures benefitting federal officials in our 2020 semiannual reports.</p> <p>We also occasionally participate in the citizen legislative process by providing financial support to state or local ballot initiatives relating to specific issues that have a direct impact on our businesses. When we make these expenditures, they are publicly reported in compliance with legal requirements of the state or local jurisdiction. In 2020, we spent \$0 on ballot initiatives.</p> <p>https://www.kimberly-clark.com/investors/corporate-governance</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
ENVIRONMENTAL			
Climate Change			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Carbon Footprint	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Carbon Footprint	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Kimberly-Clark deploys a targeted approach to address financial implications/risks and opportunities related to climate change throughout our global supply chain. REPORT SECTION – Carbon Footprint REPORT ADDENDUM SECTION – ESG Disclosures for Investors	
GRI 302-1	Energy consumption (Scope 1 & 2)	REPORT SECTION – Carbon Footprint TABLES – Energy Use, Direct Energy Use, Indirect Energy Use	Principle 8
GRI 302-2	Energy consumption outside the organization (Scope 3)	REPORT SECTION – Carbon Footprint TABLE – GHG Emissions Scope 3	
GRI 302-3	Energy intensity	REPORT SECTION – Carbon Footprint TABLES – Energy Use, Direct Energy Use, Indirect Energy Use	
GRI 302-4	Energy reductions	REPORT SECTION – Carbon Footprint TABLES – Energy Use, Direct Energy Use, Indirect Energy Use	Principle 8 & 9
GRI 305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	TABLE – GHG Emissions Scope 1 & 2	Principle 8
GRI 305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	TABLE – GHG Emissions Scope 1 & 2	Principle 8
GRI 305-3	Other direct greenhouse gas (GHG) emissions (Scope 3)	TABLES – GHG Emissions Scope 3 and Intermodal Transportation	Principle 8
GRI 305-4	GHG emissions intensity	TABLE – GHG Emissions Scope 1 & 2	Principle 8
GRI 305-5	Reduction of GHG emissions	REPORT SECTION – Carbon Footprint TABLES – GHG Emissions Scope 1 & 2; GHG Emissions Scope 3	Principle 7, 8 & 9



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	TABLE – Other Criteria Pollutants	
GRI 308-1	New suppliers screened using environmental criteria	<p>Kimberly-Clark deploys a targeted approach to addressing environmental impacts in our supply chain both at the initial sourcing and ongoing category management periods. These approaches include, but are not limited to:</p> <ul style="list-style-type: none"> • Kimberly-Clark’s Supplier portal provides a listing of applicable standards and requirements for raw materials and social responsibility. [https://www.kimberly-clark.com/en/company/supplier-link/standards-and-requirements] • Fiber-based packaging suppliers must report their ongoing use of recycled and responsibly sourced fiber. • Contract manufacturing & branded packaging suppliers are subject to periodic social compliance audits administered by our Corporate Social Compliance program. • Contract manufacturers are reviewed through a thorough, multi-category due diligence process including environmental factors. • Risk assessments are performed for existing suppliers on a multi-disciplinary basis, including for environmental and social sustainability risk factors. 	
GRI 308-2	Supply chain environmental impacts	<p>Kimberly-Clark deploys a targeted approach to addressing environmental impacts in our supply chain both during the initial sourcing and ongoing category management periods. These approaches include, but are not limited to:</p> <ul style="list-style-type: none"> • Kimberly-Clark’s Supplier portal provides a listing of applicable standards and requirements for raw materials and social responsibility. [https://www.kimberly-clark.com/en/company/supplier-link/standards-and-requirements] • Fiber-based packaging suppliers must report their ongoing use of recycled and responsibly sourced fiber. • Contract manufacturing & branded packaging suppliers are subject to periodic social compliance audits administered by our Corporate Social Compliance program. • Contract manufacturers are reviewed through a thorough, multi-category due diligence process including environmental factors. • Risk assessments are performed for existing suppliers on a multi-disciplinary basis, including for environmental and social sustainability risk factors. 	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
Water			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Water Footprint	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Water Footprint	
GRI 303-1	Water withdrawals by source	TABLE – Water Use	Principle 8
GRI 303-3	Water recycled and reused	TABLES – Water Use, Tissue Manufacturing Water Use Efficiency	Principle 8
Deforestation			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Forest Footprint	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Forest Footprint	
GRI 304-2	Impacts on biodiversity	REPORT SECTION – Forest Footprint	Principle 8
GRI 304-3	Habitats protected or restored	REPORT SECTION – Forest Footprint	Principle 8
Post-Consumer Waste and Single-Use Plastics			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Plastics Footprint	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Plastics Footprint	
GRI 301-1	Materials used by weight or volume	TABLE – Materials Consumption and Production	Principle 8
GRI 301-2	Recycled input materials	TABLE – Materials Consumption and Production	Principle 8
GRI 306-2	Waste by type and disposal method	TABLE – Manufacturing Waste, Nonhazardous and Hazardous	Principle 8



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
SOCIAL			
Ethics, Culture, Values			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTIONS – Our Business, Human Rights and Ethical Practices, Governance	
GRI 103-3	Evaluation of the management approach	REPORT SECTIONS – Our Business, Human Rights and Ethical Practices, Governance	
GRI 205-1	Risks related to corruption	In Kimberly-Clark’s Code of Conduct, we discuss mechanisms for reporting unlawful/unethical behavior: http://www.cms.kimberly-clark.com/umbracoimages/UmbracoFileMedia/Code%20of%20Conduct_umbracoFile.pdf https://www.kimberly-clark.com/en/responsibility/ethics-governance	Principle 10
GRI 205-2	Communications and training on anti-corruption	In 2020, we provided Code of Conduct training to all office-based Kimberly-Clark employees with computer access. The 2020 Code of Conduct training included content regarding conducting business using third parties. As part of the annual Code of Conduct training, employees were required to read, understand, and comply with the Code of Conduct. Anti-corruption is addressed in the Code of Conduct. https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct It is the policy of Kimberly-Clark to conduct business in compliance with all anti-bribery and anti-corruption laws.	Principle 10
GRI 206-1	Anti-competitive behavior	Operating with integrity and high ethical standards is critical, and Kimberly-Clark has strict corporate policies and a Code of Conduct that govern its business operations and practices globally. In 2020, various matters related to anti-competitive behavior were raised. In accordance with the company’s corporate policies and Code of Conduct, Kimberly-Clark investigates any allegations of wrongdoing and is committed to cooperating with authorities. https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct	Principle 10
GRI 401-1	Rates of employee turnover	Global turnover in 2020: 16.85%	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 401-2	Benefits provided to full-time employees	<p>Kimberly-Clark is a global company with manufacturing facilities all over the world. As a result of this diversity in operational locations, benefits vary between countries and significant operating locations.</p> <p>Across all locations, Kimberly-Clark strives to provide a market-competitive benefits package to employees within their specific location, which may include access to government-provided benefits where applicable.</p> <p>https://www.careers.kimberly-clark.com/en/our-careers/benefits</p>	
GRI 402-1	Minimum notice periods regarding operational changes, including contracted	<p>While we don't have a global policy regarding minimum notice periods in cases of restructuring, Kimberly-Clark has demonstrated a "beyond compliance" commitment to respect workers globally.</p> <p>The minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them varies based on country-specific regulatory criteria, which K-C meets or exceeds.</p> <p>The notice period and provisions specified in collective agreements varies by location and is compliant with country regulatory policy.</p>	
Occupational Health & Safety			
403.1	Occupational Health and Safety Management System	<p>Kimberly-Clark (K-C) has an established Occupational Health and Safety Management System that covers full-time K-C employees and temporary and contractor workers at all our sites, globally.</p> <ul style="list-style-type: none"> • Our Management System requires all sites to comply at a minimum with all local legal and regulatory expectations, as well as established K-C best-practices where those may be greater. • K-C's Management System is structured consistent with recognized management system standards such as OHSAS 18000 and/or ISO 45000. <p>K-C's Management System applies to all full-time K-C employees, temporary and contractor workers at all our sites, globally. K-C workplace and activities include the manufacturing and distribution of consumer-packaged products, the administration of those operations, and the sales and marketing of products to customers. At this time, suppliers and third-party distribution operations that are non-K-C owned are not covered directly by K-C's H&S Mgt Sys., except where said operations are carried out in a K-C owned facility.</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
403.2	Hazard identification, risk assessment and incident investigation	<p>K-C's management system requires a Risk Inventory to be developed and maintained that includes safety hazards/regulatory requirements, associated risks, documented controls following the hierarchy of controls, management of change process and an overall risk reduction/improvement plan.</p> <ul style="list-style-type: none"> • The quality of the Risk Inventory and associated components is assessed through a combination of the Management System self-assessment process along with a diagnostic governance/assurance process. • The outcomes of both the Management System self-assessment & the diagnostic governance/assurance processes are used to determine the level of risk reduction achieved. <p>K-C expects all employees and temporary and contract workers to report all workplace injuries, illnesses, and hazards. The reporting process typically includes an electronic tool that enables teams to investigate and follow-up on reported events. By K-C's Code of Conduct, retaliation is not tolerated against anyone who raises any type of health or safety concern in good faith or who cooperates in a review. Individuals engaging in this type of retaliatory conduct will be subject to disciplinary action. (Compliance Helpline Reporting Policy)</p> <p>All K-C employees and temporary and contract workers are expected to follow and comply with K-C's 3 Safety Obligations. K-C does not tolerate retaliation against anyone who raises any type of health or safety concern in good faith or who cooperates in a review. Individuals engaging in this type of retaliatory conduct will be subject to disciplinary action. (Compliance Helpline Reporting Policy)</p> <p>Incident investigations utilizing a recognized Root Cause Analysis (RCA) process must be completed for all work-related fatalities, permanent/temporary injuries and illnesses, and reportable injuries and illnesses. The outcomes of the RCA are used to develop corrective actions leveraging the hierarchy of controls to prevent reoccurrence of similar events.</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
403.3	Occupational Health Services	<p>As part of Kimberly-Clark's Occupational Health and Safety Management System, we have specific performance standards to address Occupational Health and Industrial Hygiene exposure in the workplace. Our performance Standards set out minimum compliance expectations, as well as expectations for the identification, elimination, and management of those exposure risks.</p> <p>In addition to performance Standards that drive the reduction in Occupational Health Exposures, Kimberly Clark conducts routine Medical surveillance for employees who are considered at risk of exposure to health hazards. These surveillance activities are conducted consistently with local regulations and aim to identify any changes in key employee health metrics, ensuring there is no deterioration in health associated with Industrial Hygiene and process system exposure.</p> <p>These services are provided through qualified on-site Occupational health professionals, either directly employed by Kimberly Clark, or provided through third-party services on-site or off-site. Employee Health data is maintained consistent with all data privacy laws (HIPPA, GDPS) and is retained and destroyed consistent with K-C's data privacy policies.</p> <p>At a local (country) level, and consistent with local regulations, Qualified Occupational Health staff (both K-C direct and third-party) use data and trends to ensure on-going conservation of employee health, and to inform improvement activities in Industrial Hygiene Risk reduction and elimination.</p>	
403.4	Worker participation, consultation, and communication on occupational health and safety	<p>At Kimberly-Clark we have a combination of trade union and works council agreements that range from local to global. Health & Safety is a common topic in these agreements, and subject to negotiation, consultation, or information sharing depending on country. Typical subjects in these agreements involve H&S standards, training, PPE, hazard and incident reporting, risk assessment, worker participation, problem solving, and investigations. Trade unions, works councils, employee representatives, and other joint committees are also commonly engaged in these programs as well as audits. Frequency of meetings and employee communications varies by location and agreement, and typically includes the organization's performance on health and safety.</p>	
403.5	Worker training on occupational health and safety	<p>K-C's management system requires health and safety awareness training in regard to policies, risks, regulatory requirements, employee's and worker's role in contributing to safe work environment and the implications for not conforming to safety rule and procedures/practices. Furthermore K-C's management system requires a documented training program that includes a training needs assessment that is used to identify and address key health & safety training required for K-C employees, temporary workers, and contract workers. Training specific to the employee, temporary worker, and/or contract worker's job duties includes controls for managing health & safety risks, standard operating procedures, and emergency response.</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
403.6	Promotion of worker health	<p>K-C provides various Health promotion programs to employees on a country-by-country basis. These programs include but are not limited to:</p> <ul style="list-style-type: none"> • Work-life balance initiatives such as Focus Days to facilitate designated time for employees to focus in training, personal development • Employee Assistance Program (EAP): providing complete assistance programs for employees and their families that includes support in areas like Finance, Legal, Nutrition, and Wellbeing • Smoking cessation programs • Immunization programs: including seasonal influenza, Occupational vaccines for risk groups (ERT, OH Staff, Operations), and travel medicine • Gym/Fitness and meditation facilities on-site <p>Other services provided based on country-level local requirements include Mental Wellness program, mental health surveys, and annual campaign based on medical surveillance trends.</p> <p>Service needs are balanced with available public health services where, dependent on the country in question, employees may already have access to high-quality health promotion services and support through their Public Health System.</p> <p>K-C Health Promotion programs are made available to K-C employees, however, non K-C employees are not typically included in the scope of these services.</p> <p>All personal medical information that may be collected as part of these programs is managed confidentially, in line with K-C's data privacy policy expectations and all local regulations pertaining to personal medical information privacy.</p>	
403.7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	<p>K-C's approach to preventing or mitigating significant occupational health and safety risk through the leverage of contract language with the supplier:</p> <p>K-C's procurement agreements typically have language with the supplier that, at a minimum, sets the requirement for adherence to all local laws including those related to workplace health and safety standards, labor practices, compensation, working hours, nondiscriminatory hiring practices, and environmental regulatory compliance. There is also typically a requirement that suppliers provide notice to K-C whenever they receive notice of a pending inspection of or visit to any facility by any regulatory agency.</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
403.8	Workers covered by an occupational health and safety management system	<p>K-C's management system.</p> <ul style="list-style-type: none"> An estimated 46,000 employees and 30,000 contract workers with 94% of those employee and contract workers covered by the K-C management system. K-C's management system is not audited or certified by an external party. <p>Of the total worker population, it is estimated that 6% are not covered by K-C's management system.</p> <p>The total number of K-C employees was determined by headcount figures during the reporting period. The number of contract workers was estimated by using the total number hours worked reported during the reporting period for employees and contract workers and dividing by an assumption of 2,000 hours/worker. The percentage of the total worker population not covered by K-C's management system was estimated by taking the total number of contract workers and determining the number that were working where K-C controls the workplace.</p>	
403.9	Work-related injuries	<p>Reporting period – January 1, 2020 to December 31, 2020</p> <p>Employees:</p> <ul style="list-style-type: none"> 2 fatalities / 0.004 fatality rate 6 high-consequence work-related injuries / 0.01 high-consequence rate 144 recordable injuries / 0.28 rate Laceration and fractures were the top two injury types for the reporting period 104,456,532 = number of hours worked <p>Workers who are not employees but whose work and/or workplace is controlled by K-C:</p> <ul style="list-style-type: none"> 0 fatalities / 0.000 fatality rate High-consequence work-related injuries are not tracked 122 recordable injuries / 0.41 rate Injury types are not tracked 59,982,414 = number hours worked <p>High-consequence injury hazards include and are not limited to the following: fire and explosion, machine safeguarding, hazardous energy control, electrical, confined space operations, lifting operations, powered industrial trucks, road transportation, and working at heights.</p> <ul style="list-style-type: none"> A systematic risk assessment process was/is utilized to identify high-consequence injury hazards. In 2020, majority of the high-consequence injuries occurred from machine safeguarding and hazardous energy control related hazards. Overall, risk reduction efforts have been focused on machine safeguarding and hazardous energy control. 	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
403.10	Work-related ill health	<p>All workers who are not employees and whose work and workplace are not controlled by the organization:</p> <p>The data was compiled based on K-C's Injury & Illness Reporting Standard. This internal reporting standard is based on the U.S. Occupational Safety & Health Administration (OSHA) injury / illness recordkeeping requirements as well as the International Labor Office (ILO) Recording and Notification of Occupational Accidents and Diseases. K-C calculates lost time in the determination of severity and high-consequence injuries. The calculation of lost time concludes when the employee can return to their full duties. Full "recovery time" is currently not tracked by K-C. Injury numbers and rates are not broken down by worker demographics.</p> <hr/> <p>Reporting period – January 1, 2020 to December 31, 2020</p> <p>Employees:</p> <ul style="list-style-type: none"> • The number of cases of recordable work-related ill health: 0 fatalities / 0.000 fatality rate • The number of cases of recordable work-related ill health: 8 recordable illnesses / illness rate 0.02 • Potential COVID-19 workplace transmission • 104,456,532 = number of hours worked <p>Illness data is not currently tracked for workers who are not employees but whose work and/or workplace is controlled by K-C.</p> <p>Work-related Hazards that pose a risk of ill health include and not limited to the following exposures: SAM (Super Absorbent Material) Enzyme, Ozone, Dust, and infectious disease.</p> <ul style="list-style-type: none"> • A systematic risk assessment process was/is utilized to identify work-related hazards that pose a risk of ill health. • In 2020, there were 8 work-related illnesses, all associated with potential but not definitive infectious disease exposure. • Overall, risk reduction efforts focus on eliminating sources of exposure, engineering/barrier solutions to exposure, and PPE compliance. K-C has on-going monitoring programs for key hazards that pose a risk of ill health, that measure and identify control limits, and exceedance for mitigation as needed. <p>All workers who are not employees and whose work and workplace are not controlled by the organization:</p> <p>The data was compiled based K-C's Injury & Illness Reporting Standard. This internal reporting standard is based on the U.S. Occupational Safety & Health Administration (OSHA) injury / illness recordkeeping requirements as well as the International Labor Office (ILO) Recording and Notification of Occupational Accidents and Diseases. Workplace ill health exposure is also monitored through medical surveillance programs that check for shifts in key physical metrics that might indicate elevated risk (see 403.3 for more detail).</p>	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
Inclusion & Diversity			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTIONS – Our Business in 2020, Inclusion & Diversity	
GRI 103-3	Evaluation of the management approach	REPORT SECTIONS – Our Business in 2020, Inclusion & Diversity	
GRI 405-1	Composition of Board and diversity breakdown/factors	TABLE – Board of Directors Diversity	
Human Rights			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	https://www.kimberly-clark.com/en/trafficking-statement https://www.kimberly-clark.com/-/media/kimberly/pdf/ethics-and-governance/employment-policies12122014.pdf?la=en REPORT SECTION – Human Rights & Ethical Practices	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Human Rights & Ethical Practices	
GRI 406-1	Incidents of discrimination	Through our corporate social compliance audits, Kimberly-Clark had the following allegations: 1 allegation of Discrimination for Kimberly-Clark Audits in 2020 TABLE – Social Compliance Audit Results	Principle 6
GRI 407-1	Freedom of association and collective bargaining	Through our corporate social compliance audits, Kimberly-Clark had the following allegations: 0 allegations of Kimberly-Clark preventing Collective Bargaining through Kimberly-Clark Audits in 2020 TABLE – Social Compliance Audit Results	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
GRI 408-1	Child labor	Through our Corporate Social Compliance Audits, Kimberly-Clark had the following allegations: 0 incidences of child labor within supply chain Kimberly-Clark has systems in place to: <ul style="list-style-type: none"> • Identify and monitor potential human rights risks in our operations and supply chain • Mitigate the risk of modern slavery occurring in our supply chains • Provide access and grievance mechanisms without fear of retaliation Kimberly-Clark provides basic training on human trafficking and forced labor for employees and managers with direct responsibility for our supply chain. This training includes a strong focus on identifying and mitigating risks.	Principles 1, 2 & 5
GRI 409-1	Forced or compulsory labor	TABLE – Social Compliance Audit Results	Principles 1, 2 & 4
GRI 410-1	Security personnel trained in the organization’s human rights policies	Kimberly-Clark employees, including those security personnel who are Kimberly-Clark employees, receive Code of Conduct training which includes instructions on Kimberly-Clark’s Human Rights policies. https://www.kimberly-clark.com/en/responsibility/ethics-governance	Principles 1 & 2
GRI 411-1	Incidents of violations involving rights of indigenous peoples	We know of no incidents involving rights of indigenous peoples.	Principles 1 & 2
GRI 412-1	Operations that have been subject to human rights assessments	We conducted corporate social compliance audits in 27 countries in 2020.	Principles 1, 2, 4 & 5
GRI 412-2	Employee training on human rights	Kimberly-Clark provides basic training on human trafficking and forced labor for employees and managers with direct responsibility for our supply chain. This training includes a strong focus on identifying and mitigating risks. https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct	Principles 1-6
GRI 412-3	Investment agreements and contracts that include human rights clauses or underwent screening	Clauses concerning human rights are incorporated into all our terms and conditions in supplier contracts and purchase orders.	Principles 1-6
GRI 414-1	New suppliers that were screened using labor practices criteria	In 2020, 14 new external contract manufacturers were audited as part of our Corporate Social Compliance program prior to selection as suppliers.	Principles 1-6
GRI 414-2	Incidents of negative impacts in supply chain and actions taken	Number of “key facilities” where audits took place in 2020: 172 TABLE – Social Compliance Audit Results	



GRI Standards	Description	Cross-Reference/Direct Answer	UNGC
Product Safety and Ingredients Transparency			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Ingredients & Transparency	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Ingredients & Transparency	
GRI 416-1	Health and safety impact assessments of products and services	Kimberly-Clark maintains a Product Safety Policy which can be found on the Kimberly-Clark website: https://www.kimberly-clark.com/en/responsibility/ethics-governance REPORT SECTION – Product Quality & Safety	Principle 7
GRI 416-2	Non-compliance concerning health and safety impacts of products and services	Kimberly-Clark is not aware of incidents of non-compliance with regulations concerning the health or safety of products which resulted in a fine, penalty, or warning. Kimberly-Clark is not aware of incidents of non-compliance with voluntary codes concerning the health and safety of products.	
GRI 417-2	Incidents of non-compliance with labeling requirements	Kimberly-Clark follows internal procedures to ensure products are launched in compliance with labeling requirements and to appropriately address mislabeling issues that may inadvertently occur.	
Access & Education for Sanitation/Hygiene/Menstruation			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Social Impact	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Social Impact	
Maternal and Child Health			
GRI 103-1	Explanation of the material topic and its boundaries	REPORT SECTION – Our Strategy for the Decisive Decade	
GRI 103-2	The management approach and its components	REPORT SECTION – Social Impact	
GRI 103-3	Evaluation of the management approach	REPORT SECTION – Social Impact	



Assurance Statement

Scope and Objectives

WSP was commissioned by Kimberly-Clark Corporation (Kimberly-Clark) to conduct independent assurance of its 2020 Sustainability Report (“the report”) as published on the company’s website at <http://www.kimberly-clark.com/sustainability>.

We planned and performed our work in accordance with the AA1000 Assurance Standard 2018 (AA1000AS) v3. We were engaged to provide an AA1000 Type 2 assurance, which covers evaluation of adherence to the AA1000AS assurance principles of Inclusivity, Materiality, Responsiveness and Impact. We also reviewed the reliability of specified sustainability performance information to a moderate level of assurance.

In addition, as criteria for our assurance work, we used the GRI 101 Foundation guidelines which set out the Reporting Principles for defining report content and quality and the ISO standard 14064-3: *Greenhouse Gases, Part 3: Specification with Guidance for the Validation and Verification of Greenhouse Gas Assertions*.

The information and presentation of data within the Sustainability Report is the responsibility of Kimberly-Clark. This statement is the responsibility of WSP and represents our independent opinion. The intended users of this statement are the readers of the Kimberly-Clark Sustainability Report, and it is intended for this statement to be read in its entirety.

Our assurance team has the appropriate experience and competency to complete this assurance engagement. WSP has a Quality Management System (QMS) which is certified to BS EN ISO9001 under which all our work is managed. The WSP Assurance team is not working for Kimberly-Clark beyond what is required of this assignment.



Methodology for Adherence to the AA1000 Accountability Principles and GRI

Our work was conducted between January and June 2021. We tested, on a sample basis, the processes and management practices used to adhere to and evaluate adherence to the AA1000AS Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact. The GRI Reporting Principles of “stakeholder inclusiveness” and “materiality” for defining report content are very similar to the AA1000AS principles. In addition, we also tested adherence to the GRI Reporting Principles of “sustainability context” and “completeness” and to the GRI Reporting Principles for defining report quality of accuracy, balance, clarity, comparability, reliability and timeliness.

Evidence gathering for evaluating adherence to the Principles included:

- Understanding and testing the processes used to adhere to and evaluate adherence to the Accountability Principles and the GRI Reporting Principles.
- Inquiring of management, including senior management at executive and functional levels, and of relevant management responsible for the day-to-day management of sustainability, about the effectiveness of processes used to manage and evaluate the sustainability impact of Kimberly-Clark.
- A review of the output of Kimberly-Clark’s 2019 materiality review and strategy-based updates and how the AA1000 inclusivity principle has been addressed.
- Observing and inspecting management practices, process testing and evidence gathering across the organization on a sample basis.
- Collecting and evaluating documentary evidence and management representations that support adherence to the principles.

Methodology for Assurance of Sustainability Performance Data

WSP’s review of specific sustainability performance data used ISO14064-3 as a guideline under the AA1000AS standard as the umbrella standard. Currently there is no assurance guideline specifically for water, waste or energy. Therefore, WSP has applied the principles from ISO14064-3 to the greenhouse gas emissions, water, waste and energy assurance. The performance data review has been conducted to a limited level of assurance including evaluation of the adequacy of the collection, processing, consolidation and internal reporting of data. The WSP inventory and management system review consisted of a desktop review of supporting data and an output of the 2020 inventory and data files from the Kimberly-Clark internal sustainability data management system.



WSP Opinion

On the basis of the work conducted, nothing came to our attention to suggest that the Sustainability Report does not meet the principles, content and quality requirements of AA1000AS for a Type 2 Moderate Level of Assurance and the GRI Reporting Principles.

We have made the following findings and conclusions with respect to the AA1000 (2018) principles and the GRI Reporting Principles.

INCLUSIVITY – Kimberly-Clark considers its stakeholders in developing and achieving an accountable and strategic response to sustainability.

Kimberly-Clark reviewed key stakeholders and their needs and expectations with regards to sustainability management of business activities as part of the 2019 materiality assessment process. Stakeholder needs and expectations have continued to be identified by a wide variety of engagements and dialogues throughout 2020. During 2020, there was noted to be increasing interest particularly from investors around Kimberly-Clark’s response to climate change, greenhouse gas emissions reductions to net zero and the use of science-based targets and also around human rights issues. There was also continued attention on sustainable fibre sourcing, use of plastics and water scarcity. Employee well-being and Kimberly-Clark’s role in the supply of essential products required additional focus due to COVID-19 pandemic impacts.

It is considered that there is a clear Governance structure for setting the sustainability strategy and for implementation of initiatives and activities driven by stakeholder needs and expectations.

SUSTAINABILITY CONTEXT and MATERIALITY –

The sustainability report is based on presenting the material information and data required by Kimberley-Clark’s stakeholders to make informed judgements, decisions and actions. The report presents performance information for Kimberly-Clark’s direct activities as well as its value chain. Geographic contexts are referenced where appropriate.

The materiality assessment conducted in late 2019 and the subsequent Sustainability 2030 goals which were published during 2020 guided the sustainability topics included in the Sustainability report 2020. Emerging priorities in 2020 partly due to the COVID-19 pandemic have also been taken into account.

RESPONSIVENESS and REPORT QUALITY –

The Kimberly-Clark Sustainability Report responds to stakeholder concerns, policies and relevant standards and communicates these in its report. The report provides stakeholders with an explanation of progress on all the key material issues identified and there is clear evidence of progress against the sustainability program being regularly reviewed throughout the year.

Data is provided to support qualitative statements where available and the accuracy of data is audited internally before it is presented in the Sustainability Report. Assumptions and techniques used for estimation are included as part of this review process.

IMPACT – The Kimberly-Clark Sustainability Report describes how the organisation monitors, measures and is accountable for how their actions affect their broader ecosystems.

The material sustainability issues are monitored and reported internally for review on a monthly basis to the executive team and the board. Key performance indicators (KPIs) are in place for most of the material issues, and goals are set under the revised Sustainability 2030 Strategy.

GRI REPORTING PRINCIPLES FOR DEFINING REPORT QUALITY –

It is our opinion that the Sustainability Report meets the GRI Reporting Principles for defining report quality of completeness, accuracy, balance, clarity, comparability, reliability and timeliness.

Completeness – The report includes coverage of material topics and their boundaries, sufficient to reflect significant economic, environmental and social impacts, and to enable stakeholders to assess the reporting organization’s performance in the reporting period.

Accuracy – The reported information is considered sufficiently accurate and detailed for stakeholders to assess the reporting organization’s performance.

Balance – The reported information reflects positive and negative aspects of the reporting organization’s performance to enable a reasoned assessment of overall performance. Performance information is presented to show year-on-year comparison and the achievement or otherwise towards goals set.



Clarity – The report presents information in a manner that is understandable and accessible to stakeholders, with the appropriate use of tables and diagrams and stories to help present information.

Comparability – Sustainability data are selected, compiled and reported in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, Core level, which are best practice benchmarks which allow for comparison relative to other organizations on a year-by-year basis. It is noted that reporting in accordance with the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate Related Financial Disclosure (TCFD) is planned for future reporting.

Reliability – The reported information is gathered, recorded, compiled and analyzed in a way that it can be subject to examination, and that establishes the quality and materiality of the information. The information and data in the report is subject to rigorous internal audit review. The internal audit process together with the external assurance of the Sustainability Report and specified reporting information using a recognized best practice standard ensures that the report can be relied upon.

Timeliness – The information in the report clearly indicates the time period to which it relates, and this is presented alongside data from previous years to aid comparability of data year-on-year.

Reliability of Specified Performance Information

We have evaluated the systems and processes used to collate and report the scope 1 and 2 GHG, select Scope 3 emissions (purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated in operations, end of life treatment of sold products, and investments), energy, water, and waste performance data for 2019 and have been able to obtain an AA1000:2008 moderate level of assurance in respect of the data which is reported in the Sustainability Report. This level of assurance is equivalent of a limited assurance under ISO 14064-3.

The findings of the assurance engagement provide confidence in the systems and processes used for managing and reporting sustainability performance information. Data trails selected were identifiable and traceable, and the personnel responsible were able to reliably demonstrate the origin(s) and interpretation of data.

The internal sustainability data management system compares data entries against a band of expected values to flag significant anomalies in the data. Kimberly-Clark collects the specified performance data monthly. Quarterly reviews by the Kimberly-Clark Sustainability Corporate team enables data to be analyzed more frequently, and as a result, Kimberly-Clark can more actively identify data anomalies and improvement opportunities for sites not meeting their improvement goals.

A few errors in the reporting of waste, water or energy were identified during the assurance exercise; These include misreported or missing energy data for several manufacturing sites and slight discrepancies when reconciling site specific invoices with data reported in Sofifor scope 1 and 2 emissions. In addition, there were a few missing countries in the fuel and energy related emissions calculations, slight discrepancies in the scope 3 purchased good and services data compilation process, and double counting of waste emissions in Scope 3 category 1. Errors were not material at the Kimberly-Clark Group level, and all errors were corrected prior to the Sustainability Report being published.

Recommendations for Kimberly-Clark to consider implementing for future reporting have been provided in a separate "Data Assurance Review Findings Report". Kimberly-Clark has addressed all requests for clarification and has completed all necessary corrective actions. The details of the scope of this assurance review can be found in the tables below.



Assurance Scope: GHG and Energy

Assurance Parameter	Relevant Inventory	Specification
Calculation and Reporting Protocol	GHG	The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
Verification Standard	GHG	ISO 14064-3
Type of Assurance	GHG	Limited
Organizational Boundary	GHG	Operational control
Geography	GHG	Global operations
Inventory Period and Emissions Covered	GHG	January 1, 2020 to December 31, 2020
Scope 1	GHG	1,811,798 metric tons CO ₂ e (all Scope 1 sources)
Scope 2 Location-Based	GHG	1,968,141 metric tons CO ₂ e (all Scope 2 sources)
Scope 2 Market-Based	GHG	1,559,040 metric tons CO ₂ e (all Scope 2 sources)
Scope 3	GHG	Category 1 Purchased Goods & Services: 7,618,468 metric tons CO ₂ e
Scope 3	GHG	Category 2 Capital Goods: 662,995 metric tons CO ₂ e
Scope 3	GHG	Category 3 Fuel & Energy Related Activities: 1,287,407 metric tons CO ₂ e
Scope 3	GHG	Category 4 Upstream Transportation and Distribution: 1,102,598 metric tons CO ₂ e
Scope 3	GHG	Category 5 Waste Generated in Operations: 272,379 metric tons CO ₂ e
Scope 3	GHG	Category 12 End-of-Life sold products: 1,631,598 metric tons CO ₂ e
Scope 3	GHG	Category 15 Investments: 360,785 metric tons CO ₂ e
Supporting Documents Reviewed	GHG	Scope 1, 2, and 3 Inventory activity data and calculations in SoFi Energy purchasing data, spend data, product transportation data, waste and water inventory and invoice data, production volumes and investment allocations.
Date Review Complete		May, 2021



Assurance Scope: Waste and Water

Assurance Parameter	Relevant Inventory	Specification
Calculation and Reporting Protocol	Waste	Guidance adapted for waste from: The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard and The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
	Water	Guidance adapted for water from: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
Verification Standard	Waste and Water	Verification guidance adapted for waste and water from: ISO 14064-3.
Type of Assurance	Waste and water	Limited
Organizational Boundary	Waste and water	Operational control
Geography	Waste and water	Global operations
Inventory Period and Emissions Covered	Waste and water	January 1, 2020 to December 31, 2020
Waste	Waste	933,394 Metric Tons Non-Hazardous
		1171 Metric Tons Hazardous
Water	Water Withdrawal and Discharge	Total Influent: 88,215,186 cubic meters • Municipal Influent: 26,651,226 cubic meters • Ground Influent: 19,530,786 cubic meters • Surface Influent: 42,033,174 cubic meters
Supporting Documents Reviewed	Waste and water	Inventory Calculation Methodology Document Water purchasing data Waste vendor data
Date Review Complete		May, 2021

Rachel Jones

Technical Director
 London, June 2021



[Assurance](#)

[GRI
Index](#)

[Data
Tables](#)

[ESG Disclosure
for investors](#)

[Memberships](#)

[Awards](#)

[Materiality](#)

[Governance](#)