



Timberland Quarterly CSR Reporting: Q1 2009
Performance Dashboard

CSR Quarterly Dashboard							
Summary	This dashboard contains metrics that are reported quarterly to our many stakeholder groups. They are reviewed by our CSR team and CSR Board Subcommittee. Once these internal reviews have been accomplished, the results are posted on JustMeans to scale the conversation to a broader set of stakeholders. All of this feedback helps our company refine our CSR strategy.						
Focus	Energy, Product, Workplace and Service						
Reason to Believe	Provides a consistent and cohesive way for the CSR team to engage our internal and external stakeholders around CSR progress. Enables us to be accountable for progress against stated goals. Allows us to prioritize resource allocation against key initiatives. Helps us prove the return on investment (ROI) for CSR at Timberland.						
Key Initiatives	Carbon Neutrality target, Green Index, Assessments, Remediation and Path of Service Program						
Key Performance Indicators							
Focus	Category	Indicator	Annual performance		Quarterly Q1 2009	Targets	
			2007	2008		2010	2015
1. Carbon Neutral (Energy)	Footprint	Metric Tons of Carbon Emissions**	23,037	18,781	5,308	12,800	6,400
	Renewable Energy	Renewable Energy as Percentage of Total Energy Use**	4.99%	6.67%	7.31%	39%	60%
	Supply Chain	Metric Tons of Emissions for Footwear Factories		448,902	106,080	Baseline	
2. Cradle-to-Cradle Product	Green Index	Average Green Index score (weighted by production)	6.31	6.13	6.52	TBD***	NT
	Chemicals	Average grams/pair of Volatile Organic Compounds (VOCs)		74.9	64.9	71.2****	NT
	Raw Materials	Percentage of total cotton sourced that is organic*****	7.35%		38.60%	TBD***	NT
3. Fair, Safe and Non-discriminatory Workplaces*	Purchasing Practices	Percentage of footwear production in "High Risk" factories	34%	1%	1%	0%	0%
		Percentage of "High Priority" factories	38%	38%	31%	30%	20%
	Scoring	Average Assessment Score	61.9	62.0	65.7	70	75
		Average Environmental Score (not including tanneries)	1.88	2.10	2.11	2.75	3
		Average Environmental Score (including tanneries)	2.53	3.17	3.22	4.00	NT
Improvement	Percentage of Continued Factory Partners with Improved Score	51%	69%	78%	70%	70%	
4. Service Campaign: Community Greening	General Service Statistics	Hours Utilization Rate (HUR)	40%	38.8%	6.0%	41%	45%
		Hours spent serving the community	86,037	79,018	12,007	80,262	87,784
		Benefit Utilization Rate (BUR)	76%	77%	28%	80%	84%

Note about targets: in some cases we have adjusted our long-term targets based on 2008 performance. Changes to 2010 targets are explained in the Q1 2009 individual pillar dashboards. 2015 targets have been updated in the Workplace and Service pillars accordingly.

* Our previously disclosed 2008 annual performance in the Workplace focus area measured our current profile (see Q4 Workplace Data Qualifier); we have updated the 2008 year end performance to reflect all assessments completed during the year.

** Please note as a result of correcting historical emissions data and utilizing updated emissions factors, we have restated our 2006 baseline and 2007 and 2008 performance. To maintain consistent, absolute emissions reductions targets of 24% in 2008 and 50% in 2010 (over the 2006 baseline), we are also restating our long-term emissions reductions goals. For more details, please see Q4 2008 Energy Data disclosure.

*** TBD targets are those that we plan to disclose in 2009 after we have verified data quality for internal calculation purposes.

**** Target for new metric of Average grams/pair of Volatile Organic Compounds (VOCs) is for 2009 rather than 2010 because this is the first year we are disclosing this data.

***** We do not have 2008 year end data for percentage of total cotton sourced that is organic because we began licensing apparel during 2008. As a result, mid-2008 performance is not directly comparable to other data points; as of 2009, this metric includes licensee data and is a global metric.