

Code of Conduct

<http://responsibility.timberland.com/factories/code-of-conduct/>

At Timberland, we strive to put our values into action wherever we do business. That means considering the wellbeing of the 247,000 craftspeople that make our products at more than 300 factories in 30 countries around the world.

While Timberland owns and operates two factories in the Dominican Republic and Haiti, the remaining manufacturing facilities where our products are made are owned by third-party contract manufacturers and suppliers. We don't control the practices of factories that we don't own, but we do insist they comply with our [Global Compliance Principles](#). This helps to ensure that every facility creates high-quality products in a way that respects the environment and the human rights of the people who make them.

Timberland has a long-standing history of ensuring that our products are produced by suppliers that provide fair, safe, and non-discriminatory workplaces, without harm to workers, the community, or environment. We first developed our Code of Conduct in 1994. Since then, we have employed a dedicated team to monitor factory conditions, work with suppliers on remediation efforts, and go beyond factory walls to improve workers' lives.

Timberland was acquired by the VF Corporation in 2011, at which time our Code of Conduct was replaced by [VF's Terms of Engagement and Global Compliance Principles](#). VF monitors factory compliance with its Terms of Engagement at the corporate level, which means that all VF brands leverage a centralized factory compliance program. In January 2012, VF compliance staff began assessing Timberland suppliers. See the [Compliance](#) page for more details on VF's auditing process and compliance requirements.

Consistent with VF's commitment to promote best practices and continuous improvement throughout its factories, Timberland's Code of Conduct team (renamed to Supplier Sustainability Team, or "SST," in 2012) will continue to engage suppliers—providing remediation assistance, capacity building and "beyond compliance" efforts. Timberland's regional Supplier Sustainability teams continue to support suppliers in identifying root causes, building management systems, generating worker empowerment and involvement, and increasing management skills and knowledge to be best-in-class organizations that drive positive business, social and environmental impacts.

Our previous Code of Conduct assessment process is now a two-step process that each Timberland supplier will adhere to:

Step 1: VF auditors will visit Timberland suppliers to audit for compliance with the VF Terms of Engagement.

Step 2: The Timberland Supplier Sustainability Team will further analyze any issues found and identify necessary actions for implementing industry best practice social and environmental

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management systems (see [Supplier Sustainability page](#) for more details on these efforts).

This new phased approach reflects a change in process, but is not a change in substance. It allows us to continue our commitment to promoting fair, safe, and non-discriminatory workplaces, and to go beyond basic social and environmental compliance to improve workers' lives.
