

KIMBERLY-CLARK CORPORATION

# A natural LEADER



2007 SUSTAINABILITY REPORT



# about this report

Welcome to our 2007 sustainability report. Here we describe our commitment to sustainability and our approach to managing our impact on customers, shoppers and users of our products, employees, suppliers, the environment and the communities where we live and work.

We provide a more detailed sustainability report online at:  
[www.kimberly-clark.com/aboutus/sustainability.aspx](http://www.kimberly-clark.com/aboutus/sustainability.aspx).

Pages 9-13 explore five areas of sustainability we believe are particularly important. These are:

- Energy and greenhouse gases
- Fiber procurement
- Life-cycle thinking
- Operating in developing and emerging markets
- Water use

This report is for the calendar year 2007 and covers our worldwide consolidated (wholly- and majority-owned) operations, with some highlighted exceptions. All monetary values are in U.S. dollars unless otherwise stated.

We welcome your comments and suggestions for our future reporting. Please contact us at:

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USA

800-331-3422 (within the United States and Canada)  
920-721-8355 (outside the United States and Canada)

Email: [sustainability@kcc.com](mailto:sustainability@kcc.com)

*Cover image: Students and teachers taking part in K-C Brazil's Urban Forest Project. This is an environmental education program, developed with teachers to raise environmental awareness in schools and involve local communities in environmental protection. So far, 12 schools have taken part, involving over 230 teachers and almost 6,000 students.*

## a message from our CEO

Welcome to our 2007 sustainability report. We enjoyed success in many aspects of our business this year. Sales volumes and revenues increased, and we led the Personal Products Sector of the Dow Jones Sustainability Indexes for the third consecutive year. We made significant progress in further implementing the Global Business Plan we introduced four years ago, and continued to invest in sustainable growth.

We recognize that only companies that build sustainability into the way they do business will have enduring success. Our business relies on natural resources such as wood fiber, energy and water. It is clearly in our best interest to design products and manufacturing processes that conserve these resources and secure their availability for the future. In 2007, we conducted a comprehensive life-cycle assessment of tissue products, which provides a sound scientific basis for making informed decisions about fiber use in our tissue products. At the same time, our business units are working to develop more detailed sustainability strategies for our products and operations.

Collaboration and engagement were important themes for us in 2007. We recruited five external experts to our new Sustainability Advisory Board. The Board members have expertise in the personal care industry, stakeholder engagement, socially responsible investment, corporate governance and green product design. We are excited about the experience each member brings.

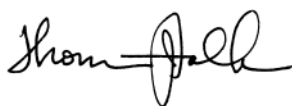
Our work with customers continues as we strive to educate consumers about sustainability issues and our products' attributes. For example, Wal-Mart has selected K-C to join its newly established Supplier Sustainability Collaboration Board. In Costa Rica, we are piloting recycling stations in six Wal-Mart stores to increase paper recycling. As K-C is one of the largest buyers of recycled paper in the region, much of the paper we collect will be used in our products.

We are engaged with a broad range of stakeholders to improve the sustainability of our businesses and products. K-C Europe is working with partners including the Carbon Trust, whose draft methodology for calculating a product's total carbon footprint is being piloted on our Andrex and Huggies brands. We also work with WWF-UK Forest & Trade Network and the Forest Stewardship Council (FSC) on sustainable fiber sourcing. We believe that Kleenex is the first branded tissue product to carry the FSC label in the U.K.

We have made significant environmental improvements over more than a decade through our well-established Environmental Vision program, and are in a strong position to share our knowledge and good practices with our suppliers. In 2007, we launched *Sustainability at K-C: Guide for Suppliers* in North America and Europe to explain our expectations.

We have also maintained our commitment to the local communities where we operate. From our continued support for partner charities including UNICEF and the United Way of America, to emergency relief for earthquake victims in Peru, K-C and our employees around the world donate time, money and product to help those in need. The talent and commitment of our employees have led to our business, social and sustainability accomplishments.

Improving the health, hygiene and well-being of people the world over is K-C's mission, whether through our products, through customer education or through community investment. I am confident that K-C will continue to achieve sustainable growth, create value for our shareholders, provide sustainable employment opportunities and responsibly manage our use of the planet's resources.



Tom Falk, Chairman and CEO  
April, 2008

*"We recognize that only companies that build sustainability into the way they do business will have enduring success."*



# about Kimberly-Clark

Kimberly-Clark is a leading global health and hygiene company with about 53,000 full- and part-time employees worldwide. We provide products such as diapers, feminine pads and facial tissue, as well as washroom essentials and healthcare items such as surgical gowns, gloves, masks and medical devices.

Our brands are some of the most trusted and recognized in the world and include Kleenex, Scott, Andrex, Huggies, Pull-Ups, Kotex, Poise, Depend, WypAll and Kimberly-Clark. We have operations in 36 countries and sell our products in more than 150.

## managing sustainability

Our Corporate Sustainability team identifies and shares best practices across the company, and our Environmentally Sustainable Technologies team partners with our businesses and suppliers to design sustainable products, technologies and materials. In 2007, our Environmental, Health and Safety team began to implement a new, combined environmental, health and safety management system and assessment to streamline and standardize existing systems and compliance programs to enhance performance. The system emulates both the international standard ISO 14001 for environmental management and OHSAS 18001 for occupational health and safety.

In the fourth quarter of 2007, we introduced a requirement that all facilities and business units certify their level of compliance with applicable environmental laws and regulations, as well as our Vision 2010 Water Quality Standards.







### good governance

To secure the trust of our shareholders, employees and other interested parties, we must manage our business responsibly. Our Code of Conduct and corporate policies inform our employees that we expect consistent, ethical behavior and compliance with applicable laws. In 2007, we received 31 reports via our 24-hour telephone hotline or intranet site. All were investigated; 16 were classified as founded, 15 as unfounded. Appropriate disciplinary action ranging from a reprimand to employee termination was taken for all founded violations.

K-C's Board of Directors has 11 independent members, in accordance with the New York Stock Exchange listing standards. Our Chairman and CEO is the only board member not considered independent. Our Audit, Nominating and Corporate Governance, and Management Development and Compensation Committees consist entirely of independent board members.

### our stakeholders

Many different groups can impact or be affected by our business. These include customers, shoppers and users, current and prospective employees, suppliers, investors, communities, governments and regulators, and non-governmental organizations. We communicate with these groups so that they understand our products and operations and we consider their needs and concerns. Our online sustainability report explains how we do this.

### public policy

Where permitted by law, we sometimes communicate with government policy makers on matters that could significantly affect our businesses, employees, shareholders or customers in areas such as energy, the environment and taxation. Our involvement in public policy development is measured and responsible, and we do not currently make contributions to candidates for public office in the U.S. or Europe. We comply with applicable laws regarding gifts, lobbying and other activities related to public policy engagement.

### Sustainability Advisory Board

*In 2007, we recruited five external members for our new Sustainability Advisory Board. They are:*

- *Claude Fussler, former Vice President of Dow Chemical and former Director for Stakeholder Relations at the World Business Council for Sustainable Development (France)*
- *Niki Bey, an eco-design and life-cycle specialist at IPU (Denmark)*
- *Timothy Smith, Senior Vice President, Director of Socially Responsible Investing, Walden Asset Management (U.S.)*
- *George Carpenter, former Director of Corporate Sustainability, Procter & Gamble (U.S.)*
- *Roger Cotton, a lawyer specializing in corporate governance in environment, health, safety and sustainability (Canada)*

*The Advisory Board, comprised of these five independent members and one K-C member, will provide advice on sustainability issues and an independent perspective on our sustainability programs and the potential risks and opportunities for our businesses.*

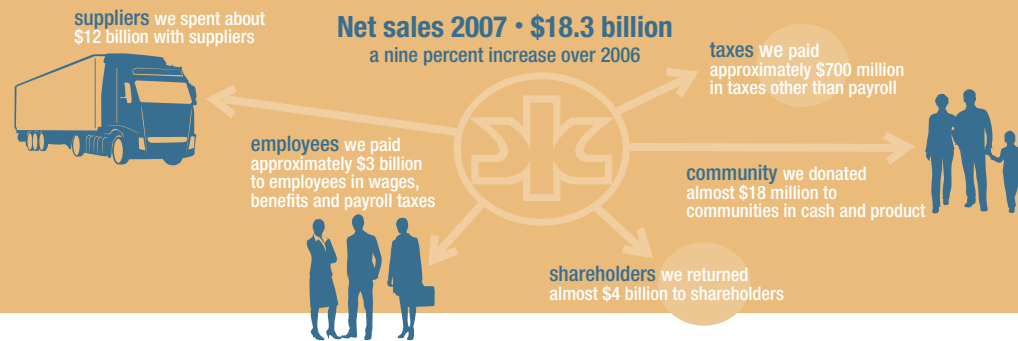


# our progress in 2007

Our sustainability programs cover the full range of social, environmental and economic issues relevant to our businesses, from job creation and community investment to material use and waste reduction. This section provides an overview of how well our comprehensive sustainability programs performed in 2007. We discuss our performance in the areas of energy and greenhouse gas reduction, fiber procurement, life-cycle thinking, operating in developing and emerging markets and water use on pages 9-13.

## economic impacts

Sustainability is fundamental to the continued success of our company. By developing products that improve people's quality of life, we also create economic benefits for many of our stakeholders and positively impact the economies in which we operate.



## products and innovation

Our business teams continued to develop and launch products that enhance the health, hygiene and well-being of people every day, everywhere, including sustainability benefits in many cases. Progress in 2007 included:

- Kleenex in the U.K. began to carry the Forest Stewardship Council label
- We reduced our use of materials for product packaging by using thinner plastics, compressed packs, and increased roll length of bath tissue products. We also increased our use of recycled plastics in our product packaging
- In the U.S. we are selling three consumer tissue products with increased levels of recycled fiber. These are Kleenex Naturals facial tissue and Scott Naturals bathroom tissue and paper towels
- K-C Professional launched an industry-first environmental impact calculator for its products.





## customers, shoppers and users

We work closely with our customers to coordinate our business plans, develop marketing plans, improve supply chain efficiency and promote sustainability. We use insights from customers, shoppers and users to inform our innovation teams and manufacture more sustainable products. Highlights this year include:

- Our Central American business set up a pilot program with Wal-Mart to encourage recycling in Costa Rica. As K-C is one of the largest buyers of recycled fiber in the region, much of the paper collected will end up in our products
- In Korea, Yuhan-Kimberly co-hosted campaigns with the government and key customers to support people in need. A special baby care product promotion, run in E-mart stores, aimed to promote the birth rate and support low-income families to care for their babies. In a separate campaign, Yuhan-Kimberly, the Ministry of Health and Welfare and Lotte Mart promoted a telephone hotline for people suffering from problems such as bereavement, abuse or depression
- Our United States Consumer Products business ranked eighth out of all consumer product companies in the Cannondale PoweRanking, an influential annual survey of manufacturers and retailers. We improved our position in seven of eight categories and for the second consecutive year received a top 10 ranking.

## environmental stewardship

We continue to make environmental improvements in our operating footprint around the world. Our total water use decreased by over 800,000 cubic meters compared with 2006, despite an almost one percent growth in production. See page 13 for more details on our water programs. Reducing our energy use and greenhouse gas emissions is a priority. We have reduced our greenhouse gas emissions per dollar of sales by almost 13 percent since 2005. A further discussion of these topics is on page 9.

## employees

Our employees are our most valued resource and are at the center of all that we do. At the end of 2007, we employed about 53,000 full- and part-time employees and 1,600 temporary employees, in total, 3 percent less than 2006.

At the end of 2007, 30.5 percent of our U.S. workforce were women and 17.7 percent were ethnic minorities. At the management level,<sup>1</sup> these figures were 26.1 percent and 9.8 percent respectively. Two of our 12 members of the board of directors are women and three are ethnic minorities.

Safety is a priority at our operating facilities. In 2007, 47 sites had recorded no reportable incidents for 12 months or more. However, their success does not make up for the loss of an employee this year. We are very sad to report that an operator at our Barrow facility in the U.K. died while operating mill equipment.

We have introduced several capability-building measures to prevent future fatalities. We also evaluated our environmental, health and safety resources in 2007, and identified areas to build greater capabilities. We are using this information to develop a comprehensive, long-term training plan.

<sup>1</sup> "Management" is defined as U.S. employees in EEO category 00 (executive/senior level officials and managers), EEO category 01 (1st/middle level officials and managers) and team leaders in EEO categories 02 (professionals) and 04 (sales workers).





*K-C China and its employees donate diapers, tissues and volunteer hours to the New Day Foster Home, an orphanage for handicapped children from all over China.*

## supply chain responsibility

We seek to influence our supply chain to manage its impacts responsibly. As we are a major buyer of wood fiber, sustainable fiber sourcing is important to our business, and is discussed in more detail on page 10. Progress in 2007 included:

- Rolling out *Sustainability at K-C: Guide for Suppliers* to major suppliers in North America and Europe to help them understand our sustainability objectives. There is a copy on our Web site
- Asking major suppliers in North America and Europe to set sustainability objectives for 2008
- Translating our risk assessment questionnaire for contract manufacturers, which covers labor and environmental issues, into Mandarin. We have begun a pilot assessment program with five existing contract manufacturers in China
- Increasing our U.S. spending by 40 percent with minority-owned suppliers and by 17 percent with women-owned suppliers.

## community

We focus our charitable support on causes that strengthen the world's families, the communities where we operate and the environment. In addition to company funds, our employees donate their own time and money to help improve quality of life for the people around them. We also raise money through social marketing initiatives that involve our customers and consumers.

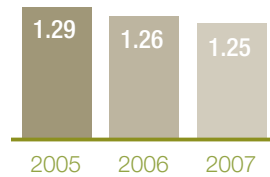
In 2007, K-C and our employees donated a total of \$21.6 million in cash and product to causes worldwide. This includes \$1.2 million given to match donations made by our employees and nearly \$1 million to match time volunteered by our employees. Major donations and pledges included:

- \$1 million to the American Red Cross Annual Disaster Giving Program, to help fulfill basic human needs during times of disaster
- Almost \$1 million over two years to UNICEF, to help the tens of thousands of Brazilian children living in extreme poverty
- \$200,000 to environmental organizations including Conservation International, The Forest Dialogue, The National Environmental Education Foundation and the World Resources Institute
- \$2.3 million raised by K-C employees to support their local branches of the United Way of America.

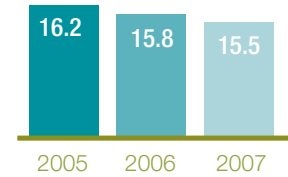




Carbon dioxide equivalents per metric ton of production (metric tons)



Energy efficiency (million Btu per metric ton of production)



# energy and greenhouse gases

We use energy in our manufacturing processes, to heat and cool our office buildings, and in our business travel and product distribution.

## our approach

We have a long-standing commitment to reducing our energy use and greenhouse gas (GHG) emissions. We try to use renewable energy where practical and cost-effective.

We are a member of several programs aimed at increasing energy efficiency and reducing GHG emissions. These include:

- ENERGY STAR, a joint program of the U.S. Environmental Protection Agency (EPA) and Department of Energy
- The EPA's voluntary SmartWay Transport Partnership
- The World Resources Institute Climate Southeast and Climate Midwest local business forums
- The Alliance to Save Energy



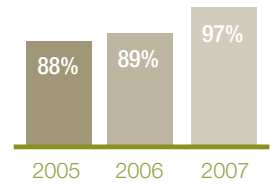
## our performance

Our total energy use has decreased nine percent since 2000 to 79.2 trillion British thermal units. Overall, since 2005, our energy efficiency has improved by 4.3 percent and GHG emissions per metric ton of product decreased by 3.1 percent. As a result, 42 percent of facilities met their Vision 2010 energy efficiency targets in 2007, compared with 25 percent in 2006.

We spent almost \$9 million on air pollution controls in 2007. In addition, three of our U.S. sites, including our world headquarters, now use energy or steam generated by burning methane from local landfill sites rather than natural gas. This helps to reduce GHG emissions and conserve natural resources. In total, approximately 22 percent of our energy came from renewable sources.



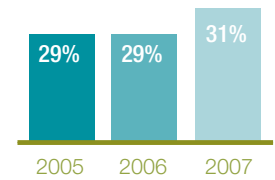
Percentage virgin fiber from certified sources



# fiber procurement

Most Kimberly-Clark consumer products contain natural fibers derived from wood pulp. About 31 percent of the fiber K-C and its equity affiliates use on a global basis is recycled. We source most of our virgin fiber from forests in the U.S., Canada and Brazil. We buy about 92 percent from external suppliers, and make the rest in our two pulp mills from wood chips and logs bought from suppliers. We do not own, manage or harvest any forest land.

Percentage recycled fiber used<sup>1</sup>



<sup>1</sup>Data represents K-C and equity affiliates

As a major global producer of tissue products, we pay particular attention to our fiber procurement. We have policies and standards in place to promote a sustainable fiber supply chain.

## our approach

We strive to maximize our use of environmentally responsible wood fiber consistent with product performance and competitive market conditions. Our long-term goal is to purchase 100 percent of virgin wood fiber from certified suppliers. We will not knowingly use wood fiber from illegally harvested timber or forest areas requiring protection, such as primary tropical rainforests.

Our fiber procurement policy contains a list of the certification schemes we recognize, plus definitions of environmentally responsible fiber and forest areas requiring protection: [www.kimberly-clark/aboutus/sustainability.aspx](http://www.kimberly-clark/aboutus/sustainability.aspx)

## our performance

For the year 2007, 97 percent of the virgin fiber, wood pulp, timber, logs and wood chips we purchased for manufacturing in our facilities came from suppliers certified to one of the five schemes listed in our fiber procurement policy. Seven pulp suppliers, accounting for the remaining three percent of virgin

fiber purchases, were not certified, although they do practice sustainable forest management. We audit all our fiber suppliers every three to four years.

Examples of other progress made during 2007 include:

- Conducted an independent life-cycle assessment comparing the environmental impacts of using virgin versus recycled fiber in our tissue products. See page 11
- Commercialized our first Forest Stewardship Council labeled product with Kleenex brand facial tissues in the U.K. Andrex bath tissue is expected to follow in 2008
- Joined the WWF-UK Forest & Trade Network in December 2007. This organization promotes responsible management of the world's forests.





# life-cycle thinking

Sustainability is a broad and complex concept. Improvements in one area can have negative implications elsewhere, neutralizing any benefits. Choices that appear obvious are often far more complex. Biodiesel or conventional fuel? Paper or plastic grocery bags? A comprehensive and holistic approach is needed to establish the most sustainable and cost-effective course of action that doesn't compromise quality or effectiveness.

We call this life-cycle thinking. This approach considers the potential environmental impacts of every step of making and using a product – from the materials selected through to production, use and disposal after use. The results can be used to:

- Understand the full impact of our products
- Align our policies and decisions with sound scientific evidence
- Inform the strategies and action plans of each business group
- Evaluate the environmental risks and benefits of new product designs
- Identify the best opportunities for innovation and improvement.

## virgin versus recycled fiber

Our recent work in this area has been a life-cycle assessment (LCA) of tissue products made from virgin fiber versus those containing recycled fiber carried out by the environmental consultancy Environmental Resource Management (ERM). This independent study involved 14 tissue products, eight mills and five fiber suppliers. The scientific work was completed in late 2007, and we published a summary of the results in 2008. The report is available at [www.kimberly-clark.com/aboutus/sustainability.aspx](http://www.kimberly-clark.com/aboutus/sustainability.aspx)

The results show that both virgin and recycled fiber can be used in an environmentally responsible manner in a range of tissue products. The greatest environmental impact associated with tissue manufacture is the energy used in the mill. There is no significant difference between virgin and recycled fiber in the amount of water used or waste generated. This confirms that good energy and environmental management in our facilities, coupled with the best available manufacturing technology, is the best way to reduce the environmental impacts of our tissue products.

We believe there is no environmental preference between using recycled or virgin fiber in the manufacture of our tissue products.

## carbon footprinting

In September 2007, K-C U.K. joined a pilot project run by the Carbon Trust to develop a common standard for measuring a product's carbon footprint – the total amount of carbon dioxide created during the product's life cycle. This is vital if consumers are to understand and compare the climate impact of different products. The draft methodology calculates the greenhouse gas emissions created by sourcing, manufacturing, distributing, retailing, using and disposing of a single product. We will use this to assess the carbon footprint of Andrex and Huggies, our biggest-selling brands in the U.K. We will use the resulting information to help identify opportunities for carbon reduction in our supply chain and to contribute to the development of our global carbon reduction strategy.





*Yuhan-Kimberly hosted "The 5th National Trust Contest" that selected 12 natural and cultural places in Korea to be preserved and protected.*

# operating in developing and emerging markets

We are seeing our fastest growth in developing and emerging (D&E) markets in Asia, Eastern Europe and Latin America. Within these markets, we continue to focus on the BRICIT countries (Brazil, Russia, India, China, Indonesia and Turkey). The BRICIT countries represent half of the world's population, but only six percent of K-C sales.

## our approach

Average income levels are generally lower in D&E markets than in developed countries, and small, traditional stores often account for the majority of our sales. We design and sell affordable, quality products in appropriate pack sizes to suit the consumer purchasing power in each market.

Sustainable growth is an important part of our strategy in D&E markets. Local manufacturing is a key element of this; and we are planning more regional manufacturing centers. These will create employment, contribute to local economies and limit our environmental impact from product transportation.

We must be sensitive to governmental, economic and cultural differences in D&E markets. Our policies and Code of Conduct apply at all K-C facilities worldwide, requiring the same high standards of all our employees and operations with respect to labor and human rights, environmental protection, governance and ethical business practices.

## our performance

We have successfully introduced a lower-cost training pant in southeast Asia, Latin America and Russia, and continue to sell individually-packaged Huggies and Kotex products in Asia and South America. Our range of semi-durable paper towels, developed to meet cultural norms in Latin America where disposable paper towels are rarely used, have been highly successful. We have now launched similar products in more than 20 countries, including Israel and Korea.

Many of our sales in Eastern Europe are in Russia, and in 2007 we began to build a new facility in Stupino, 60 miles southeast of Moscow. We currently ship product to Russia from the Czech Republic and Poland, so the new site will reduce product transportation distances and associated environmental impacts.

The Stupino facility is expected to be operational in 2009 and will create 150 jobs, with more expected as the site expands.



# water use

Although we have already made significant improvements in water efficiency and the quality of water we return to the system, further reductions in usage remain a priority under our Vision 2010 program.

## our approach

As part of our Vision 2010 program, we have an objective to reduce total fresh water use at our Consumer Tissue and K-C Professional facilities by achieving facility-specific water efficiency targets. We have reduced our standard of using 30 cubic meters of water per metric ton of product to a more stringent goal of 25 cubic meters in water-stressed areas, and those with lower regulatory benchmark levels. These include parts of the European Union, the Middle East, South Africa, Mexico and the U.S.

We seek to treat wastewater from our facilities properly. Our facilities use advanced technologies, including primary and secondary treatment, to achieve high standards of wastewater quality. We have established corporate targets for wastewater quality, including biological oxygen demand and total suspended solids. We purchase elemental chlorine-free (ECF) and total chlorine-free (TCF) bleached pulp. Our own pulp mills in Tantanoola, Australia, and Everett, Washington, U.S. use TCF and ECF bleaching technology, respectively.

## our performance

Total fresh water use in our manufacturing facilities fell to 144.6 million cubic meters in 2007, a reduction of over 800,000 cubic meters compared to 2006. Seventy percent of facilities have met their Vision 2010 water use targets. We spent \$9.3 million to upgrade wastewater treatment plants and on process water recycling projects.

Ninety-four percent of the pulp we purchased in 2007 was ECF and a further 5.8 percent was TCF. One of our South American suppliers still uses chlorine bleaching, but plans to convert to ECF by July 2008. We intend to use no pure chlorine-bleached pulp after the third quarter of 2008. Ninety-five percent of applicable facilities met their wastewater targets.



### **Best practice at Beech Island**

*Following a major expansion program, our Beech Island facility in South Carolina, U.S. has become one of our most environmentally advanced sites. The site has installed a wastewater recycling system, and now reuses up to 60 percent of its final treated wastewater, diverting it back into the manufacturing process, rather than discharging it into the Savannah River.*

*In addition to the wastewater initiative, we developed a landfill gas project that will supply naturally occurring methane gas from a regional landfill site to one of the mill's boilers. Substituting landfill gas for natural gas helps the environment by reducing greenhouse gas emissions and supports the economy by providing a stable, local source of alternative energy. Methane gas will be delivered to the Beech Island mill via a 16-mile pipeline. This will provide the mill with most of the energy needed to generate steam for its manufacturing processes during the summer months and will be supplemented with natural gas during winter heating.*





## data summary

Indicator	2007	2006	2005
<b>economic impacts</b>			
Net sales (billions)	\$18.3	\$16.7	\$15.9
Cash returned to shareholders (billions)	\$3.7	\$1.6	\$2.3
<b>environment</b>			
Number of enforcement actions	7	12	10
Value of fines received	\$206,000	\$4,500	\$7,750
Total environmental expenditure (millions)	\$193	\$181	\$197
Total energy use (trillion Btu)	79.2	79.9	81.6
Energy efficiency (million Btu per metric ton of production)	15.5	15.8	16.2
Percentage energy from renewable sources	21.5%	26.4%	27.1%
Carbon dioxide equivalents from manufacturing (million metric tons)	6.22	6.22	6.23
Carbon dioxide equivalents per ton of production (metric tons)	1.25	1.26	1.29
Carbon dioxide equivalents per dollar of sales (metric tons)	0.34	0.37	0.39
Total waste (million metric tons)	1.35	1.42	1.32
Waste per metric ton of production (metric tons)	0.27	0.29	0.27
Percentage waste sent to landfill	22%	16%	12%
Total water use (million cubic meters)	144.6	145.4	145.7
Water use efficiency (cubic meters per metric ton of production)	45.6	45.1	44.2
Percentage ECF wood pulp purchased	94%	89%	88%
Percentage TCF wood pulp purchased	6%	7%	6%
<b>employees</b>			
Total employees (full-time, part-time and temporary)	54,912	56,734	57,141
Percentage women employees (U.S.)	30.5%	31.3%	32.5%
Percentage ethnic minority employees (U.S.)	17.7%	17.1%	16.4%
Percentage women in management <sup>1</sup> (U.S.)	26.1%	25.6%	24.9%
Percentage ethnic minority managers <sup>1</sup> (U.S.)	9.8%	9.2%	7.6%
Percentage employees with union membership (U.S.)	19.0%	19.6%	19.5%
Total reportable incident rate (TRIR)	0.7	0.7	0.8
Lost-time reportable incident rate (LTRIR)	0.3	0.3	0.4
Fatalities	1	1	0
Global severity rate <sup>2</sup>	19.4	21.5	23.6
<b>supply chain responsibility</b>			
Percentage recycled fiber used <sup>3</sup>	31%	29%	29%
Percentage virgin fiber from certified sources	97%	89%	88%
<b>community</b>			
Total community investment – product and cash donation (millions)	\$17.9	\$20.2	\$25.5
Percent of net income	1.0%	1.3%	1.6%
Employee giving (U.S., millions)	\$3.8	\$4.1	\$4.8

<sup>1</sup> "Management" is defined as U.S. employees in EEO category 00 (executive/senior level officials and managers), EEO category 01 (1st/middle level officials and managers) and team leaders in EEO categories 02 (professionals) and 04 (sales workers).

<sup>2</sup> Days of lost or restricted work as a result of a work related injury per 100 full-time employees per annum.

<sup>3</sup> Data represents K-C and equity affiliates.



Tom Falk, Chairman and CEO, with interns from Brazil. K-C Brazil's Internship program maintained 60 students in 2007.

## More on the web

For full details of our sustainability performance, please see our online 2007 sustainability report at [www.kimberly-clark.com/aboutus/sustainability.aspx](http://www.kimberly-clark.com/aboutus/sustainability.aspx). There you will find the following information:

### About Kimberly-Clark:

- Managing sustainability
- Good governance
- Our stakeholders
- Economic impacts
- Public policy
- Awards and recognition

### Products and innovation:

- Life-cycle thinking
- Greener consumer products
- Synthetic fibers
- Innovative professional products
- Product quality and safety
- Animal welfare

### Customers, shoppers and users:

- Customers
- Shoppers and users
- Developing and emerging markets

### Environmental stewardship:

- Environmental audits and compliance
- Energy efficiency
- Greenhouse gases
- Waste
- Water use
- Releases to water

### Employees:

- Safety, health and hygiene
- Talent management
- Employee relations
- Compensation and benefits
- Health services
- Diversity and inclusion

### Supply chain responsibility:

- Fiber procurement
- Our suppliers

### Community:

- Supporting families
- Employee involvement
- Environment
- Being a good neighbor
- Cause-related marketing
- Community consultation

Many of K-C's businesses around the world have their own Web sites. For more information about our global operations, please visit:

- Kimberly-Clark – CHINA: [www.kimberly-clark.com/CN](http://www.kimberly-clark.com/CN)
- Kimberly-Clark – TAIWAN: [www.kimberly-clark.com/TW](http://www.kimberly-clark.com/TW)
- Kimberly-Clark – THAILAND: [www.kimberly-clark.com/THAILAND](http://www.kimberly-clark.com/THAILAND)
- Kimberly-Clark – AUSTRALIA: [www.kca.com.au](http://www.kca.com.au)
- Yuhan-Kimberly – KOREA: [www.yuhan-kimberly.co.kr](http://www.yuhan-kimberly.co.kr)
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