

Joint Statement between Kimberly-Clark and UNI/K-C Union Network

This Joint Statement follows a meeting between Kimberly-Clark (K-C) and UNI/K-C Union Network on August 23- 24, 2010.

K-C agrees that senior K-C corporate representatives will meet, at a minimum, once per calendar year with the “K-C Union Network” for the purpose of a Social Dialogue regarding Corporate Social Responsibility and Workplace Rights. Between those meetings K-C senior labor relations management will maintain proactive communications with the UNI/Network representatives as needed. It is agreed that these meetings are not a forum for dealing with regional, local, or site labor relations concerns unless the procedures in place have broken down.

The parties agree to undertake this agreement on a one year trial basis. The parties are committed to maintaining a respectful relationship based on proactive sharing of information and finding solutions as needed to issues and opportunities. During this period both parties will work to promote the relationship and the public acknowledgement that K-C is a socially responsible employer.

It is understood that K-C is committed to ensuring compliance with the Corporation’s Code of Conduct and Human Rights in Employment policy, which align with the ILO Declaration of Fundamental Principles and Rights at Work. Included in the K-C Code of Conduct is the commitment for insuring Freedom of Association which outlines that the decision whether to be represented or not represented by a union is the employee’s decision to make, and it is also understood that K-C reserves the right to express its preference to cooperate directly with employees in the areas of workers’ rights.

Neither party will threaten, interrogate, or retaliate against any employee, or make false or misleading statements.

K-C and the UNI/Network will each appoint a chairperson who will be responsible for preparing and facilitating communications and meetings.

The costs of the yearly meeting will be met by the Company, and any other agreed to meetings, will be shared equally between the union and the company. These costs include the necessary travel costs, accommodation, interpretation, and other expenses of an agreed number of participants. Meetings will be conducted in English with interpretation provided according to individual need.

The company will distribute copies of this joint statement within its organization and UNI will distribute copies to all its affiliates with members in the company.

The joint statement will be translated into such languages as is necessary for all employees to understand the content of such agreement. The English language version of this Agreement, or any subsequent document, will be the official and accepted version.

It is understood that nothing in this joint statement shall in any way reduce or undermine existing labor relations practices or agreements or K-C Policies.

For Kimberly-Clark Corporation

For UNI/K-C Network

