

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 March 5-6, 2014.

K-C agrees that senior K-C corporate representatives will meet, at a minimum, once per calendar year with the UNI/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. It is expected that concerns should be resolved at the lowest organizational levels using existing procedures. When resolution at these levels is not possible, concerns may be raised to the appropriate regional company and UNI K-C Union Network representatives. Should it not be possible to resolve the matter between the regional parties, the matter may be referred to the International Headquarters of both organizations.

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, Human Rights in Employment policy, and the Supplier Social Compliance Standards, 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. It is also understood that there is a mutual right to Freedom of Expression; however, this freedom will not interfere in practice with the free choice of workers in relation to their right to organize. Neither party will threaten, interrogate, retaliate, or discriminate 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. In addition the parties agree to the establishment of goals to work towards over the next 12 months.

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.

This Joint Statement will remain in place subject to six (6) months written notice of termination to the appropriate chairperson.

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

NAME
DATE 3/14/2014

DATE NAME
3/14/2014

Addendum to Joint Statement regarding Regional Union/Management Point of Contact Role Responsibilities, Selection Criteria, and Guidelines for regional representation at annual meeting.

Union/Management POC Role Responsibilities:

To proactively address resolution of emerging regional Labor Relations issues and opportunities that are not being resolved at the local level, and have implications to continued adherence to the "joint statement" commitments.

Criteria for Selection of Regional Point of Contact:

- Must have direct working knowledge and/or representation rights for a K-C Facility on Labor Relations matters.
- Must have proven ability to influence and resolve workplace disputes.
- Selection decisions and ongoing effectiveness assessed by Executive representatives with power to make changes through mutual agreement to insure ongoing success.

Annual meeting representation Guidelines on Attendance.

- UNI/Unite/USW Executive Representatives and (4) UNI/Unite/USW Regional Points of Contact and one additional alternating delegate for each region (North America, Europe and Asia Pacific) and two additional alternating delegates for LAO, for a total of (9).
- K-C Management Executive Labor Relations Representatives and (4) Regional Points of Contact. (North America, Europe, Asia Pacific, and LAO)