

2021 Sustainability Stories



Introduction



Kimberly-Clark Australia acknowledges and pays respect to the past and present Traditional Custodians and Elders of this nation and supports the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

Kimberly-Clark New Zealand acknowledges and esteems the tangata whenua of Aotearoa, te reo me ōna tikanga. Mihi rau.

Learn more about this artwork and our reconciliation journey at our [website](#).

2021 was another year that brought many challenges, but also great progress for our business in Australia and New Zealand. As I reflect on what we achieved I return to Kimberly-Clark's purpose, which is to provide Better Care for a Better World.

Care drives all elements of our business; whether it's providing the most innovative products to help our consumers live a healthy and dignified life, serving the communities in which we operate or making changes to further reduce our environmental footprint.

In 2021 we launched five new innovative, sustainable products, some of which were global firsts for Kimberly-Clark. We also committed to planting 50,000 trees as part of an in-store activation in Woolworths, and we achieved 98% recycling efficiency at our Mill, with a firm plan to reach zero waste to landfill in 2022.

In addition, we worked hard to show our care for our communities. In 2020 Kimberly-Clark committed to advance

the well-being of 1 billion people in vulnerable and underserved communities by 2030, and I am proud to share that in 2021 we once again surpassed our local targets by reaching nearly 1.4 million people across ANZ and the Pacific through programs and partnerships.

One of the projects I am personally very passionate about is our Reconciliation Action Plan (RAP).

We launched our first RAP (Reflect) in December 2021, which outlines the actions we will take to help create a more just and equitable society for Australia's Aboriginal and Torres Strait Islander peoples. In 2021, I also had the privilege, along with others in our ANZ Leadership Team, of being welcomed into a Yolngu community on Galiwin'ku (Elcho Island) as part of our ongoing work with the Australian Red Cross.

I am also incredibly proud of the way our team stepped up to continue delivering our essential products throughout the second year of the Covid-19 pandemic.

One of the many testaments to our team is the receipt of the Supply Chain of the Year Award at the 2021 Coles Supplier Awards, acknowledging our consistent supply of products during this challenging time.

We were also able to support Coles' sustainability ambition by reducing kilometers travelled on the road, saving 164,000kg in CO2 emissions.

Collaborations like this are key to building the sustainable future we're all working towards, and I look forward to developing even stronger partnerships within our industry, with our customers and the community to create an even greater impact.

The following pages provide a snapshot of what we achieved in 2021. We know there's a lot more to be done over the coming years and we look forward to sharing our progress.

A handwritten signature in black ink that reads "Belinda".

Belinda Driscoll
Vice President & Managing Director, Kimberly-Clark ANZ



Contents



Doing the Right Thing

Smallest Environmental Impact

Making Lives Better

Introduction

Making Lives Better

Care for Communities and Consumers



Globally, our goal is to advance the well-being of

1 billion

people in vulnerable and underserved communities by 2030, through programs and innovation focused on delivering better care for a better world.

At Kimberly-Clark, Better Care means delivering on our product promises to consumers, as well as going above and beyond to support the well-being of the communities in which we operate.

2021 was another challenging year, with communities managing the ongoing impact of the pandemic, environmental shifts, and economic uncertainty. We were proud to increase our impact significantly once again, reaching nearly 1.4 million vulnerable people across Australia, New Zealand and the Pacific.¹

We maintained support for the partnerships we established in 2020 and collaborated closely with supply chain teams to ensure any product that we could donate would reach those most in need. We also used our branded platforms to help connect consumers to our social impact programs and continued to scale our giving and education programs.



	2030 Target	Tracking end 2021 ²
 Female empowerment	Support 6.4 million people through programs and product donations, to fight period poverty and menstrual stigma	1,183,658
 Community health & well-being	Improve the health and well-being of 28.87 million vulnerable people	1,036,086

1. We determine our metrics for social impact in collaboration with our global sustainability leadership team, an external working group, and a global external consultancy that endorses our global KC report. Figures are based on the expected reach of our product donations, impact reporting from partners who receive financial donations, and the estimated reach of owned programs such as the U by Kotex (R) education program – based on physical distribution of material and teacher’s feedback.
 2. Includes 2020 and 2021 Figures



Female Empowerment

PERIOD PRIDE



We have a long legacy of supporting women and girls, with a particular focus on the key issues of period poverty and stigma. We are proud to work with some of the most impactful organisations in our region and to continually improve and expand our internally driven programs, too.

DIGNITY AND PRIDE FOR EVERY MENSTRUATOR

We continue to address the issue of period poverty through our U by Kotex® brand and in partnership with governments, not-for-profits and education bodies. We are proud to partner with Share the Dignity in Australia. Through their vast network they distributed almost 20,000 packs of our donated period and incontinence products to people in need all over Australia in 2021.

As part of this, we supported Share the Dignity's Period Pride survey, donating 10,000 packs of U by Kotex pads for the first 10,000 responses. You can read the full report [here](#).

Over **125,000** people responded to the survey, making it the largest study of its kind.

As part of our increased focus on supporting Aboriginal and Torres Strait islander communities, we have been working with partners to see how we can channel more of our donations to these often remote and vulnerable groups.

For example, in 2021, a donated pallet of pads from U by Kotex was delivered to Fitzroy Crossing care of Marninwarrtikura Women's Resource Centre. This women's shelter can accommodate up to 10 women (but often need to fit in double that number because the need is so great), plus children.

The pallet was shared with Shire of Halls Creek who then distributed the product to other local charities/agencies.

LOCKED DOWN BUT NOT LOCKED OUT

Kimberly-Clark ANZ began a long-term relationship with Aotearoa's biggest period advocacy charity, The Period Place, in 2020 and we were proud to support them once again in 2021 with a financial contribution and over 10,000 packs of our essential period products.

With New Zealanders spending much of the year in lockdowns, The Period Place team was focused on delivering essential donations of period products to those most in need. They were also able to move into their first bricks and mortar space, with the support of their partners and community.



AOTEAROA PAVES THE WAY FOR ACCESS IN SCHOOLS

In New Zealand it's estimated that close to 100,000 girls miss school each year because they cannot afford pads or tampons.³ Kimberly-Clark ANZ has been proud to work with the New Zealand Government to address this issue over the last couple of years.

In 2020 we supported the Waikato Trial - a four-week pilot providing free period products in 15 schools in the Waikato District. Due to the success of this pilot, the concept was extended nation-wide with an initial Phase 1 commencing mid-June 2021. We were given the opportunity to be the key product partner in the 2021 program. Students from more than 1,610 schools and kura were given access to free tampons and pads for seven months, and the program is being made permanent in 2022.

3. Source: [Beehive.govt.nz](#) (2020)

MEETING THE COMMUNITY WHERE THEY ARE

The Period Place was a key advocate for the NZ Government's Access to Period Products in Schools program and has since been advocating to also include period products in other institutional or government spaces, especially where vulnerable or impoverished communities are known to frequent.

2021 saw the launch of their first local government trial. Their team worked closely with the Tāmaki Makaurau Auckland Council to run a 12-week pilot with products placed in spaces such as community centres and libraries, and U by Kotex made it possible by donating the products to distribute – with an RRP value of nearly \$35,000 NZD. This pilot project was the first of its kind in Aotearoa and received overwhelmingly positive feedback from all the institutional participants.



Fiji was hit particularly hard with Covid-19 during 2021. Our Pacific Islands team quickly jumped on the cause and in addition to our regular giving, managed to arrange a special one-off donation to local organisation, Make A Difference.



We provided **2,880** packs of period products, and **504** packs of nappies to those most in need.

“From day one, the Kimberly-Clark team have been huge supporters of our mahi at The Period Place, believing in our vision for a period equitable country and jumping onboard our waka enthusiastically to achieve that vision”

Danika Revell
Cofounder and CEO

the period place.

INVESTING IN EDUCATION TO FIGHT STIGMA

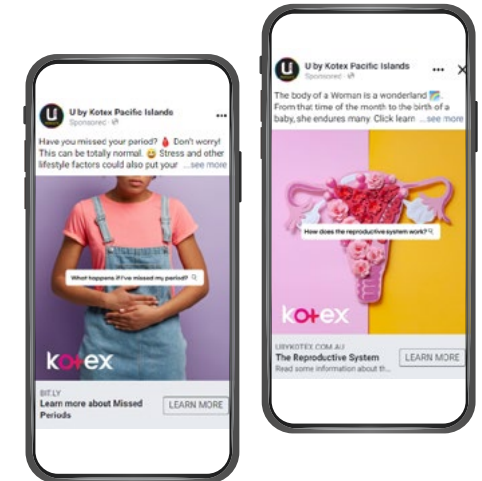
Despite many gains made in recent years, stigma remains an issue, particularly for young people. Research conducted in 2021 by Kimberly-Clark Australia and U by Kotex found that one in five menstruating school students in Australia are too embarrassed to go to school when they have their period, and only half are receiving information about menstruation and period products at the age when they most need it (10-14 years).

According to the research, 40 per cent of menstruating students aged 10-18 years said their school does not currently provide information about menstruation.

49 per cent said they do not currently receive information about menstrual products. Of the menstruating students who said their school does provide information about menstruation, 96 per cent said it was helpful.

CONNECTING WITH U

The Australian team ran content on Snapchat as part of the brand's I Am a New Cycle campaign, whereby a user could see the different elements of each stage of their period and share it with their community. Hundreds of thousands saw and interacted with the lens, and over 70,000 shared it with their community.



For over five years we have been working to bridge this knowledge gap with our free **What's Happening to U** education program. In 2021 we reached 336,928 young people with the resources and we are planning to extend and diversify both the content and the channels for the program in coming years, to help reach even more people on this important topic.



Community Health & Well-being

We are passionate about helping families and young children get the best start in life and supporting the most vulnerable in our communities to thrive.

BABY HUB: A CONNECTED AND MEANINGFUL COMMUNITY SPACE

In 2020, Kimberly-Clark ANZ established a long-term partnership with the Australian Red Cross and the Baby Hub program on Galiwin'ku, Elcho Island. Together with local leaders and the Yolngu team at the Baby Hub, Red Cross staff work with the community to determine what is needed and how the centre can best serve Galiwin'ku.

Whilst Baby Hub's work is mainly focused on prenatal and postnatal care, they also importantly provide a safe and welcoming environment where parents can receive a meal, take home essential items for themselves and their children, and connect with other services.



75%



of Baby Hub participants attended three or more times a month.

In 2021, the Baby Hub increased engagement with affiliated programs such as Birthing on Country, **Miwatj midwifery**, and preschool services. Last year the Baby Hub team also noticed that the number of teenage mothers was growing and that these young women hadn't received a great deal of education on sexual and reproductive health. After an in-depth consultation, several of the team were able to join a multi-service group that began entering the local high school to speak with older female students on topics such as respectful relationships, self-esteem, substance use, bullying, sexual infections, conception, family planning, and contraception. This has led to closer relationships with the students, and higher visitation from this young demographic at the Baby Hub.

20

women with complex needs were supported with service coordination, referrals and intensive support.



In addition to our partnership funding, we also donated a year's worth of nappies and period care products for the women and children of Baby Hub, and dozens of picture books during Indigenous Literacy Week.

85

parents and carers supported by the Baby Hub to increase parenting knowledge, confidence, capacity and well-being.

SUPPORTING FIRST NATIONS MIDWIVES

Rhodanthe Lipsett's dream is for all Aboriginal and Torres Strait Islander women to have improved pregnancy and birth outcomes by having the benefit of care from Aboriginal and Torres Strait Islander midwives. The financial contributions of the fund help remove barriers to training and ongoing accreditation.



Huggies® has supported the Rhodanthe Lipsett Indigenous Midwifery Charitable Fund since its inception in 2013 and is currently looking at ways to scale our partnership with them in 2022.



In 2021, several of the Kimberly-Clark ANZ team had the privilege of visiting the Baby Hub and meeting with Red Cross and local team members during National Reconciliation Week.

ESSENTIALS FOR EVERY AUSTRALIAN

We have been proudly supporting Australia's largest food relief organisation Foodbank for 12 years. In 2021 we donated 73,470 kilograms of our essential products, reaching an estimated 352,000 people. Through their network of almost 3,000 charities, they help on average more than one million people every month.

Due to the additional stress on families during 2021, with natural disasters and economic strain from Covid-19 continuing, we arranged for extra deliveries and raised an additional \$8,000 with our teams internally to support their work.

Did you know, for every \$1 donated to Foodbank they can provide

2 meals



"Thanks to Foodbank, we get access to fresh food, toiletries and other necessities that we truly could not live without. Without Foodbank we'd be lost, it's that simple."

Anon, Foodbank recipient
VIC

SUPPORTING FAMILIES WITH WHĀNAU ĀWHINA PLUNKET

2021 marked an important milestone for Kimberly-Clark New Zealand, as we reached 30 years of partnership with Whānau Āwhina Plunket.

Plunket is Aotearoa's largest support service for the health and well-being of tamariki⁴ under-five and their whānau.⁵ As an organisation they reach around 89% of newborn babies in Aotearoa New Zealand, and are our most important partner to help deliver care, education and resources around prenatal and early years care.

We are proud to support their integral service delivery including 6-week and before school checks with Plunket nurses, and to continue to scale the Plunket Nappy Bank in both Auckland and Christchurch.

Huggies has donated over **2.5 million** nappies to the Plunket Nappy Bank since 2017.

In 2021 we also extended our program of support to include a specific campaign around parental mental health, with an extra \$20,000 donation and an in-store promotion.



SPREADING HAPPINESS IN HOSPITAL WARDS

Every year we donate thousands of products to help women and families in the Pacific.

Our teams provide products in communities, in health clinics and in hospitals. In 2021 we donated special packs to mothers and their newborns at the Port Moresby General Hospital's Labour Ward. Between August and October, the team distributed 3,400 packs of goods including Huggies nappies and wipes, Kotex maternity pads and other gifts.

"I just want to thank Huggies personally for these nappies it means the world to our Whānau.

It puts extra food on the table, it provides nappies for our tamariki and pēpē that maybe had none. The struggles are very real at the moment. It is giving us amazing connections in the community and really helping out our Whānau."

Cara Tuala
Whānau Āwhina Plunket Kaiawhina



Did you know we donate all our premmie⁶ nappies in New Zealand hospitals? Last year we supplied

261,150

nappies, which provided nearly 3,000 precious premmie babies with a month's supply!

4. (translation for tamariki, Māori word): children
5. (translation for whānau, Māori word): family/community around a child
6. Our specially designed premmie nappies are for premature babies.

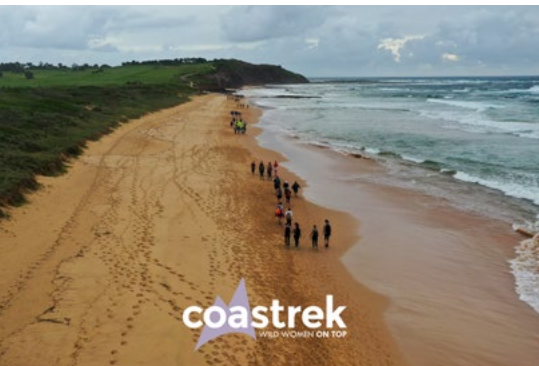
CREATING SOCIAL CONNECTION

It has been a difficult few years and mental health challenges remain a significant health and well-being concern for people in our region. Supporting organisations who deliver services and advocate in this area has become a central part of how we make lives better across ANZ.

GETTING BETTER WITH BEYOND BLUE

In 2020 we established a long-term partnership with Beyond Blue, Australia's most well-known and visited mental health organisation. As an organisation, they work to build the knowledge, skills and confidence Australians need to maintain their mental health.

In 2021 their services were inundated by people all over Australia, with depression, anxiety and relationship issues being the top three reasons for seeking support.



71%

of those who contacted Beyond Blue's Support Service said they felt better and had reduced distress after speaking with one of the Support Service counsellors.

In addition to our committed partnership activities, our team also took it upon themselves to run a fundraiser internally and were able to donate an additional \$11,000 across two events.

We also had two teams participate in the annual Coastrek event in Sydney – raising a further \$6,671.



In the 2020-21 financial year, Beyond Blue's Partnerships program funded over

29,000

contacts to the Support Service.



TAKING STEPS TO WELL-BEING

The Mental Health Foundation of New Zealand is our partner for social connection and well-being in Aotearoa. In 2021 they distributed nearly one million free, evidence-based resources to support New Zealanders, including 19 specific materials to guide the community through the challenges created by COVID-19.

In addition to providing tools and resources, the Mental Health Foundation of New Zealand also advocates for policy changes that improve the determinants of mental health and well-being.

Two major campaigns are run each year in addition to the organisation's core work – Pink Shirt Day, which is an anti-bullying campaign that promotes diversity, and Mental Health Awareness Week, which has been run for nearly 20 years and is all about making positive connections and creating space for conversations about mental health and well-being.

Our Auckland team celebrated Pink Shirt Day and our whole ANZ business participated in Mental Health Awareness Week, hearing from the CEO of the Mental Health Foundation of New Zealand Shaun Robinson at an internal event and learning how to use the 5 ways to well-being to improve our own mental health.



Smallest Environmental Impact

Caring for Our Planet

As a business we are committed to safeguarding the natural systems that we all depend upon. For us this means innovating to reduce our environmental impact and partnering to mitigate any impacts we cannot yet address.

In 2020 our global business launched an ambitious new strategy, and we are proud to be part of achieving these SBTi approved targets.

Globally, our goal is to reduce our impact across forestry, emissions, water, and virgin fossil-fuel based plastics by 50% by 2030.

[our global webpage](#)

Here in Australia and New Zealand we are at the forefront of many of these programs, building on a foundation of over 60 years in sustainable production at our Millicent Mill. We also have the opportunity to engage in emerging recycling systems, and partner with organisations looking to protect the unique biodiversity in both countries.



2030 Target

Achieve **carbon neutrality** across our operations and organisation.

Tracking end 2021

34% overall reduction achieved since 2015 baseline. Priority projects identified for further reduction.

Reduce Scope 3 (Value Chain) greenhouse gas emissions from purchased goods & services and end of life treatment of sold products **by 20%**

Baseline project completed and priority areas identified.

Plant **200,000** trees

62,000 trees planted

2030 Target



Reduce the use of new, fossil-fuel based plastics **by 50%**

Tracking end 2021

Plastic baseline developed, priority projects identified and 10-year plan in place.

Packaging to be **100% reusable,** recyclable or compostable by 2025.

99.6% of evaluated products are currently at 100% recyclability, and K-CANZ will be completing audits this year through the PREP tool and making final plans to reach 100%.

40% recycled content in plastic packaging.

Projects are being explored.

2030 Target



Achieve **zero** manufacturing waste to landfill at Millicent by 2022.

Tracking end 2021

Achieved **98% recycling efficiency** Plans approved by Senior Leadership Team to divert remainder in 2022.



Climate Impact

We are driven by the latest climate science and our strategy is built upon strong foundations, set by our global business.

Globally we have an SBTi⁷ approved target to reduce our absolute Scope 1 and Scope 2 GHG emissions by 50% by 2030, against a 2015 base year. In ANZ we hope to go further and have publicly committed to offset any emissions which remain at that point, as we strive for total decarbonisation at our Millicent site.

We also have an ambitious target for a 20% reduction in our Scope 3 GHG emissions.⁸ We acknowledge the complexity of this space, as we work with many materials and multiple partners both upstream and downstream in our value chain. We are pleased to report that in 2021 we completed an important baselining project and identified several key areas for future focus. We also made progress with reductions in transport and distribution centre management.



A STRONG LEGACY, AND A CLEAR VISION FOR THE FUTURE

Our Millicent Mill has operated continuously since 1960 and is the single-largest employer in south-east South Australia.

K-CANZ is proud of the Mill's legacy of sustainability achievements, such as the establishment of the \$33 million cogeneration facility which helps make the mill more energy efficient whilst significantly reducing emissions. In 2019 we exceeded our previous target to reduce emissions by 40% by 2020, with a 62% reduction reported that year.

So, in 2020 we made a public commitment to take things further with a stretch target to neutralise our Scope 1 and 2 emissions by 2030. We have already made strong gains and have a clear plan in place for how we can get there.

Our reportable progress in 2020 was positive, with a 15.9% reduction against our 2019 baseline.

In 2021 our Scope 1 emissions fell below **100,000 t** of CO₂e for the first time, with a total of 99,076 tonnes of CO₂e.

This represents a year-on-year reduction of approximately 4,000 tonnes. However, our Scope 2 emissions increased slightly (as a result of balancing the energy split between natural gas for the highly efficient COGEN plant and importing electricity during seasonal weather conditions) – leading to a total of 116,289 tonnes combined Scope 1 and 2 reported emissions across K-CA.⁹ We are exploring different options for energy generation and sourcing and also have some infrastructure projects in the pipeline that will help reduce our core emissions output. Additionally, we are investigating potential projects onsite and with partners, that could help mitigate some of our impact whilst we work to lower emissions.

UNDERSTANDING THE OPPORTUNITY IN OUR VALUE CHAIN

In 2021 we worked with a partner consultancy to conduct the first study into our total Scope 3 emissions across ANZ. The study found that our footprint is largely made up of three dominant areas: end of life impacts, embodied carbon within our products, and freight.

In working to address these areas and make strides towards our reduction target, we are considering recycling infrastructure, the material make-up of our products, and procurement and transport opportunities. Our priority now is to develop a clear roadmap for these options, as well as investigating other potential pathways to Scope 3 reduction. We are also working to reduce emissions in areas where K-CANZ has more direct control, such as third-party warehouse energy use and in-country deliveries.



7. <https://sciencebasedtargets.org/>
8. From purchased goods & services and end of life treatment of sold products.
9. Note: 115,874 tonnes of this were from the Millicent Mill.

AWARD-WINNING PROGRESS FOR OUR SUPPLY CHAIN TEAM

Kimberly-Clark Australia was named Supply Chain Supplier of the Year by Coles in 2021, in recognition of how our teams went above and beyond to maintain a consistent supply of products. Coles also recognised the additional sustainability outcomes attributed to our partnership.

By reducing kilometres travelled on the road, we together saved

164,000 kg
in CO₂ emissions.

Part of this achievement was instigating direct-to-customer outbound shipping from our Millicent Mill, versus going via a Distribution Centre.

Another way we reduced kilometres was through the introduction of Modular B Triple deliveries; which means we can move more product with a single vehicle.

In 2021 these more efficient deliveries saved a total of

275 tonnes
of CO₂ emissions.

THE FUTURE LOOKS BRIGHT

2021

our supply chain team led a major LED lighting upgrade at our Erskine Park Distribution Centre, in NSW. A total of

432

fittings were replaced leading to energy reductions of approximately

70%

or 368,237kw. This equates to a reduction of

305 tonnes

of CO₂e.



RESTORING WILDFLOWER COUNTRY

Whilst our climate mitigation strategy largely aims to address the impact of our own operations and supply chain, we know that maintaining forests and restoring natural landscapes is also key to reducing the impacts of climate change.

In November 2021 we ran a special shopper promotion for our new Kleenex® and Viva ECO® products, whereby for every pack of Kleenex or Viva ECO sold in Woolworths stores over that month, we would plant a native tree with Carbon Positive Australia (up to 50,000 trees). These trees will be planted in 2022, in the Southwest of Western Australia in an area known as wildflower country. It is one of only 35 global hotspots for biodiversity, which has unfortunately been highly degraded by agricultural clearing.





Materials

As a global organisation we have been finding new ways to improve lives since 1872. And with nearly 100 years of operation in Australia, we have a long legacy here too.

But we are aware that the materials and systems we rely on, as a business and as a community, are now under strain in many places. This is why we're working to reduce our material impact in key areas such as fibre and plastics and investing in large-scale innovation that will once again transform our categories.



We have a global goal to reduce our use of new, fossil-fuel based plastic by **50%** by 2030.

We remain committed to FSC® certification and were proud to launch Australia's first Australian made bamboo toilet paper and paper towel in 2021.



PRODUCTS DESIGNED WITH SUSTAINABILITY IN MIND

In 2021 we launched five new sustainable product innovations, some of which were global firsts within the Kimberly-Clark business. Products included our U by Kotex Thinx® Reusable Period Underwear, reusable Huggies Little Swimmer Pants, Huggies Bio 100% Biodegradable Baby Wipes, and the very first Australian-made 100% bamboo toilet paper, Kleenex ECO, and 100% bamboo paper towel, Viva ECO. Both our Kleenex ECO and Viva ECO products are wrapped in paper packaging, which is 100% recyclable curbside. By using paper rather than plastic packaging, we avoided the need for approximately 16.3 tonnes of plastic in 2021.

In 2021 we reduced total plastic in our open nappies by **232 tonnes** against 2019 figures.

THE WRAP ON OUR PACKAGING PROGRESS

In 2021 we focused on developing accurate baselines and pathways towards the 2025 APCO goals, and our extended 2030 goals. We ran many feasibility studies and look forward to launching several exciting projects in 2022.

Alongside this work, we also made strides with the implementation of the Australasian Recycling Label (ARL) across our product portfolio and saved approximately 33 tonnes of plastic packaging through optimisation projects.

99.6% of products evaluated through the APCO PREP tool are at 100% recyclability.



By the end of 2022, 36% of our products will have the ARL on pack, and we are working towards a majority by 2023 in line with the National Plastics Plan.

SMALL CHANGES CREATING BIG IMPACT

The K-CANZ Sales Team successfully moved all display bins in retail stores to a

100% recyclable



plastic-free format in 2021.

Through this initiative we will be diverting 160,000 square meters of plastic laminate and 320,000 plastic clips from landfill each year.



MAKING A MOVE

Plastic is unfortunately still essential in many logistical steps, but by moving from plastic to paper slip sheets on pallets (as a divider layer between products), our supply chain team helped us save

195 kgs of plastic per year in 2021.

We're investigating other projects to reduce the use of virgin, fossil-fuel-based plastic in the supply chain, with several exciting developments in the pipeline for 2022.



Approach to Waste

Our vision is of a future where all materials have value and can be returned to a circular economy.

LET NOTHING GO TO WASTE

In 2021 our Millicent Mill achieved 98.5% recycling efficiency and we are proudly on track to achieve zero waste to landfill by the end of 2022.

The team is looking at organic recovery and advanced recovery methods for some of the harder to recycle items that remain.



BUILDING THE CIRCULAR ECONOMY FOR SOFT PLASTIC PACKAGING

Kimberly-Clark Australia is a proud foundation partner of the REDcycle program, which last year celebrated 10 years of operation. There are now 1,830 REDcycle drop off points around Australia and over 80% of plastic returned to REDcycle is consumer packaging.

In 2021 REDcycle recovered

7,204 tonnes

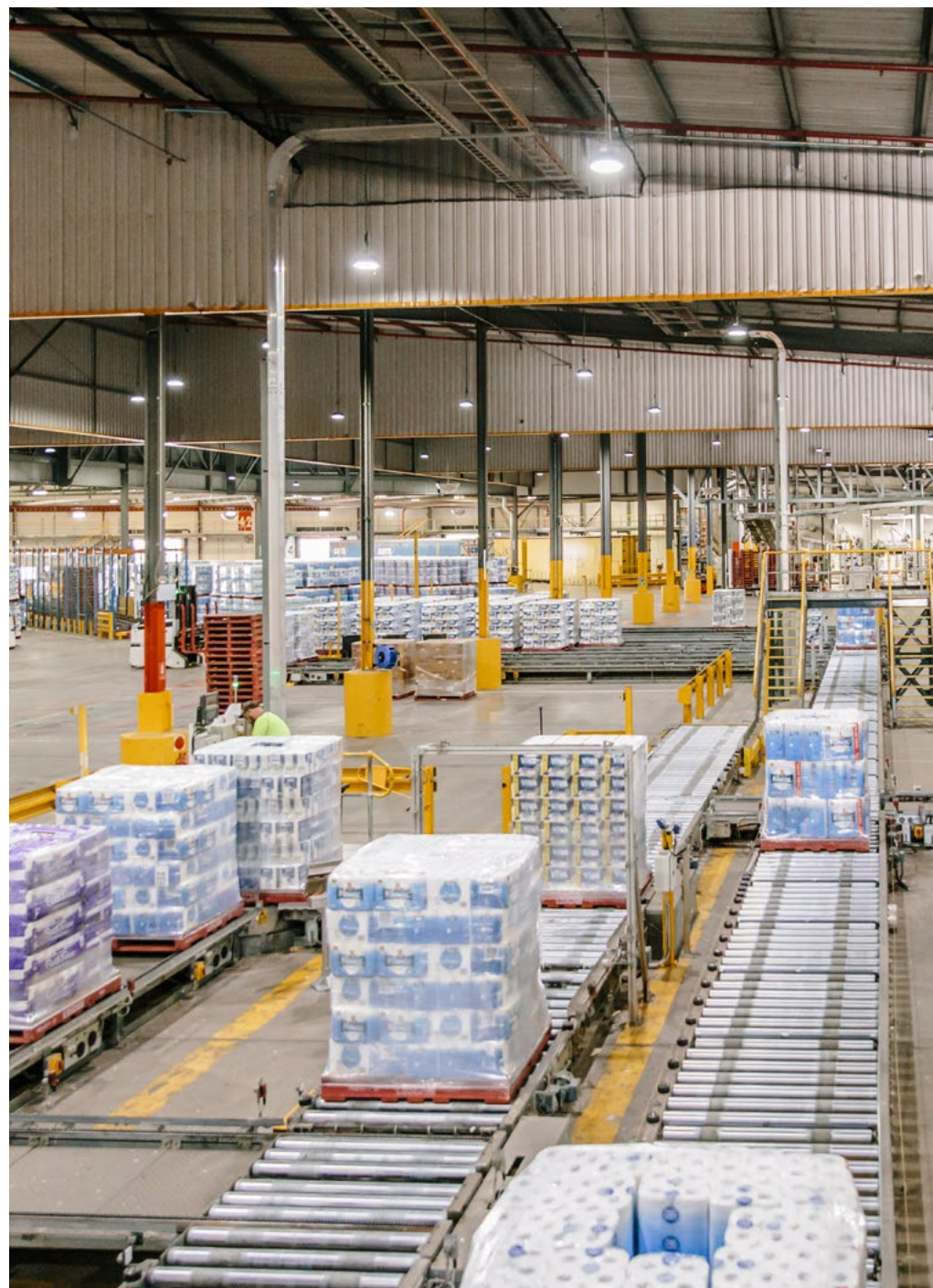


of soft plastic from landfill – a nearly 40% increase on 2020.

They also made an exciting step forward with the announcement of their merger with iQ Renew, a leading Australian recycler. This partnership will hopefully expand the opportunity for end uses for soft plastics and improve the circularity of this material.

We are looking at ways to expand our partnership with REDcycle and support programs such as these, as we work to improve our own packaging outcomes.

We are also a proud partner of the Soft Plastics Recycling Program in New Zealand, which collected 260 tonnes of packaging in 2021 despite the numerous challenges of repeated lockdowns.



Doing the Right Thing

Showing Care in All We Do

We know that Better Care starts with us - our operations, our supply chain, and most importantly, the people we employ and those we serve in communities around Australia, New Zealand and the Pacific.

In 2021 we achieved several important internal milestones, including extending our definition of safety to include mental health, and building the capacity of all leaders with accredited training. We stayed connected to our teams whilst managing the challenges of working from home, kept teams safe in our Millicent Mill and ran a Covid-19 vaccination pop-up clinic for the broader Millicent community.

Our people still managed to find ways to contribute their time and generously added their own contributions to what we donated to partners. We achieved new accreditations, testament to our commitment to Inclusion and Diversity and launched our very first



RAP. We're proud of our efforts so far, but know there is always more that can be done and look forward to bringing some of these key strategic pieces to life in 2022 and beyond.

KIMBERLY-CLARK AUSTRALIA'S RECONCILIATION ACTION PLAN

In December 2021 we were proud to release Kimberly-Clark Australia's first Reconciliation Action Plan (RAP), which outlines the actions we will take to help create a more just and equitable society for Australia's Aboriginal and Torres Strait Islander Peoples. As a Reflect RAP, the document articulates key commitments across areas such as employment, culture and training, supply chain and social impact partnerships, and establishes a pathway for us to deepen our efforts in this space.

Our team worked with Aboriginal artist Gavin Wanganeen to create the RAP's artwork. Gavin is an Australian Football League legend, acclaimed contemporary Indigenous artist and Aboriginal activist. He was born in Mount Gambier near our South



Australian manufacturing facility and is a descendent of the Kokatha people of the Western Desert in South Australia.

Wanganeen's vision for the artistic piece was to make the viewers feel as if they are sitting at the highest point in the universe and looking down through the stars to Australia, as they see a glimpse of the world and the evolution of Kimberly-Clark's 100 years in Australia. The circles in the artwork represent our longstanding connection to both the community and the country.

[Read our first RAP](#)



December 2021 - December 2022

A DIVERSE AND FLOURISHING TEAM

One of our 2030 Ambitions is to drive a positive workplace culture through engagement, diversity, and inclusion outcomes. In 2021 we made some significant strides in this area and are proud to share some of the highlights.

In 2020 we announced our target of achieving 50/50 gender split across all manager roles.

We are proud to share that at the end of 2021,

48%
of our managers were female.



This year we have also seen a significant increase in female representation within the ANZ Leadership Team from 1/9 leaders being female in 2019 to 5/9 members now female,

including the appointment of the

first female

Managing Director in the ANZ region in almost 100 years.

Almost half our workforce is based at our Millicent Mill in South Australia, but in 2019 no women were applying for production roles. To address this, we introduced a new inclusion recruitment strategy in 2020 focused on attracting a more diverse selection of candidates. In job ads, we removed the pre-requisite to hold a forklift license to qualify for an interview for a production role and used

creative that would appeal to more people, including photos of our female employees. We started to actively encourage our employees to refer both female and male candidates, and we made it clear that all roles at the Mill can be successfully and safely carried out by women.

Through this work we also challenged established views on flexibility in production roles and launched several job-share arrangements, for both our female and male employees.

We are proud to share that following these efforts,

55%
of our new hires in 2020 and 2021 in Production roles were female.



A BETTER PLACE TO WORK

In 2021 Kimberly-Clark ANZ successfully became a Pay Equity Ambassador with WGEA - the Workplace Gender Equality Agency whose vision is for women and men to be equally represented, valued, and rewarded in the workplace.

We also updated our Parental Leave policy, providing even more paid leave and flexibility for both primary and secondary carers during this important time of life.

In 2022 we are focused on increasing diversity across leadership roles and increasing female representation in certain areas such as Supply Chain and Production. Additionally, it is important to support our male colleagues to take up the available flexible work options and paternity leave.



"I coach my son's soccer teams on Thursday nights and I leave work by 4pm. Without flexibility, I would not be able to make this session. My boys love the fact that their dad is the coach of the team. I also get a great sense of fulfillment being able to play a part in the community by committing to this extracurricular commitment".



Vince Vartuli
Revenue Growth Manager uses flexible work arrangements to enjoy extra time with his family.



MOTIVATING ACTION THROUGH EMPOWERMENT (MATE) PROGRAM

In 2021 98% of the Mill workforce attended a tailored program in collaboration with Griffith University, designed to drive respectful behaviour. The program focused on what every employee can do to prevent problematic behaviour to do with gender, racism and discrimination in our homes, workplaces, schools and communities. We also ran several events to help grow awareness and capacity with our corporate teams.



NEW ZEALAND TEAM RECEIVES THE (RAINBOW) TICK OF APPROVAL

In August 2021, our New Zealand business officially became a Rainbow Tick accredited employer. The Rainbow Tick is an external audit and continuous quality improvement program awarded to organisations that can demonstrate they're a safe, welcoming and inclusive place for people of diverse gender identity and sexual orientation.

This recognition meant a great deal to our team who over the year held workshops and leadership training, introduced gender neutral bathroom signage and engaged with customers and suppliers to ensure marketing initiatives were inclusive of the diverse communities in which we operate.



SAFETY IS OUR PRIORITY

2021 threw many challenges our way, and we are proud of the efforts made by all our people to keep one another safe. Whilst our offices remained closed for most of the year due to Covid-19, our Millicent Mill continued to produce essential products and rose to the demand of panic buying. Due to careful management and strong compliance efforts, we did not have to make a single shutdown in 2021 and had only 2 reportable injuries.

The Millicent team also partnered with the South Australian Government and the Local Health Network to establish a pop-up Covid-19 vaccination clinic for employees, their families and the local community, providing 231 vaccinations.



SHOWING CARE FOR OURSELVES, SO WE CAN CARE FOR OTHERS

In 2021 our teams once again took up the many internal tools available to help champion their own well-being and to combat the isolation of working from home. This included over 1,000 hours spent meditating, stretching and sweating on the Wellness Coach app, 288 R U OK Day conversations and 123 hours on our employee support line. We also ran a "Month of Care" with additional workshops, talks and events to lift our teams' spirits and empower them with tools to improve their mental health year-round.



DOING WHAT WE CAN

One of the ways our people love to give back is by volunteering. Unfortunately, ongoing restrictions due to the pandemic meant opportunities were still limited in 2021. However, we did manage to get out and do a few different activities, and have also started planning for some virtual opportunities that will see our people share their skills and connect with vulnerable communities via online programs and mentorships.

If you're an organisation with a virtual volunteering opportunity we'd love to hear from you!



[Send us a message!](#)



Our harbour cruising champions collected a total of

58.7kg

of rubbish across several days of clean-ups.



A TEAM YOU CAN DEPEND ON

The Depend team has supported Movember for several years, and they were proud to once again champion the issue of men's health. During the campaign period \$1 from every purchase of Depend Real Fit® was donated to Movember, to a total of \$100,000. Our internal team also put their best bristle forward and raised \$13,662 for the organisation.

SUPPLY CHAIN COMPLIANCE

We have bold ambitions to improve lives and reduce our environmental impact, and our suppliers are critical to helping us deliver on the targets that come under this. We also have several programs focused on social and environmental compliance, risk management and supply chain resiliency - all designed to create more social, environmental, and business value.

At Kimberly-Clark, we focus on working with our mills and suppliers to meet our social compliance promises supporting human rights, labour rights, employee safety, anti-corruption and environmental protection. Our environmental team members from around the world collaborate to build capabilities, continuously improve our systems and standards, and assess performance gaps in areas including air emissions, chemical management, water and wastewater treatment, and waste management and beyond.

Learn more about our social compliance policy and our code of conduct [here](#).



In 2021 our people donated

\$17,850

through our employee matched giving program.



