

Kimberly-Clark Statement on 2020 EEO-1 Consolidated Report

At Kimberly-Clark, we believe our business success is intricately tied to creating workplaces, communities, and experiences where inclusion and diversity are evident and thriving. We prioritize the need to cultivate a workforce where all are included and empowered to do their best work.

Employing people from disparate backgrounds, cultures, and experiences amplifies our ability to gather insights, foster innovation, and understand the culture, context, and mindset of consumers around the world. As a company who serves consumers and communities, we believe our workforce should be comprised of people who look, think, and behave like the people who use our products – now and in the future.

As such, we support workforce inclusion and diversity and consider it a fundamental business strategy. We continue to make progress on our short-and long-term goals for women and U.S. People of Color in all management roles. Read more about Kimberly-Clark's inclusion and diversity strategies in our latest [Global Sustainability Report](#).

We are also committed to increasing transparency and disclosure. For the first time, we are publicly disclosing our Employer Information Report (EEO-1) submitted to the Equal Employment Opportunity Commission. The EEO-1 Report is a compliance survey mandated by U.S. federal statute and regulations. The report provides a snapshot of our U.S workforce demographics as of December 31, 2020, based on standardized race/ethnicity, gender and job categories. Please note that these prescribed categories are different from how we organize our workforce and our jobs and how we apply our inclusion and diversity objectives and initiatives. We organize our workforce to meet the specific needs of our business. Also, our inclusion and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.



COMPID = 1385241
UNITID = 1385241

EQUAL EMPLOYMENT OPPORTUNITY
2020 EMPLOYER INFORMATION REPORT EEO-1
Consolidated Report

SECTION B – COMPANY IDENTIFICATION

1. KIMBERLY-CLARK CORPORATION
351 PHELPS DRIVE
DALLAS, TX 75248

2.a. KIMBERLY-CLARK CORPORATION
351 PHELPS DRIVE
DALLAS, TX 75248

SECTION C – TEST FOR FILING REQUIREMENT

1-γ 2-γ 3-γ DUNS=006072136

SECTION E – ESTABLISHMENT INFORMATION
NAICS: 322121 - Paper (except Newsprint) Mills

c. EIN= 390394230

SECTION D – EMPLOYMENT DATA

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native		Two or More Races
Exec/Sr. Officials & Mgrs	26	16	182	6	0	22	1	3	108	7	1	9	0	1	382
First/Mid Officials & Mgrs	23	15	435	24	0	21	3	2	212	19	1	14	0	4	773
Professionals	84	79	1552	72	2	138	5	19	1110	95	2	103	4	22	3287
Technicians	5	0	126	8	0	2	1	0	57	2	0	0	0	1	202
Sales Workers	8	7	79	7	1	1	0	0	89	4	1	5	0	0	202
Administrative Support	4	10	59	10	0	0	1	0	207	30	0	2	1	2	326
Craft Workers	26	1	1332	150	1	6	38	10	51	8	1	0	3	0	1627
Operatives	114	30	2566	585	2	19	74	40	446	221	1	11	17	10	4136
Laborers & Helpers	3	0	79	30	0	0	5	2	32	17	0	0	3	1	172
Service Workers	0	0	3	1	0	0	0	0	4	3	0	0	0	0	11
Total	293	158	6413	893	6	209	128	76	2316	406	7	144	28	41	11118
Previous Year Total	356	148	6509	900	9	191	124	72	2379	406	6	126	31	31	11288

SECTION F – REMARKS

DATES OF PAYROLL PERIOD: 12/1/2020 THRU 12/31/2020

SECTION G – CERTIFICATION: CERTIFIED DATE: 8/16/2021 12:28 PM

CERTIFYING OFFICIAL: Kim Marvel
EMAIL: Kim.B.Marvel@kcc.com
EEO-1 REPORT CONTACT PERSON: Kim Marvel
EMAIL: kim.b.marvel@kcc.com

TITLE: EEO Compliance Specialist
PHONE: 770-587-7028
TITLE: EEO Compliance Specialist
PHONE: 770-587-7028