

1. About this Statement

This statement has been prepared for publication in accordance with the requirements set out in Australia's Modern Slavery Act 2018 (Cth), California's Transparency in Supply Chains Act 2010, Canada's Fighting Against Forced Labor and Child Labor in Supply Chains Act 2023, and the UK's Modern Slavery Act 2015 (the Disclosure Laws).

This statement relates to the activities of Kimberly-Clark Corporation and its applicable subsidiaries that are covered by a Disclosure Law in their respective jurisdictions for the 12-month financial reporting period beginning 1st January 2025 and ending 31st December 2025.

Please see the "Country Specific Elements" section at the end of this statement for information on which specific Kimberly-Clark subsidiaries are covered by this report. For each jurisdiction, a "Legislation and Content Map" identifies where in the statement specific reporting criteria are addressed.

1.1. About Kimberly-Clark Corporation

Kimberly-Clark Corporation (Kimberly-Clark, or K-C) was founded in 1872 and incorporated in Delaware in 1928. We are a global company focused on delivering products and solutions that provide better care for a better world through product innovation and building our personal care, consumer tissue and K-C Professional brands. We are principally engaged in the manufacturing and marketing of a wide range of products made from natural or synthetic fibers and materials using advanced technologies in fibers, nonwovens and absorbency. Our well-known portfolio of brands, including Andrex, Cottonelle, Depend, GoodNites, Huggies, Kleenex, Kotex, Plenitud, Poise, Pull-Ups, Scott, Softex, Sweety, Thinx, Viva and Wypall, is an indispensable part of life for people in more than 175 countries and holds the No. 1 or No. 2 share position in 70 countries.

We also understand our responsibility to make a positive contribution to the people we serve around the globe, and to the 38,000 people we directly employ and who we rely on to deliver our purpose of Better Care for a Better World.

2. Organization Structure, Operations & Supply Chains

As a global company serving consumers in more than 175 countries and territories, Kimberly-Clark has substantial manufacturing and supply chain operations to ensure we continue to serve our consumers' needs. In total, we directly employ 38,000 people; approximately 55% of whom are involved in manufacturing and distribution. Kimberly-Clark has manufacturing operations in 33 countries across North America, South America, Europe, the Middle East, Asia and Australia, and these are supported by a global distribution network to deliver our products to our wholesaler, distributor, and retailer partners. These partners in turn operate complex supply chains to deliver these products to our end-user consumers.

Across our business, we are supported by over 31,000 suppliers in 113 countries worldwide who not only provide quality raw materials and finished goods, but also support our offices by providing supplies, software, and services, including marketing and media to help us communicate with customers and consumers.

The direct materials that we buy (the materials and components that go into our finished products) are purchased from nearly 2,200 suppliers in 68 countries and they supply us with a wide variety of raw materials and components; including virgin and recycled fiber, polymers and resins, nonwoven fabrics and poly films, superabsorbent polymer, elastics, hook and loop fasteners, adhesives, and

chemicals. Additionally, we also procure primary, secondary and tertiary packaging materials including corrugate containers, cartons, poly wrap, bags, cores, and corestock.

3. Our Policies & Commitments related to Modern Slavery

In this statement, modern slavery is defined to include all aspects of modern slavery covered by the Disclosure Laws, including human trafficking, forced labor, and child labor. Our global corporate purpose - Better Care for a Better World - encapsulates our approach as a responsible corporate citizen; to be even better in the areas that deliver value to our stakeholders by providing better products, contributing to a better planet, creating a better workplace, and fostering a better society. A key component of this is making efforts to protect the rights of workers across our operations (including all subsidiaries) and supply chain. We believe that all workers should be treated with respect and in accordance with our workplace and human rights standards. To support this work, we have a strong Human Rights policy framework covering key issues related to modern slavery. Given the scale and nature of these issues, Kimberly-Clark takes a global approach, setting high standards that apply to all our subsidiaries (including those listed in the “Country Specific Elements” section at the end of this statement), operations, business areas and global supply chain.

Kimberly-Clark’s [Code of Conduct](#) outlines our corporate standards around ethics, compliance and business integrity for all Kimberly-Clark employees and sets expectations and requirements around the way employees work both with each other and with external stakeholders, as well as how we operate our business to the highest ethical standards.

Our [Human Rights Policy](#) provides guidance on how we support human rights and promote safe and fair working conditions, reinforcing our expectation that workers are treated with respect. Where local law differs, we seek to follow the higher standard whenever possible.

These expectations extend to our suppliers and business partners through our [Supplier Code of Conduct](#) and [Supplier Social Compliance Standards](#) (SSCS). These standards communicate our values and expectations and emphasize the importance of responsible workplace policies and practices that, at a minimum, comply with applicable occupational health and safety, environmental, and labor laws and regulations. The SSCS specifically set forth our principles and procedures to hold suppliers and contractors accountable for combating modern slavery. Suppliers acknowledge and agree to comply with the Supplier Code of Conduct and the SSCS as part of their contracts with Kimberly-Clark.

The policy framework we have is regularly evaluated to ensure it reflects evolving risks. Oversight for our supply chain human rights program is provided by a cross-functional Responsible Sourcing Steering Committee, which includes senior leaders from Supply Chain, Sustainability, Procurement, Legal and Human Resources. The Steering Committee meets quarterly to review strategy, standards, monitor compliance and review emerging risks.

4. Operational and Supply Chain Risks

Our global manufacturing supply chain includes owned manufacturing sites, external contract manufacturers and direct materials suppliers. The diversity of the products, geographic locations, markets, and regulatory systems associated with our supply chain creates a complex network for identification and management of risk. A systematic approach to our procurement processes, practices and dealings with suppliers is an essential element of progressing the global eradication of modern slavery.

Kimberly-Clark uses the LRQA EiQ supply chain risk intelligence platform to support our efforts to identify and assess social compliance and human rights related risks within our global supply chain. EiQ combines external risk indices with supply chain data to help inform due diligence activities and

sourcing decision-making, including cases where there may be heightened risk associated with forced or child labor.

Based on EIQ overall risk ratings, in 2025 we considered the following countries to be higher risk for sourcing, which incorporates risks associated with forced and child labor: Bangladesh, Bolivia, Brazil, Cambodia, China, Egypt, El Salvador, Guatemala, Honduras, India, Indonesia, Kenya, Mexico, Pakistan, Paraguay, Philippines, South Africa, Sri Lanka, Thailand, Turkey, Ukraine, Vietnam. Our approach to supply chain monitoring and due diligence takes risk into account, and we audit more frequently in higher risk geographies.

Kimberly-Clark conducts an annual sustainability materiality assessment, or updates a prior assessment, to help ensure that our sustainability approach remains aligned with sustainability-related impacts, risks and opportunities that may influence our long-term strategy, business model, and resilience. The assessment is informed by guidance referenced in the European Sustainability Reporting Standards, the International Financial Reporting Standards, the GRI Standards, and other widely used frameworks. For references to priority sustainability topics, including Human Rights and Social Compliance, please refer to our Annual Sustainability Report.

5. Due Diligence & Social Audits

5.1 Due Diligence

Kimberly-Clark maintains a global due diligence process in order to identify, mitigate and remediate potential modern slavery issues, as well as other labor standards concerns. This due diligence process is part of our Supply Chain Human Rights program – whereby key suppliers and Kimberly-Clark operations are regularly assessed to determine which will be subject to further evaluations or social audit requirements.

New suppliers in relevant procurement categories are assessed for human rights risks during the supplier onboarding process through K-C's Vendor Due Diligence system. As part of this process suppliers are asked to complete a social compliance self-assessment questionnaire and acknowledge K-C's Supplier Code of Conduct and SSCS. The information we collect in the questionnaire helps to inform a supplier risk assessment, and new suppliers that present elevated human rights risks based on this risk assessment are subject to additional due diligence requirements that may include third-party social audits.

Existing suppliers are subject to ongoing evaluation and review that considers inherent risk and past performance. Ongoing monitoring for existing suppliers may include training / capacity building, self-assessment questionnaires, and audits.

5.2 Social Audits

Social audits are conducted by third-party audit firms. Most audits are conducted on an announced basis, but Kimberly-Clark reserves the right to conduct unannounced audits and investigations where warranted.

Audits are conducted on a regular basis, with frequency determined based on the site's risk profile. Suppliers and production sites in higher risk industries and geographies are prioritized for more frequent oversight.

Kimberly-Clark works with Association of Professional Social Compliance Auditors (APSCA) accredited audit firms. Audits for K-C must be conducted to an industry-standard methodology – including the ELEVATE Responsible Sourcing Assessment (ERSA) protocol, Sedex Member's Ethical Trade Audit (SMETA) audit standard, or equivalent protocols. As members of AIM-Progress, we align our approach

to audit acceptance with their mutual recognition principles. All of these audit methodologies support the detection of findings related to modern slavery and forced labor risks. In addition, Kimberly-Clark deploys enhanced forced labor diagnostic tools as needed for suppliers and own sites in high-risk geographies or industries or where otherwise warranted.

6. Remediation

When issues of noncompliance are identified, we are committed to working with suppliers to improve their practices. We believe this to be the most effective way for us to mitigate and remediate risks and to improve the lives of workers in our supply chain. When a supplier is found to be not in compliance with our SSCS, Kimberly-Clark engages with the supplier to develop a corrective action plan. Depending on the concerns raised, corrective actions could include supplier investments in infrastructure, equipment, or training; development of new policies or procedures; or provision of remedy for affected workers.

When serious issues are identified, Kimberly-Clark requires verification of improvement via document review or re-audit. Findings related to modern slavery risks are reported quarterly to our Steering Committee, and progress on improvement is monitored. We seek prompt and full remediation to all issues related to forced labor and modern slavery.

If needed, Kimberly-Clark may provide support to the supplier by sharing good practice examples or connecting them with consultants or other expert resources to support factory capacity building and remediation. In the event that the identified issues continue unresolved, or if we are not satisfied with the remediation efforts undertaken or the audit results, we may exit a supplier for continued non-compliance.

Kimberly-Clark did not identify any impact to the incomes of the most vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in its activities and supply chains. Accordingly, Kimberly-Clark did not introduce any measures to remediate such loss of income.

7. Grievance Mechanisms & Reporting

Kimberly-Clark maintains a grievance mechanism designed to enable concerns to be raised safely and effectively. This mechanism:

- Allows individuals to report concerns confidentially and without fear of retaliation;
- Supports the identification and monitoring of potential human rights risks across our operations and supply chain; and
- Helps mitigate the risk of modern slavery and other labor or social issues.

Employees, business partners, and third parties are encouraged to report ethical concerns through Kimberly-Clark's Code of Conduct HelpLine. The HelpLine provides a consistent and accessible channel for raising concerns or seeking guidance. Reports may be submitted anonymously and are protected under Kimberly-Clark's non-retaliation policy.

All concerns submitted through the HelpLine are assigned to a case leader and are assessed and investigated in accordance with established policies and procedures. This process enables stakeholders to raise issues related to potential modern slavery risks, as well as other ethical or Code of Conduct matters.

Further information is available on Kimberly-Clark's Code of Conduct webpage.

8. Training on Modern Slavery

Kimberly-Clark provides training on modern slavery for employees and managers with direct responsibility for our supply chain, including procurement buyers and teams managing external contract manufacturers. The training includes a focus on identifying and mitigating risks.

In 2025, live training on our Supply Chain Human Rights program was provided to key internal stakeholders including those in procurement category management roles, mill management and HR roles, and colleagues from the Sustainability, EHS, and Legal teams. Training on human rights, including modern slavery risks are also available to the broader K-C organization through our online learning management system – we had approximately 100 participants in our online training courses during calendar year 2025.

Through our procurement learning and development curriculum, we also offer sustainability-related training content including environmental, social and governance issues as well as coverage of human rights risks in supply chains. We also support the development of greater understanding around modern slavery-related supply chain risks during our monthly program escalation meetings with key internal stakeholders.

Kimberly-Clark is a member of AIM-Progress, which helps to advance topics related to modern slavery and responsible recruitment. Our Supply Chain Human Rights team actively participates in industry forums and trainings to stay up to date on industry trends and topics.

9. Measuring Effectiveness

To assess the effectiveness of our efforts to identify and address risks of forced labor and other human rights issues, Kimberly-Clark tracks and reviews a range of quantitative and qualitative indicators across our operations and supply chain. These include:

- The number of audits and supplier self-assessments (SAQs) completed;
- Geographic risk exposure within our supply chain;
- The type and severity of identified non-compliances;
- The status and closure rates of serious issues; and
- Supplier onboarding activities, including integration of responsible sourcing requirements.

This data is reviewed at least quarterly by the Responsible Sourcing Steering Committee to monitor trends, assess program effectiveness, and guide continuous improvement actions. In addition, we publish summary results of our audit program in our annual Global Sustainability Report to promote transparency.

We continue to evaluate the effectiveness of our Supply Chain Human Rights program and identify opportunities to strengthen our approach on an ongoing basis.

AUSTRALIA-SPECIFIC INFORMATION

About the Reporting Entity

For the purposes of the Modern Slavery Act 2018 (Cth), the reporting entities are: Kimberly-Clark Australia Pty Ltd, Kimberly-Clark Pacific Holdings Pty Limited and Kimberly-Clark Australia Holdings Pty Limited (together, “Kimberly-Clark Australia IPC”), and Kimberly-Clark IFP ANZ Pty Limited (“Kimberly-Clark Australia IFP”).

Kimberly-Clark Australia IPC is the local sales and distribution company for Kimberly-Clark’s International Personal Care business, servicing Australia, New Zealand and the Pacific Islands. Kimberly-Clark Australia IPC has approximately 200 employees across Australia and New Zealand.

Kimberly-Clark Australia IFP is the local sales and distribution company for Kimberly-Clark’s International Family Care and Professional business, servicing Australia, New Zealand and the Pacific Islands. In addition to its corporate offices, Kimberly-Clark Australia IFP’s local manufacturing facility is located in Millicent, South Australia where the majority of its Kleenex, VIVA, Scott and Kimberly-Clark Professional tissue products are made. Kimberly-Clark Australia IFP has approximately 477 employees across Australia.

To learn more about our leadership structure, please visit the [Leadership Team](#) section of our website.

Kimberly-Clark Australia IPC’s suppliers include Kimberly-Clark’s global affiliates that supply Kimberly-Clark products to Kimberly-Clark Australia IPC, as well as a range of direct procurement suppliers such as packaging suppliers and a range of indirect procurement suppliers such as cleaning service providers, marketing firms and professional service firms.

Kimberly-Clark Australia IFP’s suppliers include Kimberly-Clark’s global affiliates that supply Kimberly-Clark products to Kimberly-Clark Australia IFP, as well as a range of raw materials and direct procurement suppliers such as packaging suppliers and a range of indirect procurement suppliers such as cleaning service providers, marketing firms and professional service firms.

To learn more about Kimberly-Clark Australia please visit the [Kimberly-Clark Australia](#) section of our website.

Statement Development & Review

This Statement has been developed through a process of consultation involving officers and senior managers of Kimberly-Clark Corporation, Kimberly-Clark Limited, Kimberly-Clark Europe Limited, Kimberly-Clark European Services Limited and the following four entities which are each reporting entities for the purposes of the Australian Modern Slavery Act 2018 (Cth): Kimberly-Clark Pacific Holdings Pty Limited, Kimberly-Clark Australia Holdings Pty Limited, Kimberly-Clark Australia Pty Ltd, Kimberly-Clark IFP ANZ Pty Limited and their subsidiaries, in the course of which the participants have had the opportunity to have input into, and to approve, the content of this Statement.

An initial draft of the Statement was forwarded by email on 11 June 2026 to the Directors of Kimberly-Clark Pacific Holdings Pty Ltd, Kimberly-Clark Australia Holdings Pty Ltd and Kimberly-Clark Australia Pty Ltd and their subsidiaries, who were asked to reflect on the draft in light of the operations of their companies and to put forward changes or additions to the Statement to ensure its accuracy and completeness.

An initial draft of the Statement was forwarded by email on 16 June 2026 to the Directors of Kimberly-Clark IFP ANZ Pty Limited, who were asked to reflect on the draft in light of the operations of their companies and to put forward changes or additions to the Statement to ensure its accuracy and completeness.

Approval and Signature

This statement meets the obligations under section 14 of the Modern Slavery Act 2018 (Cth) and was approved by the boards of directors of each of the four reporting entities covered by this statement: Approved by Kimberly-Clark Australia Pty Limited, Kimberly-Clark Pacific Holdings Pty Limited, Kimberly-Clark Australia Holdings Pty Limited on 24 June 2026; and approved by Kimberly-Clark IFP ANZ Pty Limited on 25 June 2026.

Full name: Belinda Driscoll

Title: Managing Director

Entity: Kimberly-Clark Australia Pty Limited

Date: 26 June 2026

Signature:



I have the authority to bind Kimberly-Clark Australia Pty Limited

Full name: Belinda Driscoll

Title: Managing Director

Entity: Kimberly-Clark Pacific Holdings Pty Limited

Date: 26 June 2026

Signature:



I have the authority to bind Kimberly-Clark Pacific Holdings Pty Limited

Full name: Belinda Driscoll

Title: Managing Director

Entity: Kimberly-Clark Australia Holdings Pty Limited

Date: 26 June 2026

Signature:



I have the authority to bind Kimberly-Clark Australia Holdings Pty Limited .

Full name: David Tyack

Title: Managing Director

Entity: Kimberly-Clark IFP ANZ Pty Limited

Date: 26 June 2026

Signature:



I have the authority to bind Kimberly-Clark IFP ANZ Pty Limited

Legislation & Content Map

For ease, the tables below signpost where in the Statement the reporting criteria for the Disclosure Laws are met.

The sections of the Statement that specifically address what we have done to align with mandatory reporting criteria for s. 16 of the Australian Modern Slavery Act 2018 (Cth).

Mandatory reporting criteria	Section(s)/Details
Identify each reporting entity covered by the joint statement	- Kimberly-Clark Pacific Holdings Pty Limited - Kimberly-Clark Australia Holdings Pty Limited - Kimberly-Clark Australia Pty Limited - Kimberly-Clark IFP ANZ Pty Limited
Describe the structure, operations and supply chains of each reporting entity covered by the joint statement	About Kimberly-Clark Corporation About the Reporting Entity – Australia Organisation Structure, Operations & Supply Chains
Describe the risks of modern slavery practices in the operations and supply chains Operational and Supply Chain Risks of each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls	Operational and Supply Chain Risks
Describe the actions taken by each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls to assess and address these risks, including due diligence and remediation processes	Our Policies Related to Modern Slavery Due Diligence & Social Audits Remediation Training on Modern Slavery
Describe how each reporting entity covered by the joint statement assesses the effectiveness of actions being taken to assess and address modern slavery risks	Measuring Effectiveness
Describe the process of consultation with each reporting entity covered by the joint statement and with any entities that each of those reporting entity owns or controls	Statement Development & Review
Any other relevant information	Subsidiaries of the reporting entities consulted in the preparation of this statement include: Kimberly-Clark Treasury Australia Pty Ltd