

**CHARTER OF THE CORPORATE SOCIAL RESPONSIBILITY COMMITTEE
OF THE BOARD OF DIRECTORS
OF THE TIMBERLAND COMPANY**

The Corporate Social Responsibility (“CSR”) Committee is a standing committee of the Board of Directors of The Timberland Company (“Timberland”; the “Corporation”). The Committee shall consist of at least three Directors and shall meet at least twice during each calendar year.

The responsibilities of the CSR Committee shall include the following:

1. Review, discuss and monitor the Corporation’s Corporate Social Responsibility work, including community engagement, environmental impact, community investments and global labor (Code of Conduct) initiatives. Monitor the Corporation’s compliance with its Code of Conduct.
2. Review and discuss the Corporation’s CSR initiatives and goals in light of the Corporation’s overall business strategy, including impact of the initiatives, relationship to business objectives, and creation of shareholder value.
3. Review and discuss the Corporation’s impact as a leader in the area of corporate social responsibility, including discussion of applicable social, economic and environmental trends.
4. Ensure alignment between the Corporation’s senior executives and the Board on the Corporation’s CSR goals.
5. Evaluate the Committee’s performance annually.

The Committee shall have such other responsibilities and authority as may be determined from time to time by the Board.

Approved by the Board of Directors: December 13, 2006