

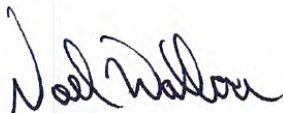
Colgate-Palmolive

UNGC Communication on Progress

In May 2017, Colgate-Palmolive became a member of the United Nations Global Compact (UNGC). I am pleased to confirm that Colgate reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

We are determined to position ourselves for further growth and are setting our sights on something even bigger as announced through our 2025 Sustainability Mission, our 3 Key Ambitions, and several new important Actions & Targets.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.



Noel Wallace
President and Chief Executive Officer

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicators
<p>Human Rights</p> <p><i>1. Support and respect the protection of internationally proclaimed human rights.</i></p> <p><i>2. Make sure the business is not complicit in human rights abuses.</i></p>	<p>We are committed to ensuring the wellbeing of those we serve, building a culture of inclusivity and creating meaningful opportunities for all people to succeed inside and outside Colgate.</p> <p>Colgate has a long-standing commitment to respecting human and labor rights worldwide and supports the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards. Colgate practices and seeks business partners who share our commitment to Universal Human Rights. We recognize the responsibility of business to respect human labor rights and will engage with stakeholders and respect all parties' rights. Protecting human and labor rights is one of our Key Sustainability Issues.</p> <p>As a part of our human rights management approach, we identified potential issues (listed below) and the vulnerable groups that might be impacted by these issues. These groups include individuals who work in high-risk geographies, migrant workers and other groups who may be impacted.</p> <ul style="list-style-type: none"> ● Freedom of Association ● Forced Labor ● Child Labor ● Health and Safety ● Hours and Wages ● Harassment ● Land Rights ● Diversity and Inclusion <p>As a member of the Supplier Ethical Data Exchange (Sedex), Colgate uses the Sedex Members Ethical Trade Audit (SMETA) protocol when required to assess suppliers' compliance with laws covering freedom of association, forced and child labor, health and safety, wages and benefits, working hours, and discrimination as well as environmental and business ethics matters.</p> <p>Since the inception of the Supplier Responsible Sourcing Assessment (SRSA) program in 2012, Colgate has assessed more than 80 percent of our spend with direct material suppliers operating in high-risk geographies, including raw material and packaging suppliers, and finished goods contract manufacturers.</p>	<p>Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act and Australia Modern Slavery Act compliance)</p> <p>Code of Conduct</p> <p>Third-Party Code of Conduct</p> <p>Palm Oil Responsible and Sustainable Sourcing policy</p> <p>Procurement Policies</p> <p>Colgate-Palmolive Sustainability Report 2020 - Social Responsibility/Human Rights (p.26)</p> <p>Diversity, Equity and Inclusion 2021 Report</p> <p>Colgate 2020 Key Performance Indicators (KPIs)</p>	<p>GRI 102-16</p> <p>GRI 102-40</p> <p>GRI 102-41</p> <p>GRI 405-1</p> <p>GRI 408-1</p> <p>GRI 409-1</p> <p>GRI 412-1</p> <p>GRI 413-1</p> <p>GRI 414-1</p>

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<p>Labor</p> <p><i>3. Uphold freedom of association and the effective recognition of the right to collective bargaining.</i></p> <p><i>4. Support elimination of all forms of forced and compulsory labor.</i></p> <p><i>5. Support effective abolition of child labor.</i></p> <p><i>6. Elimination of discrimination in respect of employment and occupation.</i></p>	<p>Colgate is committed to respecting employees’ lawful freedom of association and recognizes all legal rights to organize and collectively bargain. Colgate seeks to work with suppliers who promote this standard.</p> <p>We do not use forced labor within our own operations and we strive to eradicate forced labor from our supply chains. Colgate believes that every worker should have freedom of movement, no worker should pay for a job and no worker should be indebted or coerced to work. Moreover, Colgate’s policy is not to work with any supplier or contractor known to operate with forced labor. In line with the Consumer Goods Forum’s (CGF) recently announced Social Resolution on Forced Labor, Colgate joins CGF in acknowledging the broad societal problem of modern slavery and commitment to eradicate forced labor from supply/ value chains. Colgate complies with the UK Modern Slavery Act and the Australia Modern Slavery Act. This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Colgate-Palmolive Company’s anti-slavery and human trafficking statement for 2016.</p> <p>Colgate does not use child labor within our own operations. Child labor is defined as employing any person younger than the minimum age in the jurisdiction in question. However, in no event will we knowingly employ anyone younger than 16 years of age. Moreover, it is Colgate’s policy not to work with any supplier or contractor known to operate with child labor.</p> <p>Colgate strives to ensure our organization reflects the diversity of our consumers. We are committed to providing equal opportunity for all employees at all levels regardless of race, color, religion, sex, national origin, citizenship, ethnicity, age, disability, veteran status, marital status, sexual orientation, gender identity, or any other category protected by law in the terms or conditions of employment. This includes, but is not limited to, recruitment, hiring, promotion, transfer, compensation, training, demotion or layoff. Colgate seeks to work with suppliers who promote this standard.</p> <p>To manage the risk to our company and to the workers in our supply chain, Colgate has a formal process to identify and manage social, ethical and environmental risks in our supply chain and with other business partners. Colgate’s Supplier Responsible Sourcing Assessment (SRSA) program requires selected suppliers and business partners to complete a self-assessment focused on labor practices, human rights, worker health and safety, environmental management and business integrity. When a supplier is assessed as high risk, a third-party audit of their facility is required. To date, there are currently 600 suppliers and service providers in the program and 50% have conducted a social compliance audit. Colgate is also a member of AIM-PROGRESS, a global industry forum dedicated to the promotion of responsible sourcing practices and sustainable production systems. To further drive improvement in our supply chain, Colgate has participated in capacity-building sessions AIM-PROGRESS that are designed to improve supplier’s social and environmental performance.</p> <p>Colgate is committed to pay equity and its role in fostering a diverse and inclusive workplace. All Colgate People are paid at a level commensurate with their role, work location, individual performance and experience, irrespective of gender, race, ethnicity, or any other category protected by law. Consistent with these values, Colgate has committed to conducting an annual company-wide gender and race pay analysis across occupations in the United States, along with other steps to promote equal pay and fairness.</p>	<p>Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act, UK Modern Slavery Act and Australia Modern Slavery Act compliance)</p> <p>Colgate Code of Conduct</p> <p>Third-Party Code of Conduct</p> <p>Palm Oil Responsible and Sustainable Sourcing policy</p> <p>Equal Opportunity Employer Info</p> <p>Procurement Policies</p> <p>Colgate-Palmolive Sustainability Report 2020 - Social Responsibility/Human Rights (p.26)</p> <p>Colgate-Palmolive Sustainability Report 2020 - Environment Health and Safety (p. 31)</p> <p>Colgate-Palmolive Sustainability Report 2020 - 2020 Safety Highlights (p.34)</p> <p>Diversity, Equity and Inclusion 2021 Report</p> <p>Colgate 2020 Key Performance Indicators (KPIs)</p>	<p>GRI 102-41</p> <p>GRI 403-2</p> <p>GRI 404-2</p> <p>GRI 404-3</p> <p>GRI 405-1</p> <p>GRI 408-1</p> <p>GRI 412-1</p> <p>GRI 414-1</p> <p>GRI 414-2</p> <p>GRI 419-1</p>

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<p>Environment</p> <p><i>7. Businesses are asked to support a precautionary approach to environmental challenges.</i></p> <p><i>8. Undertake initiatives to promote greater environmental challenges.</i></p> <p><i>9. Encourage the development and diffusion of environmentally friendly technologies.</i></p>	<p>We are accelerating action on climate change and reducing our environmental footprint, working with our partners and operations to eliminate waste, decrease plastic usage, save water and conserve natural resources.</p>	<p>EOHS Policy</p>	<p>GRI 102-11</p>
		<p>Ingredient Safety Policy</p>	<p>GRI 102-12</p>
		<p>No Deforestation Policy</p>	<p>GRI 301-2</p>
		<p>Palm Oil Policy</p>	<p>GRI 302-1</p>
		<p>Product Safety Research Policy</p>	<p>GRI 302-2</p>
		<p>Procurement Policies</p>	<p>GRI 302-3</p>
		<p>Colgate-Palmolive Sustainability Report 2020 - Our Climate Commitment (p.72)</p>	<p>GRI 302-4</p>
		<p>Colgate-Palmolive Sustainability Report 2020 - Making Every Drop of Water Count (p.86)</p>	<p>GRI 303-1</p>
		<p>Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)</p>	<p>GRI 303-2</p>
		<p>Colgate-Palmolive Sustainability Report 2020 - Making Every Drop of Water Count (p.86)</p>	<p>GRI 305-1</p>
	<p>Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)</p>	<p>GRI 305-2</p>	
	<p>Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)</p>	<p>GRI 305-3</p>	
	<p>Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)</p>	<p>GRI 305-4</p>	
	<p>Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)</p>	<p>GRI 305-5</p>	
	<p>Colgate 2020 Key Performance Indicators (KPIs)</p>	<p>GRI 305-6</p>	
	<p>Colgate 2020 Key Performance Indicators (KPIs)</p>	<p>GRI 306-2</p>	
	<p>Colgate-Palmolive 2020 Science Based Targets</p>	<p>GRI 306-3</p>	
	<p>Colgate-Palmolive 2020 Science Based Targets</p>	<p>GRI 307-1</p>	
	<p>Colgate-Palmolive 2020 Science Based Targets</p>	<p>GRI 308-1</p>	
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<p>Anti-Corruption</p> <p><i>10. Work against corruption in all its forms, including extortion and bribery.</i></p>	<p>Colgate is committed to doing business with integrity and respect for all people and for the world around us. Since 1987, our Code of Conduct has served as a guide for our daily business interactions, reflecting our corporate values and our standard for ethical behavior. Our Code of Conduct is available in 42 different languages. Colgate’s Global Business Practices Guidelines provide further information to our employees on key topics in our Code of Conduct, including:</p> <ul style="list-style-type: none"> ● Advertising and Advertising Placement ● Anti-Bribery Laws ● Antitrust and Competition Laws ● Confidentiality ● Conflicts of Interest ● Corporate Governance ● Data Protection and Privacy ● International Trade Regulations ● Product Integrity ● Social Media <p>The Colgate Ethics Line provides a means for employees and external parties to ask questions, obtain guidance or report any suspected violations of the Code of Conduct. Colgate has a long-standing policy against making contributions to political parties or candidates.</p> <p>Colgate has a strict policy prohibiting bribery of governmental officials and private commercial parties anywhere we do business. Colgate also mandates that the third parties with whom we work comply with our anti-bribery policy, which is included in our Third Party Code of Conduct.</p> <p>Colgate’s compliance training, “Ethical Leadership Training,” uses a mixture of classroom and online training and covers numerous priority ethical topics, including Anti-Bribery, Competition Law, Privacy and Trade Compliance. Every year, 100 percent of salaried and clerical employees are required to complete the Code of Conduct training and certification, and every other year all employees complete the course. Training is mandatory and is linked to compensation for certain employee populations.</p>	<p>Anti-Bribery Policy</p> <p>Colgate Code of Conduct</p> <p>Political Contributions Policy</p> <p>Valuing Colgate People</p> <p>Ethics Line</p> <p>Managing with Respect</p> <p>Non Retaliation Policy</p> <p>Privacy Policy</p> <p>Colgate-Palmolive Sustainability Report 2020 - Business Integrity (p.15)</p> <p>Colgate 2020 Key Performance Indicators (KPIs)</p>	<p>GRI 102-16</p> <p>GRI 102-17</p> <p>GRI 102-18</p> <p>GRI 102-22</p> <p>GRI 102-23</p> <p>GRI 102-24</p> <p>GRI 414-1</p> <p>GRI 414-2</p>