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 Indicat ors
1. Support and respect the protection of internationally proclaimed human rights. 2. Make sure the business is not complicit in human rights abuses.	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. 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. 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. • Freedom of Association • Forced Labor • Child Labor • Health and Safety • Hours and Wages • Harassment • Land Rights • Diversity and Inclusion 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. 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.	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) Code of Conduct Third-Party Code of Conduct Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies Colgate-Palmolive Sustainability Report 2020 - Social Responsibility/Human Rights (p.26) Diversity, Equity and Inclusion 2021 Report Colgate 2020 Key Performance Indicators (KPIs)	GRI 102-16 GRI 102-40 GRI 102-41 GRI 405-1 GRI 408-1 GRI 409-1 GRI 412-1 GRI 413-1 GRI 414-1

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicat ors
Labor	Colgate is committed to respecting employees' lawful freedom of association	Respecting Human	GRI 102-41
Labor	and recognizes all legal rights to organize and collectively bargain. Colgate seeks to work with suppliers who promote this standard.	Rights and Labor Rights: Disclosure Statements	CDI 402-2
3. Uphold freedom of	seeks to work with suppliers who promote this standard.	(California Transparency	GRI 403-2
association and the	We do not use forced labor within our own operations and we strive to	in Supply Chains Act, UK	GRI 404-2
effective recognition	eradicate forced labor from our supply chains. Colgate believes that every	Modern Slavery Act and	001.404.0
of the right to collective bargaining.	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	Australia Modern Slavery Actcompliance)	GRI 404-3
concente barganning.	policy is not to work with any supplier or contractor known to operate with	Stavery Acteomphaneey	GRI 405-1
4. Support	forced labor. In line with the Consumer Goods Forum's (CGF) recently	Colgate Code of	
elimination of all forms of forced and	announced Social Resolution on Forced Labor, Colgate joins CGF in acknowledging the broad societal problem of modern slavery and	Conduct	GRI 408-1
compulsory labor.	commitment to eradicate forced labor from supply/ value chains. Colgate		GRI 412-1
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	complies with the UK Modern Slavery Act and the Australia Modern Slavery	Third-Party Code of	
- 0	Act. This statement is made pursuant to section 54(1) of the UK Modern	Conduct	GRI 414-1
5. Support effective abolition of child	Slavery Act 2015 and constitutes Colgate-Palmolive Company's anti-slavery and human trafficking statement for 2016.	Palm Oil Responsible	GRI 414-2
labor.	and named transcome statement for 2010.	and Sustainable Sourcing policy	GIII 414 Z
	Colgate does not use child labor within our own operations. Child labor is	Sourcing policy	GRI 419-1
	defined as employing any person younger than the minimum age in the	Equal Opportunity	
	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	Employer Info	
6. Elimination of	work with any supplier or contractor known to operate with child labor.		
discrimination in		Procurement Policies	
respect of	Colgate strives to ensure our organization reflects the diversity of our	Colgate-Palmolive	
employment and occupation.	consumers. We are committed to providing equal opportunity for all employees at all levels regardless of race, color, religion, sex, national origin,	Sustainability Report 2020 -	
occupation.	citizenship, ethnicity, age, disability, veteran status, marital status, sexual	Social Responsibility/Human	
	orientation, gender identity, or any other category protected by law in the	Rights (p.26)	
	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.	Colgate-Palmolive	
	., д.	Sustainability Report	
	To manage the risk to our company and to the workers in our supply chain,	2020 - Environment Health and Safety (p.	
	Colgate has a formal process to identify and manage social, ethical and environmental risks in our supply chain and with other business partners.	31)	
	Colgate's Supplier Responsible Sourcing Assessment (SRSA) program requires		
	selected suppliers and business partners to complete a self-assessment	Colgate-Palmolive Sustainability Report	
	focused on labor practices, human rights, worker health and safety,	2020 - 2020 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,	Highlights (p.34)	
	there are currently 600 suppliers and service providers in the program and	Diversity, Equity and	
	50% have conducted a social compliance audit. Colgate is also a member of	Inclusion 2021 Report	
	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	Colgate 2020 Key	
	capacity-building sessions AIM-PROGRESS that are designed to improve	Performance Indicators	
	supplier's social and environmental performance.	(KPIs)	
	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.		

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicat ors
Environment	We are accelerating action on climate change and reducing our	EOHS Policy	GRI 102-11
	environmental footprint, working with our partners and operations to eliminate waste, decrease plastic usage, save water and conserve natural	Ingredient Safety Policy	GRI 102-12
7. Businesses are asked to support a precautionary approach to environmental challenges.	resources.	No Deforestation Policy	GRI 301-2
	We continue to maintain a robust EHS Management System and EHS Global Standards. The EHS Management System contains key provisions for our requirements that includes self-assessments and inspection, management of	Palm Oil Policy	GRI 302-1
		Product Safety Research Policy	GRI 302-2
8. Undertake	change, training, documentation, and EHS leadership expectations. Other key elements are included as well. We annually evaluate our EHS Management	Procurement Policies	
initiatives to promote	System with a third party vendor to ensure it is equivalent to benchmark consensus standards, such as ISO 45001:2018 or ISO 14001:2015. Sites are	Colgate-Palmolive	GRI 302-3
greater environmental	required to develop appropriate programs to comply with Company	Sustainability Report	GRI 302-4
challenges.	Standards and applicable regulatory requirements. We maintain an EHS audit program that is executed by our employees and a third party provider. During 2020, we transitioned to a virtual audit process for our full and verification audits. We were able to leverage technology solutions to effectively complete five full audits and eight verification audits. As part of our 2025 Strategy,we stated that we will work for water resilience	2020 - Our Climate Commitment (p.72)	GRI 303-1
9. Encourage the development and		Colgate-Palmolive Sustainability Report 2020 - Making Every Drop of Water Count	GRI 303-2
diffusion of environmentally			GRI 305-1
friendly technologies.	across our value chain, protecting ecosystems and supporting water access.	(p.86)	GRI 305-2
	Our goal is to achieve net zero water at our manufacturing sites in water stressed areas by 2025, and all by 2030. In 2017, Colgate joined the UN CEO Water Mandate Action Platform as part of our participation in the UN Clobal	Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p.96)	GRI 305-3
	Water Mandate Action Platform as part of our participation in the UN Global Compact (UNGC). Colgate is working with the UNGC to leverage the SDGs in the ongoing development of our water stewardship and sustainability		GRI 305-4
	strategies.		GRI 305-5
	At Colgate, we understand the potential consequences of climate change, and we are committed to acting responsibly and conscientiously to protect people	Colgate 2020 Key Performance Indicators	GRI 305-6
	and the environment wherever we operate. Reducing our energy use and greenhouse gas emissions also enables Colgate to mitigate costs. In our 2025	(KPIs)	GRI 306-2
	Strategy, we've targeted net zero carbon emissions across our growing business, including our own operations, suppliers and consumers. Our goal is	Colgate-Palmolive 2020 Science Based Targets	GRI 306-3
	to achieve net zero carbon in our global operations by 2040 and 100% renewable electricity for our global operations by 2030. In August 2020, we		GRI 307-1
	set a new Science-Based Target covering greenhouse gas emissions from company operations (scopes 1 and 2) are consistent with reductions required		GRI 308-1
	to keep warming to 1.5°C. The renewable energy procurement target covering scope 2 emissions is consistent with reductions required to keep warming to 1.5°C.		
	We recognize the importance of reducing waste at every stage of the product life cycle, including at the end-of-life of our products and packaging.		
	In June 2018, Colgate-Palmolive Company joined the Ellen MacArthur Foundation's New Plastics Economy initiative. With our 2025 strategy we		
	made the commitment to design and deliver zero plastic waste solutions for		
	Colgate-Palmolive products. We aim to eliminate one third of our New Plastics by 2025.		
	Through these commitments and initiatives, we are promoting actions that will address greater environmental challenges such as climate change, water		
	risks, deforestation and plastic pollution. We are developing new business systems to integrate climate resiliency into our risk management processes; invest in water conservation and assess water risks associated with our global		
	operations. We are also helping develop environmentally friendly technologies through designing innovative products that enable consumers to		
	use less water; introducing recyclable packaging, creating demand for clean energy, working with local and global organizations to help promote access to		
	clean water. Colgate is also supporting a vision for a future without deforestation and working to meet our goal of no deforestation.		

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicat ors
Anti-Corruption	Colgate is committed to doing business with integrity and respect for all	Anti-Bribery Policy	GRI 102-16
10. Work against corruption in all its forms, including extortion and bribery.	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:	Colgate Code of Conduct	GRI 102-17
		Political Contributions Policy	GRI 102-18
		Valuing Colgate People	GRI 102-22
	Advertising and Advertising PlacementAnti-Bribery Laws	Ethics Line	GRI 102-23
	Antitrust and Competition Laws	Managing with Respect	GRI 102-24
	Confidentiality Conflicts of Interest	Non Retaliation Policy	GRI 414-1
	Corporate Governance	Privacy Policy	GRI 414-2
	Data Protection and Privacy	Colgate-Palmolive	
	 International Trade Regulations Product Integrity 	Sustainability Report 2020 - Business Integrity	
	Social Media	(p.15)	
		Colgate 2020 Key Performance Indicators	
	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.	(KPIs)	
	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.		
	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.		