Colgate-Palmolive

2020 UNGC Advanced Level Self-Assessment / Implementing the Ten Principles into Strategies & Operations

Strategy	
Criterion 1: The COP describes mainstreaming into corporate functions and business units **Criterion 2:** The COP describes value chain implementation	
Colgate's Self-Assessment	**Source of Information**
Colgate is a caring, innovative growth company reimagining a healthier future for all people, their pets, and our planet. This purpose unites Colgate-Palmolive People all around the world and energizes our sustainability efforts. In November 2020, we announced our 2025 Sustainability & Social Impact Strategy, which is focused on three ambitions: Driving social impact, Helping millions of homes and Preserving the environment. We are committed to raising the bar and ensuring sustainability is integrated into all aspects of our company. We are really proud that the Colgate brand is in more homes than any other, so we can and we will create a healthier, more sustainable future for all. We begin this new decade with great momentum and a sense of accomplishment as we reflect on our achievements against our 2015 to 2020 Sustainability Strategy. Looking ahead, we are setting our sights on something even bigger as we begin our journey toward accomplishing our 2025 Sustainability & Social Impact Strategy, which focuses on three key ambitions: **Driving Social Impact:** We are committed to ensuring the well-being of those we serve, building a culture of inclusivity and creating meaningful opportunities for all people to succeed inside and outside Colgate. **Helping Millions Of Homes:** We are empowering people to develop healthier habits by choosing sustainable products that improve their lives and homes from oral and personal care to home care and pet nutrition. **Preserving Our Environment:** We are accelerating action on climate change and reducing our environmental footprint, including by working with our partners and operations to eliminate waste, decrease plastic usage, save water and conserve natural resources. These key ambitions are supported by actionable targets that uphold our continued commitment to building environmental and social consciousness into every decision. We know that we must pursue our purpose with all Colgate People bringing their diverse backgrounds, ethnicities, religions, unique perspectives and individuality to the workplace. To that extent, we recently introduced a new global Diversity, Equity & Inclusion Strategy centered around four pillars: People, Community, Supplier Diversity and Communication. We are integrating this strategy throughout our business and believe it will fuel our growth by informing the decisions we make across all areas of our Company, from the products we design to the brands we build to how we go to market with those offerings. This new strategy will help us better communicate our beliefs and provide a roadmap for evolution and change. In order to further refine and build upon Colgate's sustainability strategy, in 2019, Colgate conducted a Stakeholder versus Business Impact assessment. This assessment is recognized by the Global Reporting Initiative (GRI) as a Materiality assessment. We refer to this as a Sustainability Impact Assessment. We conducted our Sustainability Impact Assessment to meet the expectations of our external stakeholders and to help inform our business decisions. To do so, we first created an extensive list of sustainability-related issues by examining a large number of internal and external sources including the United Nations Sustainable Development Goals (UNSDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), Environmental, Social, and Governance rating tools (Dow Jones Standards Indices (DJSI), CDP, Institutional Shareholder Services (ISS), Just Capital, Sustainalytics and Morgan Stanley Capital International (MSCI)), peer reviewed scientific research, industry reports, consumer insights data and employee feedback.	2025 Sustainability & Social Impact Strategy (p. 6) Colgate 2020 Annual Report Colgate Sustainability Report 2020 - A welcome letter from President and CEO, Noel Wallace (p.3) Colgate Sustainability Report 2020 - Sustainability Management (p.17) Colgate Sustainability Report 2020 - Stakeholder Engagement (p.19) Colgate-Palmolive Sustainability Report - Social Responsibility/Human Rights p.26) Colgate-Palmolive Sustainability Report 2020 -Our Commitment to No Deforestation (p.67) Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act compliance) Colgate Code of Conduct Diversity, Equity and Inclusion 2021 Report Third-Party Code of Conduct California Transparency Act Disclosure Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies

We then assessed the interrelations between these sustainability-related topics and our business through the lenses of risks and opportunities. By conducting a large employee survey, we asked our employees where Colgate can make the biggest impact. We held in-depth interviews with Colgate subject matter experts and function leads to align our findings with business priorities and analyzed data from our consumers to identify moving trends in the market. We received nearly 8,000 responses from over 100 countries. As a result, we have developed the "Sustainability Impact Matrix" presented in our Sustainability Report.

Established in 1998, our Supplier Diversity program is embedded in our U.S.- based organization with clear goals to drive growth. We drive performance through our quarterly Supplier Diversity Forums, and we collaborate with our suppliers to support our goals. Our procurement teams are encouraged to seek suppliers that add value and innovation while also delivering cost savings. To support our supplier diversity goals, our teams have set objectives, such as inclusion of diversity spend requirements in contracts with first-tier suppliers, maximizing second-tier spend opportunities and executing targeted supplier day forums to engage and build relationships. In 2020, Colgate spent 5.5 percent of our total U.S. procurement spend of $3 billion with diverse suppliers.

Colgate People are committed to the highest standards of integrity and full compliance with our Code of Conduct. It is our goal to ensure that our relationships with our suppliers and business partners reflect and support the same high ethical standards.

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. Risk factors considered in the selection of suppliers to participate in the program include: geographic risks (using the Verisk Maplecroft Risk Indexes), Colgate's in-country knowledge, industry-associated risks and business criticality to our operations. Through the use of a supplier risk assessment scorecard, selected suppliers and business partners are scored against critical risk factors to determine the need to conduct a social compliance audit. When a supplier is assessed as high risk, a third-party audit of its facility is required. Through the SRSA program, we have assessed the performance of more than 70 percent of our suppliers in high-risk geographies since 2012, driving improved working conditions for more than 155,000 employees across our external supply chain. To date, there are currently 600 suppliers and service providers in the program and 50% have conducted a social compliance audit.

In line with Colgate's values, we are committed to protecting the global environment, enhancing the communities where people live and operating in compliance with government laws and regulations. Our policies and commitments help us manage the deforestation risks in our supply chain for pulp and paper, palm oil and derivatives, soy and soy oil, and beef tallow.

Colgate-Palmolive

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Human Rights	
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights **Criterion 4:** The COP describes effective management systems to integrate the human rights principles **Criterion 5:** The COP describes effective monitoring and evaluation mechanisms of human rights integration	
Colgate's Self-Assessment	**Source of Information**
Colgate has a long-standing commitment to respecting human rights and labor rights worldwide and supports the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards, and we have confirmed our support for the UN Global Compact and principles on human rights, labor, environment and anti-corruption. Colgate is a member of the Consumer Goods Forum (CGF) and supports the Forum's Social Resolution on Forced Labor and its supporting Priority Industry Principles; every worker should have freedom of movement, no worker should pay for a job, and no worker should be indebted or coerced to work. Colgate is also a member of the CGF Human Rights Coalition. Colgate seeks to work with business partners who share our commitment to Universal Human Rights. We recognize the responsibility of business to respect human and labor rights and will engage with stakeholders to respect the rights of all parties. Colgate's Code of Conduct communicates our commitment to oppose the illegal use of child labor, human exploitation and all other forms of unacceptable treatment of workers. Colgate's Third Party Code of Conduct sets the Company's expectations for suppliers and business partners in a number of critical areas, including labor practices and universal human rights, protecting the environment, health and safety and ethical dealings. The Code is provided to suppliers and business partners, and Colgate's contracts and purchase orders typically require suppliers to abide by the Code's standards (or suppliers' comparable code standards). We are a member of AIM-PROGRESS, a global forum of consumer goods companies sponsored by the European Brands Association (AIM) and the Consumer Brands Association (formerly GMA) in North America. The group's purpose is to promote responsible supply chain and sourcing practices covering labor and human rights, health and safety, environmental management and business integrity. Colgate actively participates on the AIM-Progress Human Rights Workstream focused on the issues of forced labor, responsible recruiting and fair labor practices. Every year salaried and clerical employees are required to complete the Code of Conduct training and every other year all employees complete the course. The Colgate EthicsLine provides a means for employees and external parties to ask questions; obtain guidance or report any suspected violations of the Code of Conduct. We work to create a workplace free of inappropriate or unlawful behavior in which people are encouraged to share their concerns with the Company without fear of retaliation. Colgate's Audit Committee reviews with management the activities of the Global Ethics and Compliance function, including its monitoring of compliance with the Company's Code of Conduct and Business Practices Guidelines.	Colgate-Palmolive Sustainability Report - Social Responsibility/Human Rights (p.26) Colgate-Palmolive Sustainability Report 2020 - Responsible Sourcing (p.36) Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act compliance) Colgate Code of Conduct Third-Party Code of Conduct California Transparency Act Disclosure Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies Colgate 2020 Key Performance Indicators (KPIs) Colgate 2020 GRI Index

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Labor	
Criterion 6: The COP describes robust commitments, strategies or policies in the area of labor **Criterion 7:** The COP describes effective management systems to integrate the labor principles **Criterion 8:** The COP describes effective monitoring and evaluation mechanisms of labor principles integration	
Colgate's Self-Assessment	**Source of Information**
Colgate has a long-standing commitment to respecting human rights and labor rights worldwide and supports the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards, and we have confirmed our support for the UN Global Compact and principles on human rights, labor, environment and anti-corruption. Colgate is a member of the Consumer Goods Forum (CGF) and supports the Forum's Social Resolution on Forced Labor and its supporting Priority Industry Principles; every worker should have freedom of movement, no worker should pay for a job, and no worker should be indebted or coerced to work. Colgate seeks to work with business partners who share our commitment to Universal Human Rights. We recognize the responsibility of business to respect human and labor rights and will engage with stakeholders to respect the rights of all parties. Colgate's Code of Conduct communicates our commitment to oppose the illegal use of child labor, human exploitation and all other forms of unacceptable treatment of workers. Colgate's Third Party Code of Conduct sets the Company's expectations for suppliers and business partners in a number of critical areas, including labor practices and universal human rights, protecting the environment, health and safety and ethical dealings. The Code is provided to suppliers and business partners, and Colgate's contracts and purchase orders typically require suppliers to abide by the Code's standards (or suppliers' comparable code standards). We are a member of AIM-PROGRESS, a global forum of consumer goods companies sponsored by the European Brands Association (AIM) and the Consumer Brands Association (formerly GMA) in North America. The group's purpose is to promote responsible supply chain and sourcing practices covering labor and human rights, health and safety, environmental management and business integrity. Colgate actively participates on the AIM-Progress Human Rights Workstream focused on the issues of forced labor, responsible recruiting and fair labor practices. Every year 100 percent of salaried and clerical employees complete the Code of Conduct training and every other year all employees complete the course. The Colgate EthicsLine provides a means for employees and external parties to ask questions; obtain guidance or report any suspected violations of the Code of Conduct. We work to create a workplace free of inappropriate or unlawful behavior in which people are encouraged to share their concerns with the Company without fear of retaliation. Colgate's Audit Committee reviews with management the activities of the Global Ethics and Compliance function, including its monitoring of compliance with the Company's Code of Conduct and Business Practices Guidelines. 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. We will make well-being an organizational priority to ensure our people can bring their best selves to work every day. We'll do this by implementing holistic well-being programs at 100% of our sites. Colgate plays a key role in supporting the physical, social, financial, and environmental well-being of all 34,000 employees. One highlight is the 10th annual Live Better Month that was held in June 2020 that focused on physical, nutritional and emotional health for Colgate People and their families.Our goal is to encourage employees, many of whom are working from home, to focus on their well-being and of their loved ones. 2020 presented unique challenges, as we had to quickly transition our programs and processes to address the COVID-19 pandemic. We modified our Health Incident Management Plan (HIMP) to address COVID-19 and established specific actions related to response, prevention and mitigation. Key elements of the HIMP include requirements for our facilities to protect our workforce, visitors, contractors, and temporary employees, specifically - temperature/symptom screening at entrance, social distancing, use of face masks, handwashing, respiratory hygiene, and cleaning	Colgate-Palmolive Sustainability Report 2020 - Social Responsibility/Human Rights (p.26)) Colgate-Palmolive Sustainability Report 2020 - Responsible Sourcing (p.36) Colgate-Palmolive Sustainability Report 2020 - Employee Health and Wellness (p.25, 26)). Colgate-Palmolive Sustainability Report 2020 - 2020 Safety Highlights (p.34) Colgate-Palmolive Sustainability Report 2020 - Equal Pay (p. 29). Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act compliance) Diversity, Equity and Inclusion 2021 Report (p. 15,16) Code of Conduct Third-Party Code of Conduct California Transparency Act Disclosure Palm Oil Responsible and Sustainable Sourcing policy

and disinfection. Our Environment Health & Safety (EHS) & Human Resources teams developed coordinated efforts to educate the families of our employees on the importance of prevention and being vigilant in the community. The campaigns included educational materials, masks, sanitizers, and fun items for children - coloring books, building your own mask kits, and other entertaining activities.

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 change, training, documentation, and EHS leadership expectations. Other key elements are included as well. We annually evaluate our EHS Management 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 required to develop appropriate programs to comply with Company 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.

Gaps identified during the audit process are input into a global system, with appropriate actions assigned by the site. Actions are tracked to closure. Sites update their action plans on a quarterly basis. Our operations are evaluated annually to ensure occupational health exposures are well controlled. Any identified exposures are managed using the hierarchy of controls. Closure of previously identified exposures is verified by a global third-party industrial hygiene provider.

Colgate commits to be recognized as a leader in global diversity, equity and inclusion by Colgate people, customers, consumers, shareholders, industry peers, and the global communities in which we live and work. Colgate published its first Diversity, Equity and Inclusion (DE&I) Report in 2021, which details how we are accelerating change to create a more inclusive organization and advancing global equity efforts across race, ethnicity, socioeconomic status, disability, gender, sexual orientation, age, disability, religion, and many other identities. We also share our current and future supplier diversity efforts to increase our work with women and minority-owned businesses. Finally, we have included how we communicate more through open dialogues and greater opportunities to learn and understand. The report provides details on Colgate's DE&I Strategic Plan, actions taken to support DE&I and related data. The complete report can be found here.

Colgate is dedicated to creating opportunities for career advancement for Black and African Americans with Advancing Critical Capabilities Empowers Leaders (Accel). For the past four years, Accel annually selected 25 emerging Black and African-American leaders to increase their technical proficiency, achieve organizational goals, advance leadership, and be more globally competitive.

We launched an anti-bias educational program to train global leaders on how to eliminate unconscious bias in business and decision making. To date, over 75% of Colgate's managers have completed the program along with other steps that promote diversity, equity, and inclusion. Colgate has long been committed to pay equity and its role in fostering a diverse and inclusive workplace. We pay all Colgate people 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 conducts an annual US-based pay analysis for gender and race. Acknowledging that comparing pay based on race/ethnicity is challenging on a global basis, in 2020, Colgate also conducted a global gender-based pay analysis. Our results confirm that in the United States, Colgate has achieved statistical pay equity for gender and race. Globally, there is a less than 1% unexplained difference in pay between women and men, and we are committed to continuing our work to close that gap.

Procurement Policies

Colgate 2020 Key Performance Indicators (KPIs)

Assurance and Verification Statements

Colgate EOHS Equivalency Statement 2020

Colgate OHS Assurance Statement Reporting Year 2020

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Environment	
Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship **Criterion 10:** The COP describes effective management systems to integrate the environmental principles **Criterion 11:** The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	
Colgate's Self-Assessment	**Source of Information**
Strict standards define environmental performance at Colgate; all our facilities have a fully implemented Environmental Management System covering a wide range of categories, including incident prevention, energy efficiency, climate change, water stewardship and zero waste operations. We seek to continuously improve our practices in light of advances in technology, controls and new understandings in environmental science, health and safety. Our worldwide policy is to comply with or exceed all applicable environmental, health and safety rules and regulations relating to the operation of our facilities - manufacturing, distribution, technology centers and offices. The health and safety of our customers, our employees and the communities in which we operate must be paramount in all we do. Colgate has made great progress with its climate-related goals. It has reduced absolute greenhouse gas (GHG) emissions from manufacturing (scope 1&2) by approximately 38% vs. 2002; total percentage of electricity obtained from renewable sources is 36%; reduced energy intensity in manufacturing by 37% vs. 2002; achieved 86 U.S. EPA ENERGY STAR Challenge site recognitions since 2001; completed 27 U.S.Green Building Council (USGBC) LEED certified projects; reduced GHG intensity of outbound logistics (scope 3) by 3% vs. 2019; and reduced absolute GHG avoided from consumers saving water to be estimated (scope 3) by more than 17% from 2016-2022. 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 change, training, documentation, and EHS leadership expectations. Other key elements are included as well. We annually evaluate our EHS Management 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 required to develop appropriate programs to comply with Company Standards and applicable regulatory requirements. More details can be found here. At Colgate, we understand the potential consequences of climate change, and we are committed to acting responsibly and conscientiously to protect people and the environment wherever we operate. Our climate strategy is anchored in setting and achieving science-based goals to reduce greenhouse gases. Colgate's new Science Based Target was set to reduce absolute scope 1 and scope 2 greenhouse gas emissions in global operations 30% by 2025 and 50% by 2030 from a 2018 base year. Colgate-Palmolive commits to source 100% renewable electricity for its global operations by 2030. Colgate Palmolive also commits to reduce absolute scope 3 GHG emissions from purchased goods and services 30% by 2025 from a 2018 base year. In addition, Colgate commits to reduce indirect use phase emissions associated with the consumer use of its products 20% by 2025 from 2016 base year. As of 2020, we exceeded this target and our global energy programs have already resulted in the reduction of energy per ton of products by 37 percent. Since 2002, our energy reduction program has helped us avoid more than $672 million in energy costs. In 2020, our absolute GHG Emissions from manufacturing (Scope 1 & 2) vs. 2002 was 38%. Colgate joined the UN CEO Water Mandate Action Platform in 2017, as part of our participation in the UN Global Compact (UNGC). This initiative seeks to mobilize business leaders to advance water stewardship, sanitation, and the United Nations Sustainable Development Goals (SDGs). A more detailed description of our commitments on climate, water and forest stewardships and strategies to fulfill them is described in our CDP responses, all available on our website.	Colgate-Palmolive's Environment, Health and Safety Policy Statement Colgate 2020 Annual Report Colgate-Palmolive Sustainability Report 2020 - Environmental Management (p.72) Colgate-Palmolive Sustainability Report 2020 - Our Climate Commitment (p. 72) Colgate-Palmolive Sustainability Report 2020 - Making Every Drop of Water Count (p. 86) Colgate-Palmolive Sustainability Report 2020 - Leading with Zero Waste Facilities (p. 96) Colgate-Palmolive Sustainability Report 2020 - Reducing Consumer Waste (p. 98) Colgate-Palmolive Sustainability Report 2020 - Commitment to Sustainable Buildings (p. 99) Colgate-Palmolive Sustainability Report 2020 - Product Sustainability at Colgate (p. 51) Colgate's No Deforestation Policy Palm Oil Responsible and Sustainable Sourcing policy

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Colgate's Product Sustainability Scorecard is intended to measure the progress of our goals to increase the sustainability in our products by 2020. Our product sustainability key performance indicators are focused on three areas: Packaging, Formula and Social Impact. Through cross-functional collaboration across the Colgate world, we continue to make progress and 99 percent of new products in 2020 have improved sustainability profiles.

To provide incentives for Colgate people to integrate sustainability into business strategy and operations, our global sustainability initiatives, including climate targets, are among the individual objectives used to determine the compensation for many of our senior managers.

Our Enterprise Risk Management process is used to identify, assess, prioritize and manage physical, climate and water-related risks, and shapes our business strategy by informing our sourcing and contingency planning processes and infrastructure investment decision-making. Several topics related to the environment have been addressed under the "Risk Factors" section of our Annual Report including climate change, responsible sourcing and deforestation, the use of plastic, energy and water, the recyclability or recoverability of packaging, including single-use and other plastic packaging and ingredient transparency.

For the planet, Colgate is committed to responsibly source forest commodities to reach zero net deforestation. In order to execute those commitments, our risk assessment process follows the following approach: 1. Enterprise Risk Management (ERM) program: To identify, prioritize and manage risks; 2. Supplier Responsible Sourcing Assessment (SRSA) program where we evaluate four important areas: Labor practices, Health and safety, Environmental management and Business integrity; 3. Sustainable & Responsible Sourcing: a) to source all our forest commodities responsibly by 2020, developing a commodity specific policy, b)To drive transparency in our global supply chain, by conducting supply chain mapping, c) To promote the usage of certified materials d) To conduct risk assessments to identify areas of high risk and opportunities of improvements in our supply network; and e) partnership to partner with suppliers to address specific issues identified, following a collaborative approach to drive transformation in our supply chain.

Procurement Policies

Colgate 2020 Key Performance Indicators (KPIs)

Colgate's CDP 2020 Climate Change Response

Colgate's CDP 2020 Water Security Response

Colgate's CDP 2020 Forests Response

Assurance and Verification Statements

Colgate EOHS Gap Assessment Report and Equivalency Statement

Colgate Assurance Statement ENV Indicators 2020

Colgate NOx Assurance Statement 2020

Colgate Scope 1 and 2 GHG Emissions Verification Statement 2020

Colgate Scope 3 Emissions Verification Opinion 2020

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Anti-Corruption	
Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption **Criterion 13:** The COP describes effective management systems to integrate the anti-corruption principle **Criterion 14:** The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
Colgate's Self-Assessment	**Source of Information**
Colgate's Code of Conduct is the global primer for appropriate behavior. It is available in 42 different languages. All salaried and clerical Colgate people are required to participate in annual training and certification regarding the Code of Conduct. Factory workers certify annually and complete training every other year. Our audit firm, PricewaterhouseCoopers LLP, audits a cross-section of these certifications. The Code of Conduct applies to all Colgate people, including directors, officers and all employees of the Company and its subsidiaries. Vendors and suppliers are also subject to these requirements, as adherence to the Colgate Third Party Code of Conduct (or a supplier equivalent of the Code of Conduct) is a condition for conducting business with Colgate. Colgate people must conduct Company activities so as to fully comply with the laws of the countries in which they operate, as well as relevant laws of the United States as outlined in the Company's Business Practices Guidelines, policies and procedures. Since 1987, our Code of Conduct has served as a guide for our daily business interactions, reflecting our standard for proper behavior and our corporate values. The Code clearly conveys to each of us that the manner in which we achieve our business results matters just as much as achieving them. The Colgate-Palmolive Company provides a number of resources to facilitate the ability to seek advice, ask questions or raise concerns. These resources include: managers, Human Resources, Global Ethics & Compliance, Employee Relations, our Legal organization and the Colgate-Palmolive EthicsLine. It is Colgate-Palmolive's policy and practice to maintain the highest ethical standards, and to create a workplace free of inappropriate or unlawful behavior, in which people are encouraged to share their concerns with the Company without fear of retaliation. The Company has a "zero tolerance" policy for any conduct that violates the Code of Conduct or Business Practices Guidelines. This means that when an occurrence of a violation has been verified, appropriate action commensurate with the nature and extent of the violation will be taken. No individual or manager in the Company has authority to engage in conduct that does not comply with this Code, or to authorize, direct, approve or condone such conduct by any other person. The Code of Conduct is regularly updated and reissued to ensure its comprehensiveness. Colgate's Code of Conduct also includes provisions regarding competition law, anti-bribery laws, data privacy and data protection laws and records retention laws. The updated Code of Conduct also contains additional guidelines for seeking guidance or reporting concerns. Each employee is responsible for demonstrating integrity and leadership by complying with the provisions of the Code of Conduct, Global Business Practices Guidelines, Company policies and all applicable laws. By fully including ethics and integrity in our ongoing business relationships and decision-making, we demonstrate a commitment to a culture that promotes the highest ethical standards. In 2020, Ethics and Compliance received 404 contacts through a variety of channels including the EthicsLine, Ethics web tool and ethics@colpal.com, which covered a wide variety of reporting activities including 62 consultations. Allegations reported to Ethics and Compliance, are grouped into the following categories: Accounting related, Conflict of Interest, Discrimination; Financial-related; Harassment; Regulatory and Legal Retaliation; Work Environment; Miscellaneous Issues ("Other"); and non-Ethics and Compliance matters. After a thorough investigation has been completed, if the allegations are substantiated, appropriate remedial action is taken. There has been internal reporting on relevant investigations, prosecutions, and closed cases, as well as corporate publications, including the Annual Report and the Sustainability Report, which provide appropriate information on EthicsLine contacts and reports on public legal cases. Colgate's Audit Committee reviews with management the activities of the Global Ethics and Compliance function, including its monitoring of compliance with the Company's Code of Conduct and Business Practices Guidelines.	Code of Conduct Third-Party Code of Conduct Colgate-Palmolive Sustainability Report 2020 - Business Integrity(p.15) Colgate's Anti-Bribery Policy Colgate's Political Contributions Policy Colgate's Ethics Line Non Retaliation Policy Colgate Audit Committee Charter

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UN Goals	
Criterion 15: The COP describes core business contributions to UN goals and issues **Criterion 16:** The COP describes strategic social investments and philanthropy **Criterion 17:** The COP describes advocacy and public policy engagement **Criterion 18:** The COP describes partnerships and collective action	
Colgate's Self-Assessment	**Source of Information**
Colgate-Palmolive supports the Sustainable Development Goals (SDGs). The UN SDG section of our Sustainability Report provides a detailed table showing how initiatives described in each section of the report address specific UN SDGs. Our key sustainability issues also intersect with the following GRI Standards important for our internal and external stakeholders: Economic Performance, Materials, Energy, Water, Emissions, Effluents and Waste, Products and Services, Compliance, Transport, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Public Policy, and Service Labeling. These topics are also aligned with multiple UN SDGs. We are empowering people to develop healthier habits by choosing sustainable products that improve their lives and homes from oral and personal care to pet nutrition and home care. Product sustainability at Colgate means a continued commitment to safe, sustainable, high-quality products that consumers can trust. Colgate contributes both funding and products to a wide range of charities and community organizations around the world. Colgate also partners with retailers, consumers, and our employees to raise funds for charities and community organizations. Driven by Colgate's core value of Caring and supported by the involvement of Colgate People, our Global Giving Program makes a difference in the communities we serve by supporting organizations that address health and educational disparities. In response to the COVID-19 crisis, Colgate quickly mobilized five of our manufacturing plants on three continents to produce more than 26 million bars of specially packaged soap with instructions on proper handwashing. The soap bars were distributed by our network of partners to communities in 28 countries. We reached over 1.5 billion people on proper handwashing techniques by encouraging them to take the #SafeHands Challenge. To help aid healthcare professionals on the front lines, Tom's of Maine donated $60,000 and nearly $500,000 worth of personal care products to Direct Relief, a humanitarian organization providing protective gear and supplies to communities hardest hit by COVID-19. In 2020, the monetary value of Colgate's total contribution to communities was $57 million. This figure does not include contributions for COVID responses. Providing oral health education is a Colgate tradition dating back to 1911. Today, Colgate's flagship Bright Smiles, Bright Futures® (BSBF) program is among the most far-reaching, successful children's oral health initiatives in the world. With progress in 2020, BSBF has reached more than 1.3 billion children and their families in over 80 countries since 1991. Through the Palmolive brand's Clean Hands, Good Health program in the United Kingdom, we promote handwashing awareness to children and their families by providing pre-school education kits with posters, storybooks and teachers' guides. The program also includes communications through web resources and online and social media engagement. In 2020, we distributed 450,000 pre-school education kits, reaching 15,000 classrooms. Since 2002, the Hill's Food, Shelter & Love program has provided more than $300 million worth of Hill's brand pet foods to over 1,000 animal shelters and has helped more than 11 million pets find their forever homes. Our caring value was put to work in the wake of the recent hurricanes Iota and Eta in Central America. Our teams in Honduras, Guatemala and Nicaragua mobilized quickly to help those affected, working with local relief organizations to donate much-needed oral care, personal care and home care products. And, in the Philippines, where we endured Typhoon Vamco, our teams donated products	Colgate-Palmolive Sustainability Report 2019 – UN Global Compact and Sustainable Development Goals Colgate-Palmolive Sustainability Report 2020 - Community Giving (p.45,46,47) Colgate-Palmolive Sustainability Report 2020 - Materiality Approach (p.17) Colgate-Palmolive Sustainability Report 2020 – Product Sustainability at Colgate (p.51) Colgate-Palmolive's Response to the Coronavirus Pandemic Colgate-Palmolive Sustainability Report –Partnerships (p. 41, 64, 71, 95) The CEO Water Mandate CDP Aim Progress RSPO Terracycle Earthworm EPA Smartway USGBC

through local non-governmental organizations and offered an employee donation match to assist affected families.

For the past 2 years, Colgate has supported 60 water wells at schools in 5 counties (Kisumu, Siaya, Kakamega, Migori and Kwale) working with WellBoring, a UK Non Governmental Organisation (NGO). The partnership has benefited approximately 60,000 lives. Due to the severity of the water challenge across rural communities, in 2021 Colgate aims to donate a further 30 Water Wells where thousands of pupils, their teachers, and their families may all gain access to clean drinking water.

An important element of Colgate's sustainability strategy is our engagement and collaboration with external partners, which complement our strong internal capabilities. Colgate has partnerships with a broad array of organizations, including suppliers, research institutions, universities, industry, and nonprofits. A detailed list of our external partners is presented in our sustainability report.

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Governance	
Criterion 19: The COP describes CEO commitment and leadership **Criterion 20:** The COP describes Board adoption and oversight **Criterion 21:** The COP describes stakeholder engagement	
Colgate's Self-Assessment	**Source of Information**
Our UN COP describes CEO level commitment to the UNGC. Additionally, in 2017, Colgate joined the UN CEO Water Mandate Action Platform as part of our participation in the UN Global Compact (UNGC). This initiative seeks to mobilize business leaders to advance water stewardship, sanitation, and the United Nations Sustainable Development Goals (SDGs). Colgate is working with the UNGC to leverage the SDGs in the ongoing development of our water stewardship and sustainability strategies. Additionally, we plan to join the UNGC Action Platform on climate-related Pathways to Low-Carbon and Resilient Development. Our Sustainability Steering Committee makes strategic decisions related to sustainability and guides the organization in its efforts to meet sustainability goals. The committee is composed of Colgate's Chief of Staff, Group President of Global Innovation Group, Chief Sustainability Officer, Chief Technology Officer, Chief Human Resources Officer, Chief Communications Officer, Chief Legal Officer and Secretary, Chief Supply Chain Officer, Chief Financial Officer and Chief Investor Relations Officer. Oversight of environmental, social and governance initiatives is a key priority of our Board of Directors, particularly through the Nominating, Governance and Corporate Responsibility (Governance) Committee, which was reconstituted in 2020 to heighten the Board's focus on these areas. Sustainability and climate change are also critical risks identified by Colgate's Enterprise Risk Management (ERM) Committee, which includes Colgate's Chairman, President and Chief Executive Officer, Chief Financial Officer, Chief Sustainability Officer and other members of Colgate's senior management, monitors current and emerging risks facing our company and has identified sustainability as a critical risk facing the company. ERM Committee members provide the Board and its Committees, including the Audit Committee, with regular updates on risks facing the Company. Sustainability related issues are discussed in quarterly board meetings. Sustainability-related risks and opportunities are included as appropriate during reviews with the board. This may include progress updates on sustainability goals, and progress against these targets. Also included are relevant NGO and regulatory activities. At the recommendation of the Audit Committee, the Board approves the Company's financial statements for inclusion in the Company's Annual Report on Form 10-K, which includes risk factors relating to an investment in the Company's common stock. Such risk factors include risks relating to sustainability and climate change. Colgate's Nominating, Governance and Corporate Responsibility Committee Charter clearly states that the Board is responsible for reviewing the Company's sustainability program and goals and the Company's progress toward achieving those goals. The Committee also monitors the sentiment of various constituencies, including investors and non-governmental organizations, regarding the Company's environmental and social footprint. These responsibilities are reported publicly under our Charter Documents and Colgate's website. The Committee meets at least three times each year and at such other times as it deems necessary to carry out its responsibilities. The Committee makes regular reports of its proceedings to the Board, which may include issues related to sustainability and climate change. Colgate's sustainability efforts span all aspects of the business, including supply chain, marketing, innovation, customer development and people development. Networks of senior leaders in each division and local champions support on-the-ground sustainability efforts, communications, and reporting. Moreover, to integrate sustainability tracking and disclosures into Colgate's business strategy, operations and employee review process, the global sustainability initiatives are among the individual objectives used to determine the compensation for many of our senior managers. Colgate strives to create and maintain transparent communication with a wide variety of stakeholders. Our sustainability commitments and goals are developed with the input from our stakeholders, and we continue to engage with stakeholders to inform our sustainability strategy. Colgate's Materiality Approach, main stakeholder groups and examples of our engagement approach are outlined in our Sustainability Report.	Colgate Sustainability Report 2020 - A welcome letter from President and CEO, Noel Wallace (p.3) Colgate-Palmolive Sustainability Report 2020 –Sustainability Governance (p.14) Colgate Sustainability Report 2020 - Sustainability Management (p.17) Colgate Sustainability Report 2020 - Stakeholder Engagement (p.19) Colgate 2021 Proxy Statement