

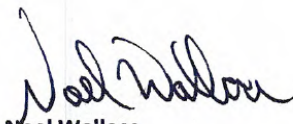
# Colgate-Palmolive

## UNGC Communication on Progress

In May 2017, Colgate-Palmolive Company 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 & Social Impact Strategy, our three Key Ambitions, and several 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
<b>Human Rights</b>  <i>1. Support and respect the protection of internationally proclaimed human rights.</i>  <i>2. Make sure the business is not complicit in human rights abuses.</i>	<p>We seek to ensure 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>We believe that every worker should have freedom of movement, no worker should be required to pay for a job and no worker should be indebted or coerced to work. Colgate has a long-standing commitment to respecting human rights and labor rights worldwide and supports the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labor Organization (ILO) Core Labor Standards. We have confirmed our support for the UN Global Compact and principles on human rights, labor, environment and anti-corruption. Our policy on Human Rights and Labor Rights describes our commitments in detail.</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"> <li>• Freedom of Association</li> <li>• Forced Labor</li> <li>• Child Labor</li> <li>• Health and Safety</li> <li>• Hours and Wages</li> <li>• Harassment</li> <li>• Land Rights</li> <li>• Diversity and Inclusion</li> </ul> <p>Colgate is also a member of the Supplier Ethical Data Exchange (Sedex) and we use the Sedex Members Ethical Trade Audit (SMETA) protocol to assess suppliers' compliance with laws covering freedom of association, forced and child labor, health and safety, wages and benefits, working hours and discrimination, and environmental and business ethics matters. Since the program's inception in 2012, as of 12/31/2021, we have assessed more than 80% of our spend, including raw material and packaging suppliers, service providers, contract manufacturers, co-packing facilities and warehousing operations. We have also completed assessments of all our manufacturing facilities and conducted social compliance audits at all facilities located in high-risk geographies.</p>	<p><a href="#">Respecting Human Rights and Labor Rights: Modern Slavery Statement</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Third-Party Code of Conduct</a></p> <p><a href="#">Palm Oil Responsible and Sustainable Sourcing policy</a></p> <p><a href="#">Procurement Policies</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2021 - Social Responsibility/Human Rights (p.81)</a></p> <p><a href="#">Diversity, Equity and Inclusion 2022 Report</a></p> <p><a href="#">Colgate 2021 Key Performance Indicators (KPIs)</a></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><b>Labor</b></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. We do not use forced labor within our own operations and we strive to eradicate forced labor from our supply chains. We believe that every worker should have freedom of movement, no worker should be required to pay for a job and no worker should be indebted or coerced to work.</p> <p>Moreover, it is Colgate's policy not to work with any supplier or contractor known to operate with forced labor. We do not use forced labor within our own operations, and we seek to eradicate forced labor from our supply and value chains. We, as a member of the Consumer Goods Forum—Human Rights Coalition, endorse the Consumer Goods Forum (CGF) Resolution on Forced Labor and the Priority Industry Principles (PIP).</p> <p>Colgate complies with the UK Modern Slavery Act and the Australia Modern Slavery Act.</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. Using 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 their facility is required. Through the SRSA program, we have assessed the performance of more than 70% of our suppliers in high-risk geographies since 2012, driving improved working conditions for more than 205,000 employees across our external supply chain. As of December 31, 2021, there were more than 700 suppliers and service providers in the program, and approximately 50% have conducted a social compliance audit.</p> <p>Colgate is also a member of AIM-PROGRESS, a global industry forum dedicated to the promotion of responsible sourcing practices and sustainable production systems. In this program, suppliers share noncompetitive audit data with other manufacturing companies that often use the same suppliers, enabling us to gain information more efficiently and relieving the burden of "audit fatigue" on suppliers. To further drive improvement in our supply chain, we have participated in AIM-PROGRESS capacity-building sessions in Latin America and Asia that are designed to improve suppliers' social and environmental performance.</p> <p>Colgate is 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 U.S.-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. We will be updating these results in 2022 to ensure we remain on track for pay equity.</p>	<p><a href="#">Respecting Human Rights and Labor Rights: Modern Slavery Statement</a></p> <p><a href="#">Colgate Code of Conduct</a></p> <p><a href="#">Third-Party Code of Conduct</a></p> <p><a href="#">Palm Oil Responsible and Sustainable Sourcing policy</a></p> <p><a href="#">Equal Opportunity Employer Info</a></p> <p><a href="#">Procurement Policies</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2021 - Social Responsibility/Human Rights (p.81)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2021 - Environment, Health and Safety (p. 28)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2021 - 2021 Safety Highlights (p.30)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2021 - Ensuring Pay Equity (p.34)</a></p> <p><a href="#">Diversity, Equity and Inclusion 2022 Report</a></p> <p><a href="#">Colgate 2021 Key Performance Indicators (KPIs)</a></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>

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicators
<b>Environment</b>  <b>7. Businesses are asked to support a precautionary approach to environmental challenges.</b>  <b>8. Undertake initiatives to promote greater environmental challenges.</b>  <b>9. Encourage the development and diffusion of environmentally friendly technologies.</b>	<p>We are accelerating action on climate change and reducing our environmental footprint, working with our partners and operations in an effort to eliminate waste, decrease plastic usage, save water and conserve natural resources.</p>	EOHS Policy	GRI 102-11
		Ingredient Safety Policy	GRI 102-12
	<p>We continue to maintain a robust EHS Management System and EHS Global Standards. The EHS Management System contains key provisions for our requirements including self-assessments and inspection, management of change, training, documentation and EHS leadership expectations. We annually evaluate our EHS Management System with a third-party vendor to ensure it is the equivalent of 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. 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 and tracked in a global data system.</p>	No Deforestation Policy	GRI 301-2
		Palm Oil Policy	GRI 302-1
		Product Safety Research Policy	GRI 302-2
		Procurement Policies	GRI 302-3
			GRI 302-4
	<p>As part of our 2025 Sustainability &amp; Social Impact Strategy, we will work for water resilience across our value chain, protecting ecosystems and supporting water access. Our goal is to achieve Net Zero water at our manufacturing sites in water-stressed areas by 2025 and across all sites by 2030. In 2017, Colgate joined the UN CEO 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 strategies.</p>	Colgate-Palmolive Sustainability Report 2021 - Accelerate Action on Climate Change (p.57)	GRI 303-1
			GRI 303-2
		Colgate-Palmolive Sustainability Report 2021 - Water Stewardship (p.72)	GRI 305-1
	<p>Colgate has been working to address climate change and disclose emissions data for over 20 years. Accelerating Action on Climate Change is a core action of our 2025 Sustainability &amp; Social Impact Strategy and drives our intention for Net Zero carbon emissions across our growing business. Our targets align with the Science Based Targets initiative (SBTi), the Paris Agreement, our signing of the Business Ambition for 1.5°C and our commitment to Recover Better, working in concert with the UN Global Compact (UNGC).</p>		GRI 305-2
		Colgate-Palmolive Sustainability Report 2020 - Lead with Zero Waste Facilities (p.70)	GRI 305-3
			GRI 305-4
		Colgate 2021 Key Performance Indicators (KPIs)	GRI 305-5
			GRI 305-6
		Colgate-Palmolive 2022 Science Based Targets	GRI 306-2
	<p>We are taking the next step in our efforts to combat climate change by committing to achieve Net Zero carbon emissions across our operations and our supply chain by 2040. Underlying Colgate's climate commitments are science-based targets focused on a transition to Net Zero carbon emissions. The path to achieve our Net Zero carbon targets is based on carbon reduction, carbon-related innovation and new technologies, and the direct removal of carbon from the atmosphere. The details of Colgate's Net Zero Carbon Transition &amp; Targets can be found <a href="#">here</a>.</p>		GRI 306-3
			GRI 307-1
	<p>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.</p> <p>In June 2018, Colgate-Palmolive Company joined the Ellen MacArthur Foundation's New Plastics Economy initiative. We will design and deliver zero plastic waste solutions for Colgate-Palmolive products. We aim to eliminate one third of our new plastics and achieve 100% recyclable, reusable or compostable plastic packaging by 2025.</p>		GRI 308-1
	<p>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 designing innovative products that enable consumers to use less water, introducing recyclable packaging, creating demand for clean energy, and 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.</p>		

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<b>Anti-Corruption</b>  <b>10. Work against corruption in all its forms, including extortion and bribery.</b>	<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 41 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"> <li>● Advertising and Advertising Placement</li> <li>● Anti-Bribery Laws</li> <li>● Antitrust and Competition Laws</li> <li>● Confidentiality</li> <li>● Conflicts of Interest</li> <li>● Corporate Governance</li> <li>● Data Protection and Privacy</li> <li>● International Trade Regulations</li> <li>● Product Integrity</li> <li>● Social Media</li> </ul> <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>	<a href="#">Anti-Bribery Policy</a>  <a href="#">Colgate Code of Conduct</a>  <a href="#">Political Contributions Policy</a>  <a href="#">Valuing Colgate People</a>  <a href="#">Ethics Line</a>  <a href="#">Managing with Respect</a>  <a href="#">Non Retaliation Policy</a>  <a href="#">Privacy Policy</a>  <a href="#">Colgate-Palmolive Sustainability Report 2021 - Business Integrity (p.20)</a>  <a href="#">Colgate 2021 Key Performance Indicators (KPIs)</a>	GRI 102-16  GRI 102-17  GRI 102-18  GRI 102-22  GRI 102-23  GRI 102-24  GRI 414-1  GRI 414-2