Colgate-Palmolive

2021 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 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 our environment. We are committed to raising the bar and working to integrate sustainability into all aspects of our company. With the Colgate brand in more homes than any other, we are presented with great opportunities and new challenges as we work to integrate sustainability into all aspects of our business and create positive social impact. We are determined to position ourselves for further growth as we act on our 2025 Sustainability & Social Impact Strategy, based on our three Key Ambitions: **Driving Social Impact:** We are committed to helping to ensure the wellbeing of all people and their pets, building an equitable and inclusive culture and creating meaningful opportunities for all people to succeed inside and outside of 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 pet nutrition and home care. **Preserving Our Environment:** 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. 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. Our ambitions are to champion and be an industry leader in diversity, equity and inclusion (DE&I). Our DE&I strategy is based on four actionable pillars, each with their own goals and objectives: 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. We then assessed the interrelations between these sustainability-related topics and our business through the lenses of risks and opportunities. We also asked our employees where Colgate could make the biggest impact, held in-depth interviews with Colgate subject matter experts, function leads and senior leaders to align our findings with business priorities and analyzed data from our	2025 Sustainability & Social Impact Strategy (p. 7) Colgate 2021 Annual Report Colgate Sustainability Report 2021 - A welcome letter from President and CEO, Noel Wallace (p.2, 3) Colgate Sustainability Report 2020 - Sustainability Management (p.10) Colgate Sustainability Report 2021 - Stakeholder Engagement (p.13) Colgate-Palmolive Sustainability Report - Social Responsibility/Human Rights p.81) Colgate-Palmolive Sustainability Report 2021 -Our Commitment to No Deforestation (p.68) 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) Colgate Code of Conduct Diversity, Equity and Inclusion 2022 Report Third-Party Code of Conduct Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies

consumers to identify trends in the market. We received nearly 8,000 responses from employees in over 100 countries. The result was the initial "Sustainability Impact Matrix" presented in our Sustainability Report, updated for 2021 and aligned with our 2025 Sustainability & Social Impact Strategy.

Established in 1998, our Supplier Diversity program is embedded in our U.S.- based organization with clear goals to drive growth. In 2021, based on our 2025 Sustainability & Social Impact Strategy, we created a Supplier Diversity plan that dovetails with Colgate's overall DE&I goals and drives our sites around the world to engage with more companies that are owned and operated by minorities, women, veterans, members of the LGBT community and people with disabilities. Our goal is to work with suppliers who represent the communities in which we live and work and partner with them to enable their success. To further this goal and enhance our supplier diversity program, we created a position for a Director of Supplier Diversity in 2021. Supplier diversity is an intrinsic part of Colgate's business strategy. It is as important for Colgate People to see themselves in our suppliers as it is for consumers who expect our business to support their own values. 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. 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.

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.

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
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. 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). 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 participate in 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.	Colgate-Palmolive Sustainability Report - Social Responsibility/Human Rights p.81) Colgate-Palmolive Sustainability Report 2021 - Responsible Sourcing (p.79) 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) Colgate Code of Conduct Third-Party Code of Conduct Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies Colgate 2021 Key Performance Indicators (KPIs) Colgate-Palmolive 2021 GRI Content Index

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). 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. At Colgate, holistic well-being is an organizational priority. We want our people to bring their best selves to work, every day. It is a key component of our 2025 Sustainability & Social Impact Strategy and an expression of living our Company's purpose as a caring, innovative growth company reimagining a healthier future for all people, their pets and our planet. Colgate plays a key role in supporting the physical, social, financial, and environmental well-being of its approximately 33,800 employees. One important component of our work is our annual Live Better campaign. It is designed to get people to engage and participate in their own well-being, be it physical, financial or emotional, and of their loved ones. 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. During 2021, we continued with the virtual audit process we began in 2020. 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.	Colgate-Palmolive Sustainability Report - Social Responsibility/Human Rights p.81) Colgate-Palmolive Sustainability Report 2021 - Responsible Sourcing (p.79) Colgate-Palmolive Sustainability Report 2021 - Employee Health and Wellness (p.26). Colgate-Palmolive Sustainability Report 2021 - 2021 Safety Highlights (p.30) Colgate-Palmolive Sustainability Report 2021 - Ensuring Pay Equity (p. 34). 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) Diversity, Equity and Inclusion 2022 Report (p. 27) Code of Conduct Third-Party Code of Conduct Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies Colgate 2021 Key Performance Indicators (KPIs) _____ **Assurance and Verification Statements** Colgate EOHS Equivalency Statement 2021 Colgate OHS Assurance Statement Reporting Year 2021

Colgate commits to be recognized as a leader in global DE&I by Colgate people, customers, consumers, shareholders, industry peers, and the global communities in which we live and work. Our 2022 Diversity, Equity & Inclusion Report provides a window into how we do this—by recruiting diverse talent from different backgrounds and creating an environment where they can and want to contribute, learn and thrive. Importantly, it provides a transparent record of our progress on Diversity, Equity and Inclusion in 2022, including our achievements and our opportunities for improvement. It is the story of how we generate and grow the Power of We. 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 each of the past five years, ACCEL has selected 25 emerging Black and African-American leaders to increase their technical proficiency, achieve organizational goals, advance diverse 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. 100% of our managers receive unconscious bias training to understand and remove biases—both in themselves and in others. We also provide our managers with allyship training, to learn how they can be inclusive leaders and champion diverse and underrepresented people. 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 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.

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 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 & 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 1.5ºC and our commitment to Recover Better, working in concert with the UN Global Compact (UNGC). 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 & Targets can be found here. 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. More details can be found here. 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. Central to our efforts to improve product sustainability, we developed the Sustainability Product Index (SPI) to assess the sustainability of our products. The SPI is aligned with our 2025 Sustainability & Social Impact Strategy and is focused on the actions to design sustainable products, build sustainable habits for life, eliminate plastic waste and conserve water. Through cross-functional collaboration across the Colgate world, we continue to make progress to provide safe, high quality and more sustainable products. To provide incentives for Colgate people to integrate sustainability into business strategy and operations, our global sustainability initiatives are among the individual objectives used to determine the compensation for many of our senior managers. At the beginning of 2020, Colgate developed the new role of Chief Sustainability Officer (CSO). Our CSO's performance based compensation is determined by the high impact (material) targets and our achievements against them, including climate-related initiatives. The Personnel and Organization Committee of the Board has determined to add performance measures to the 2022 annual incentive program tied to Colgate's sustainability and diversity, equity and inclusion progress. Starting in 2022, these measures will become a component of the strategic measure discussed in the 2022 Proxy	Colgate-Palmolive's Environment, Health and Safety Policy Statement Colgate 2021 Annual Report Colgate-Palmolive Sustainability Report 2021 - Accelerate Action on Climate Change(p. 57) Colgate-Palmolive Sustainability Report 2021 - Water Stewardship (p.72) Colgate-Palmolive Sustainability Report 2020 - Lead with Zero Waste Facilities (p.70) Colgate-Palmolive Sustainability Report 2021 - Improving the Sustainability Profile of Our Products (p. 43) Colgate-Palmolive Sustainability Report 2020 - Commitment to Sustainable Buildings (p. 71) Colgate's No Deforestation Policy Palm Oil Responsible and Sustainable Sourcing policy Procurement Policies Colgate 2021 Key Performance Indicators (KPIs) Colgate's CDP 2021 Climate Change Response Colgate's CDP 2021 Water Security Response Colgate's CDP 2021 Forests Response

Statement. In 2022, therefore our CEO and other Named Executive Officers will be entitled to benefit from this incentive.

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, 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.

Assurance and Verification Statements

Colgate EOHS Gap Assessment Report and Equivalency Statement

Colgate Assurance Statement ENV Indicators 2021

Colgate NOx Assurance Statement 2021

Colgate Scope 1 and 2 GHG Emissions Verification Statement 2021

Colgate Scope 3 Emissions Verification Opinion 2021

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 41 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. Colgate 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 2021, Ethics and Compliance received 411 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 60 consultations. Allegations reported to Ethics and Compliance are grouped into the following categories: Accounting-related, Conflict of Interest, Discrimination, Financial-related, Harassment, Regulatory/Legal, Retaliation, Work Environment, Miscellaneous Issues 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 2021 - Business Integrity(p.20) Colgate's Anti-Bribery Policy Colgate's Political Contributions Policy Colgate's Ethics Line Non Retaliation Policy Colgate Audit Committee Charter

Colgate-Palmolive

2021 UNGC Advanced Level Self-Assessment / Implementing the Ten Principles into Strategies & Operations

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). In our GRI Table we disclose which of our sustainability actions and related disclosures are aligned with the UN SDGs. Our key sustainability issues 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 2021, Colgate partnered with CARE to provide health and hygiene CARE packages to over 25,000 people as we worked together to stop the spread of COVID-19. Together we provided strategic grants in five countries to provide and distribute important health care items. The contents of these packages varied by region, but included kits with supplies for personal hygiene, COVID-19 prevention and prevention of gender-based violence, in addition to other medical supplies. 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 2021, BSBF has reached more than 1.4 billion children and their families in over 80 countries since 1991. In 2021, we sponsored the Skin Cancer Foundation's mobile skin cancer screening program, Destination Healthy Skin. From August to November, the Destination Healthy Skin RV traveled to 21 destinations around the U.S. Volunteer dermatologists screened nearly 1,000 people and identified 195 potential skin cancer and precancers, including ten suspected melanomas. We gave out more than 6,000 EltaMD sunscreen samples. Our Hill's Food, Shelter & Love™ program has partnered with shelters since 2002, providing over $300 million worth of dog and cat food to more than 1,000 shelters and helping more than 12 million pets find new homes. We are well on our way to our goal of supporting the adoption of 15 million pets by 2025. In 2021, Hill's donated $10,000 to the American Veterinary Medical Foundation (AVMF) to support disaster relief work by the Louisiana State Animal Response Team. The gift is also being matched by an equal amount from the AVMF's disaster funds for a total of $20,000. The funding provides support for veterinary professionals in Louisiana who were affected by Hurricane Ida and provides care for animals in need. AVMF and Hill's also announced a second collaborative donation of $60,000 to the Tuskegee University College of Veterinary Medicine (TUCVM) scholarship program. TUCVM is the alma mater of 70% of Black veterinarians in the U.S	Colgate-Palmolive 2021 GRI Content Index Colgate-Palmolive Sustainability Report 2021 - Driving Social Impact (p.21) Colgate-Palmolive Sustainability Report 2021 - Materiality Approach (p.11) Colgate-Palmolive Sustainability Report 2021 - Improving the Sustainability Profile of Our Product (p.43) Colgate-Palmolive Sustainability Report –Partnerships (p. 38) The CEO Water Mandate CDP Aim Progress RSPO Terracycle Earthworm EPA Smartway USGBC

With our Save Water public awareness campaign, we estimate that our consumers have contributed to the avoidance of approximately 206 billion gallons of water and 10.8 million metric tons of CO_2 emissions, since the campaign's launch in 2016. The campaign shows how a small change like turning off the tap when you brush your teeth can make a big difference. And since water and wastewater treatment systems are energy-intensive, every drop of water saved means less energy used. 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.	

Colgate-Palmolive

2021 UNGC Advanced Level Self-Assessment / Implementing the Ten Principles into Strategies & Operations

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, monitors climate-related issues and works to integrate our sustainability and social impact strategy into our broader organization and to measure and meet our sustainability targets and key performance indicators (KPIs). The Sustainability Steering Committee is composed of members of senior management, including Colgate's Chief of Staff, Group President, Growth and Strategy, Chief Financial Officer, Chief Legal Officer and Secretary, CSO, Chief Technology Officer, Chief Human Resources Officer, Chief Communications Officer, Chief Supply Chain Officer and Chief Investor Relations Officer and SVP, Mergers & Acquisitions. 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 sustainability (including climate change), social responsibility and corporate citizenship matters. Sustainability, including climate change, is also a critical risk identified by Colgate's Enterprise Risk Management (ERM) Committee, which includes Colgate's Chairman, President and CEO, Chief Financial Officer, Chief Human Resources Officer, CSO, Chief Investor Relations Officer and SVP, Mergers & Acquisitions, Chief Legal Officer and Secretary, Chief Supply Chain Officer, Vice President and Corporate Treasurer and other members of Colgate's senior management, monitors current and emerging risks facing our Company and has identified sustainability, including as it relates to climate change, 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. Within our Board, the Nominating, Governance and Corporate Responsibility Committee (NGCR Committee) has responsibility for overseeing our sustainability program, including our 2025 Sustainability & Social Impact Strategy, and the Personnel & Organization Committee has responsibility for overseeing our workplace and human rights practices, including diversity and inclusion and equal opportunity initiatives. The NGCR Committee receives regular updates from management on sustainability matters, risks and opportunities, including our actions to preserve the environment and to accelerate action on climate change. The NGCR Committee is scheduled to meet quarterly and a sustainability-related topic, which may include topics directly or indirectly related to climate change, is typically presented and discussed at each scheduled meeting. It is management's intention to provide the Board, through the NGCR Committee, with the highlights of our progress against the targets within our 2025 Sustainability & Social Impact Strategy, including our climate strategy, on at least an annual basis. 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 & Social Impact Report.	Colgate Sustainability Report 2021 - A welcome letter from President and CEO, Noel Wallace (p.3) Colgate-Palmolive Sustainability Report 2020 –Sustainability Governance (p.14) Colgate Sustainability Report 2021 - Sustainability Management (p.10) Colgate Sustainability Report 2021 - Stakeholder Engagement (p.13) Colgate 2022 Proxy Statement