Key Performance Indicators (KPIs)

2024
Colgate-Palmolive Sustainability
Key Performance Indicators

COLGATE-PALMOLIVE COMPANY

Governance

Corporate Governance	Unit	2020	2021	2022	2023	2024
Size of the Board	Number	10	10	10	10	10
Percentage of Independent Directors	Percentage	90%	90%	90%	90%	90%
Number of Women on Board	Number	4	4	4	4	4
Percentage of Women on Board	Percentage	40%	40%	40%	40%	40%
Board Racial/Ethnic Diversity	Percentage	20%	20%	20%	20%	20%

Business

Business Strength	Unit	2020	2021	2022	2023	2024
Net Sales	$Million	$16,471	$17,421	$17,967	$19,457	$20,101

Driving Social Impact

WE Inspire Our People to Make a Difference

Colgate People	Unit	2020	2021	2022	2023	2024
Total Number of employees (approximately)	Number	34,200	33,800	33,800	34,000	34,000
Percentage of total employees covered by collective bargaining agreement	Percentage	24.7%	32.3%	32.3%	30.5%	31.9%

WE Inspire Our People to Make a Difference

EHS	Unit	2020	2021	2022	2023	2024
Total Recordable Incident Rate (TRIR)	Ratio (Annual incidents per 100 FTE Employees)	0.19	0.22	0.21	0.22	0.27
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	80	92	86	90	108
Total Accidents - Contractors	Number	17	17	6	12	5
Fatalities - Employees	Number	0	1	0	0	0
Fatalities - Contractors	Number	1	0	0	1	0
Days Away From Work Case Rate (DAFW CR)	Ratio	0.05	0.05	0.06	0.04	0.08
Workforce Accidents - Employees - (Days Away From Work Accidents)	Number	—	—	25	16	32
ASTM Level 1 Serious Injury/Illness Incident Case Rate (ASTM CR)*	Ratio	—	—	0.37	0.26	0.62
Serious Incidents or Fatalities (SIF)	Number	19	14	10	2	5
Training	**Unit**	**2020**	**2021**	**2022**	**2023**	**2024**
Average hours per FTE of training and development	Hours	20	18	80**	31	24
Percentage of Employees who received Annual Code of Conduct Training	Percentage	100%	100%	100%	100%	100%

* In the 2023 KPI Table, the 2022 and 2023 figures for the ASTM Level 1 Serious Injury/Illness Incident Case Rate were inadvertently reported as the number rather than the rate. The figures have been restated with the correct unit.

** Large increase in number of hours in 2022 due to a major initiative in fundamental courses in Data Analytics and Digital. The subsequent optimization of learning plans led to a relative decrease in 2023.

WE Create a More Inclusive World

Inclusion	Unit	2020	2021	2022	2023	2024
Percentage of employees per employee Age Group Under 30 Years Old	Percentage	18%	18%	18%	17%	16%
Percentage of employees per employee Age Group 30 to 50 Years Old	Percentage	64%	65%	64%	64%	64%
Percentage of employees per employee Age Group Over 50 years Old	Percentage	18%	18%	19%	19%	20%
Percentage of employees who self-identify as racial/ethnic minorities (US)	Percentage	32%	32%	32%	33%	33%
Percentage of executives who self-identify as racial/ethnic minorities (US)	Percentage	39%	39%	42%	44%	45%
Percentage of senior leadership who self-identify as racial/ethnic minorities (US)	Percentage	33%	37%	38%	41%	39%
Percentage of Women in Workforce (Global)	Percentage	40%	40%	41%	41%	42%
Percentage of Men in Workforce (Global)	Percentage	60%	60%	59%	59%	58%
Women Representation in Salaried and Clerical Workforce	Percentage	—	53%	54%	54%	54%
Women Representation in Colgate's Executives	Percentage	—	40%	42%	45%	46%
Women Representation in Senior Leadership	Percentage	—	33%	36%	38%	35%
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees (US Only)	Days	—	—	15	15	15
Weeks of Leave for Primary and Secondary Caregivers (US Only)	Weeks	—	—	8	8	8
Internal Hiring Rate	Percentage	46%	40%	41%	37%	37%

Driving Social Impact

WE Help Children, Their Families & Communities Thrive

Community Giving	Unit	2020	2021	2022	2023	2024
Corporate citizenship/philanthropic related cash contributions (Annual)	$Million	$37	$21	$28	$28	$29
Corporate citizenship/philanthropic related contributions in kind (Annual)	$Million	$20	$27	$21	$26	$24
Total children and their families reached through Colgate's Bright Smiles, Bright Futures program since 1991 (approximately)	Number (million)	1,300	1,400	1,600	1,700	1,800

Helping Millions of Homes

Foster Lifelong Relationships Between Pets & People

	Unit	2020	2021	2022	2023	2024
Number of pets adopted through the Hill's global Food, Shelter, Love program (US and Canada Only)	Number	603,444	651,924	750,862	845,358	874,560

Eliminate Plastic Waste

Packaging	Unit	2020	2021	2022	2023	2024
Overall Packaging Tonnage	Ton	639,621	638,692	618,173	608,308	614,815
Total Weight of Plastic Packaging	Ton	288,487	278,638	259,973	256,152	245,787
Recycled Content Overall Packaging	Percentage	49%	53%	53%	54%	56%
Recycled Content in Metal Packaging	Percentage	25%	25%	28%	24%	24%
Recycled Content in Fiber Based Packaging	Percentage	83%	84%	83%	82%	81%
Elimination of 1/3 of New (Virgin) Plastics Versus 2019 Baseline (Target: - 33%)	Percentage	-1%	-9%	-16%	-20%	-25%
Recycled Content Plastic Packaging	Percentage	11%	14%	16%	19%	22%
Post Consumer Recycled Content Plastic Packaging	Percentage	10%	14%	15%	18%	21%
Technically Recyclable Packaging	Percentage	83%	84%	88%	90%	93%
Technically Recyclable Plastic Packaging	Percentage	69%	72%	77%	81%	84%
Elimination of PVC Packaging	Percentage	99.7%	99.9%	99.9%	100%	100%
Percentage that is Recyclable, Reusable, and/or Compostable	Percentage	—	—	88%	90%	93%

Accelerate Action On Climate Change

Emissions	Unit	2020	2021	2022	2023	2024
Nitrogen Oxides (NOx) Emissions	Metric Ton	303	299	188	195	201
Scope 1 (including fugitives)	Thousand MT of CO2-e	204	219	196	218	206
Gross Global Scope 2 emissions (Location-based)	Thousand MT of CO2-e	—	—	369	384	384
Gross Global Scope 2 emissions (Market-based)	Thousand MT of CO2-e	255	267	225	181	121
Scope 3 Emissions*	Thousand MT of CO2-e	45,721	40,539	41,435	41,749	40,430
Gross Global Scope 3 emissions Category 1 - Purchased goods and services**	Thousand MT of CO2-e	—	—	6,440	6,814	7,272
Gross Global Scope 3 emissions Category 2 - Capital Goods	Thousand MT of CO2-e	—	—	173	160	129
Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Thousand MT of CO2-e	—	—	138	136	92
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Thousand MT of CO2-e	—	—	1,175	1,086	1,384
Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Thousand MT of CO2-e	—	—	35	21	23
Gross Global Scope 3 emissions Category 6 - Business travel	Thousand MT of CO2-e	—	—	27	32	62

* 2020 Scope 3 total emissions reflects adjustments made to conform to the baseline year submission for our submission to the Science Based Targets initiative.

** 2023 results were impacted by the GHG accounting protocol associated with the acquisitions of pet food businesses.

Accelerate Action On Climate Change

Emissions	Unit	2020	2021	2022	2023	2024
Gross Global Scope 3 emissions Category 7 - Employee commuting	Thousand MT of CO2-e	—	—	48	45	49
Gross Global Scope 3 emissions Category 8 - Upstream leased assets***	Thousand MT of CO2-e	—	—	71	95	0
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Thousand MT of CO2-e	—	—	746	791	818
Gross Global Scope 3 emissions Category 11 - Use of sold products	Thousand MT of CO2-e	—	—	31,499	31,467	29,412
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Thousand MT of CO2-e	—	—	1,085	1,104	1,177
Gross Global Scope 3 emissions Category 15 - Investments****	Thousand MT of CO2-e	—	—	—	—	11
Energy	**Unit**	**2020**	**2021**	**2022**	**2023**	**2024**
Total Energy Consumption	Thousand MWh	1,819	1,895	1,816	1,941	2,025
Energy Consumption per MT of Products Manufactured for Shipment	MWh / MT of Product Shipped	0.33	0.35	0.34	0.35	0.36
Total Electricity Consumption	Thousand MWh	901	891	900	922	958
Renewable Electricity Consumption*****	Thousand MWh	290	281	470	552	722
Renewable Electricity Consumption (%)	Percentage	35%	32%	52%	60%	75%

*** As of FY2024, emissions from upstream leased assets have been reclassified to Scope 1 and 2, consistent with the GHG Protocol Financial Control Approach.

**** Up to and including FY2023, emissions from equity investments (stake in joint ventures) had been reported under Scope 1 and Scope 2. In FY2024, they have been reclassified to Scope 3 Category 15 in proportion to the degree of financial control that Colgate-Palmolive has over the joint venture, consistent with the GHG Protocol Financial Approach.

***** Until 2020, this KPI included renewable electricity generated onsite and consumed onsite, plus purchased Renewable Energy Certificates (RECs). As of 2021, this includes renewable electricity generated by Colgate and consumed onsite, electricity purchased via Renewable Energy Credits, Utility Green Power products, physical Power Purchase Power Agreements, and Virtual Power Purchase Agreements. Until 2021, this KPI boundary covered owned manufacturing and GTC sites. Starting for the reporting year 2022, this KPI also includes owned offices and warehouses.

Preserving Our Environment

Conserve Water

Water	Unit	2020	2021	2022	2023	2024
Total Incoming Water	Million Cubic Meters (m^3)	8.80	8.80	8.71	8.38	8.70
Groundwater	Million Cubic Meters (m^3)	—	—	2.99	2.77	2.89
Rainwater	Million Cubic Meters (m^3)	—	—	0.05	0.03	0.06
Municipal Water	Million Cubic Meters (m^3)	—	—	5.50	5.40	5.59
Other incoming water	Million Cubic Meters (m^3)	—	—	0.18	0.17	0.18
Total water consumed	Million Cubic Meters (m^3)	—	—	4.76	4.37	4.19
Total volume of water discharged	Million Cubic Meters (m^3)	—	—	3.89	4.57	4.57
Water per MT of Products Manufactured for Shipment	Cubic Meters/Metric Ton	—	—	0.99	1.00	0.98

Lead with Zero Waste Facilities

Waste	Unit	2020	2021	2022	2023	2024
Waste to Landfill	Thousand MT	10	9	8	17	13
Waste to Landfill/ MT Manufactured for Shipment	kgs/ MT Product Shipped	1.9	1.7	1.3	2.8	2.2
Total weight of waste generated	Metric Tons	—	—	179,193	179,531	211,770
Total weight of waste directed to disposal	Metric Tons	—	—	17,203	25,300	21,330
Total weight of hazardous waste directed to disposal	Metric Tons	—	—	653	692	2,895
Total weight of non-hazardous waste directed to disposal	Metric Tons	22,320	20,200	16,550	24,568	18,111
Total weight of waste diverted from disposal	Metric Tons	—	—	161,990	154,271	190,692
Total weight of hazardous waste diverted from disposal	Metric Tons	—	—	360	0	324
Total weight of non-hazardous waste diverted from disposal	Metric Tons	123,703	152,300	162,283	154,271	190,368
Waste incinerated with energy recovery	Metric Tons	11,793	11,100	9,244	8,566	8,240
Recycled Solid Waste	Percentage	37%	33%	36%	37%	43%

Drive Sustainable Sourcing

Materials	Unit	2020	2021	2022	2023	2024
Amount of Palm Oil sourced	Metric Tons	—	—	220,698	206,905	237,298
Percentage of total production and/or consumption volume certified for palm oil	Percentage	80%	86%	92%	96%	99%
Palm Oil traceable to the Mill*	Percentage	97%	100%	100%	99%	92%
Palm Kernel Oil traceable to the Mill*	Percentage	93%	100%	100%	95%	99%
Palm Oil traceable to Plantation*	Percentage	55%	57%	84%	79%	80%
Palm Kernel Oil traceable to Plantation*	Percentage	46%	65%	84%	79%	80%
Palm Derivatives Traceability to Mill	Percentage	64%	68%	80%	82%	81%
Palm Suppliers with No Deforestation Policy	Percentage	100%	100%	100%	100%	100%
Palm Suppliers with Grievance Process	Percentage	94%	94%	100%	100%	100%
Percentage of Certified Palm Oil & Derivatives	Percentage	—	—	92%	96%	99%
Percentage of total production and/or consumption volume certified for soy	Percentage	—	—	9%	3%	6%
Percentage of total production and/or consumption volume certified for timber products	Percentage	—	—	38%	41%	50%

* Until 2022, these KPIs were calculated using supplier self-declared data. In 2023, the methodology was improved with satellite imagery and a more robust dataset.

Definitions and Explanations on KPIs

KPI Name	2024 Definition
Size of the Board	Number of directors on Colgate-Palmolive's Board of Directors.
Percentage of Independent Directors	Percentage of independent directors on Colgate-Palmolive's Board of Directors. See Colgate-Palmolive's 2024 Proxy Statement, "Director Independence," for additional information.
Number of Women on Board	Number of female directors on Colgate-Palmolive's Board of Directors.
Percentage of Women on Board	Percentage of female directors on Colgate-Palmolive's Board of Directors.
Board Racial/Ethnic Diversity	Percentage of racially or ethnically diverse directors on Colgate-Palmolive's Board of Directors.
Net Sales	Colgate-Palmolive's annual net sales.
Total Number of Employees (approximately)	Total approximate number of Colgate-Palmolive's employees.
Percentage of Total Employees covered by collective bargaining agreements	Percentage of employees covered by collective bargaining agreements. Collective bargaining: all negotiations that take place between one or more employers or employers' organizations, on the one hand, and one or more workers' organizations (e.g., trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers.
Total Recordable Incident Rate (TRIR)	Colgate-Palmolive's total recordable rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. TRR is determined by: (# of Incidents * 200,000) / Total Hours Worked.
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of recordable accidents at Colgate-Palmolive resulting in harm to employees, including temporary employees requiring medical treatment beyond first aid.
Total Accidents - Contractors	Number of accidents at Colgate-Palmolive's facilities resulting in physical harm to contractors. This number includes any incident requiring medical treatment beyond first aid.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Fatalities - Employees	Number of employees who have died on a Colgate-Palmolive site or on a Colgate-Palmolive facility or as a result of Colgate-Palmolive's operations.
Fatalities - Contractors	Number of contractors who have died on a Colgate-Palmolive site or on a Colgate-Palmolive facility or as a result of Colgate-Palmolive's operations. (A person or business that may or may not reside on Colgate premises and provides goods or services under specific terms of a contract to Colgate, e.g., canteen, warehouse (logistics), housekeeping, security, landscaping, etc.) Third Party Contractors also include companies that provide construction, demolition, renovation, equipment installation, repair or other similar services that are covered by the Contractor Safety Standard, 97-045.
Days Away From Work Case Rate (DAFW CR)	Colgate-Palmolive's days away from work case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of days away from work case incidents, per 200,000 hours worked or per 100 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year.
Workforce Accidents - Employees - (Days Away From Work Accidents)	Number of days away from work accidents at Colgate-Palmolive resulting in harm to employees, including temporary employees. Does not include 3PLs or logistics companies that ship Colgate or Hill's products.
ASTM Level 1 Serious Injury/Illness Incident Case Rate (ASTM CR)	Colgate-Palmolive's ASTM Level 1 case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of ASTM Level 1 incidents, per 1,000,000 hours worked or per 500 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year.
Serious Incidents or Fatalities (SIF)	Number of serious incident or fatalities (SIF) for employees, contractors, temporaries, and/or tenant contractors that are sustained as a result of Colgate operations or on Colgate premises. SIF indcidents are classified as life altering, life threatening or fatal.
Average hours per FTE of training and development	Average hours of training or career development annually per regular salaried and clerical (S&C) employee at Colgate-Palmolive globally.
Percentage of Employees who received Annual Code of Conduct Training	Percentage of salaried and clerical (S&C) employees who received Annual Code of Conduct Training.
Percentage of employees per employee Age Group Under 30 Years Old	Number of employees below 30 years old, as a percentage of total employees, as of the fiscal year end.
Percentage of employees per employee Age Group 30 to 50 Years Old	Number of employees between 30-50 years old, as a percentage of total employees, as of the fiscal year end.
Percentage of employees per employee Age Group Over 50 years Old	Number of employees above 50 years old, as a percentage of total employees, as of the fiscal year end.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Percentage of employees who self-identify as racial/ethnic minorities (US)	Percentage of employees in the U.S. who have self-identified as a racial/ethnic group other than White (Not Hispanic/Latino).
Percentage of executives who self-identify as racial/ethnic minorities (US)	Percentage of executives in the U.S. who have self-identified as a racial/ethnic group other than White (Not Hispanic/Latino). “Executives” refers to those employees who are eligible to participate in Colgate’s equity incentive compensation plans.
Percentage of senior leadership who self-identify as racial/ethnic minorities (US)	Percentage of senior leadership in the U.S. who have self-identified as a racial/ethnic group other than White (Not Hispanic/Latino). “Senior Leadership” refers to employees who are Senior Vice Presidents and above.
Percentage of Women in Workforce (Global)	Percentage of women in Colgate-Palmolive's global workforce, including our consolidated joint ventures.
Percentage of Men in Workforce (Global)	Percentage of men in Colgate-Palmolive's global workforce, including our consolidated joint ventures.
Women Representation in Salaried and Clerical Workforce	Percentage of women in Colgate-Palmolive's global salaried and clerical workforce.
Women Representation in Colgate's Executives	Percentage of women among Colgate-Palmolive's Executives, which refers to those employees who are eligible to participate in Colgate’s equity incentive compensation plans.
Women representation in Senior Leadership	Percentage of women in Colgate-Palmolive's Senior Leadership, which refers to employees who are Senior Vice Presidents and above.
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees (US Only)	Minimum number of vacation days available to full-time and part-time non-union exempt employees at Colgate-Palmolive in the U.S.
Weeks of Leave for Primary and Secondary Caregivers (US Only)	Number of weeks of paid parental leave that is available to birth parents, spouses and domestic partners of birth parents, parents of an adopted or foster child, and parents of a child born via surrogacy. This period of paid parental leave is additive to any period of paid leave for birth parents under Colgate's Short-Term Disability Plan.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Internal Hiring Rate	Percentage of vacancies that have been filled from current employees.
Corporate citizenship/philanthropic related cash contributions (Annual)	Monetary amount paid in cash by Colgate-Palmolive globally in support of community projects. Contributions to and spending for community programs, including the Bright Smiles, Bright Futures program in Colgate's 30 largest subsidiaries (by oral care sales) and certain additional markets and the Colgate Women's Games.
Corporate citizenship/philanthropic related contributions in kind (Annual)	Monetary amount paid in kind by Colgate-Palmolive globally in support of community projects. In-kind and product donations by Colgate-Palmolive to charitable organizations.
Total children and their families reached through Colgate's Bright Smiles, Bright Futures program since 1991 (approximately)	Number of children and their families reached through Colgate's Bright Smiles, Bright Futures program since 1991.
Number of pets adopted through the Hill's global Food, Shelter, Love program (US and Canada Only)	Number of pet adoptions facilitated through Hill's over 900 shelter partners. This is measured by the number of free Hill's Science Diet adopter bags distributed to new pet parents, as stipulated in the shelter contracts, which require shelters to provide these bags exclusively for supporting new pet adoptions.
Overall packaging tonnage	Total weight of all packaging materials used in Colgate-Palmolive production facilities.
Total weight of plastic packaging	Total weight of all types of plastic resin materials used in packaging at Colgate-Palmolive production facilities.
Recycled content overall packaging	Percentage of recovered materials by weight, including pre-consumer and post-consumer materials, used in all types of packaging in Colgate-Palmolive production facilities.
Recycled content in metal packaging	Percentage of recovered metal materials by weight, including pre-consumer and post-consumer materials, used in metal packaging at Colgate-Palmolive production facilities.
Recycled content in fiber based packaging	Percentage of recovered fiber materials, including pre-consumer and post-consumer materials, used in fiber-based packaging at Colgate-Palmolive production facilities.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Elimination of 1/3 of new (virgin) plastics versus 2019 baseline (Target: - 33%)	Percentage reduction in virgin plastic usage by weight in Colgate-Palmolive production facilities, calculated by subtracting the tonnage of recycled plastic from the total plastic used annually and comparing it to the 2019 baseline.
Recycled content plastic packaging	Percentage of recycled plastic materials by weight, including both post-industrial recycled (PIR) and post-consumer recycled (PCR) materials, used in plastic packaging at Colgate-Palmolive production facilities.
Post consumer recycled content plastic packaging	Percentage of post-consumer recycled (PCR) plastic materials used in plastic packaging by weight at Colgate-Palmolive production facilities.
Technically recyclable packaging	Percentage of all packaging tonnage used in Colgate-Palmolive production facilities that is designed to be compatible with recycling streams in terms of physical and chemical properties of the reprocessed item as feedstock.
Technically recyclable plastic packaging	Percentage of plastic packaging tonnage used in Colgate-Palmolive production facilities that is designed to be compatible with recycling streams in terms of physical and chemical properties of the reprocessed item as feedstock. Design definitions are aligned with industry associations such as the Association of Plastics Recyclers (APR).
Elimination of PVC packaging	Percentage of PVC rigid plastic by weight, used in plastic packaging at Colgate-Palmolive production facilities.
Percentage that is recyclable, reusable, and/or compostable	Percentage of all packaging tonnage used in Colgate-Palmolive production facilities that meets design criteria for recyclability, reusability, or compostability, calculated by dividing the total weight of such packaging by the total weight of all packaging used.
Nitrogen Oxides (NOx) Emissions	Weight of Nitrogen Oxides (NOx) Emissions from Colgate-Palmolive's manufacturing, Global Technology Centers (GTCs) and vehicles.
Scope 1 (including fugitives)	Weight of Colgate-Palmolive's Scope 1 emissions as defined by the GHG Protocol. This KPI includes GHG emissions from global operations (owned manufacturing, warehouses, and Global Technology Centers (GTCs)), vehicles, and fugitives (refrigerants). As of FY2024 this category also includes directly leased facilities and vehicles.
Gross Global Scope 2 emissions (Location-based)	Weight of Colgate-Palmolive's Scope 2 emissions associated with the generation of purchased electricity, steam, and utility-supplied hot water, reflecting the average emissions intensity of the grids where energy consumption occurs, in accordance with the GHG Protocol. This includes owned manufacturing, warehouses, and Global Technology Centers (GTCs). As of FY2024 this category also includes directly leased facilities and vehicles.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Gross Global Scope 2 emissions (Market-based)	Weight of Colgate-Palmolive's Scope 2 emissions associated with the generation of purchased electricity, steam, and utility-supplied hot water, reflecting emissions from electricity that companies have chosen or their lack of choice, and includes emissions factors derived from contractual instruments such as Renewable Energy Certificates (RECs) or Power Purchase Agreements (PPAs), in accordance with the GHG Protocol. This includes owned manufacturing, warehouses, and Global Technology Centers (GTCs). As of FY2024 this category also includes directly leased facilities and vehicles.
Scope 3 Emissions	Weight of Colgate-Palmolive's Scope 3 emissions from relevant categories as defined by the GHG Protocol.
Gross Global Scope 3 emissions Category 1 - Purchased goods and services	Weight of Colgate-Palmolive's Scope 3 Category 1 emissions as defined by the GHG Protocol, including purchased raw materials, packaging materials, indirect products and services not otherwise included in upstream Scope 3 emissions, and goods produced by contract manufacturers.
Gross Global Scope 3 emissions Category 2 - Capital Goods	Weight of Colgate-Palmolive's Scope 3 Category 2 upstream (cradle-to-gate) emissions associated with the production of capital goods, including buildings, land improvements, machinery, and equipment purchased or made in the reporting year, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Weight of Colgate-Palmolive's Scope 3 Category 3 emissions related to the production of fuels and energy purchased and used, in accordance to the GHG Protocol, excluding those covered under Scope 1 and 2 emissions.
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Weight of Colgate-Palmolive's Scope 3 Category 4 emissions from third-party transportation and distribution services purchased by Colgate-Palmolive, including inbound and outbound logistics between Colgate's facilities, and between Tier 1 suppliers and their operations, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Weight of Colgate-Palmolive's Scope 3 Category 5 emissions from waste sent to third-party treatment and disposal methods, including landfill, recycling, treatment followed by disposal, waste to energy, waste to fuel (anaerobic digestion and other), on-site reuse, off-site reuse, and compost, in accordance with the GHG Protocol. Emissions from the disposal/treatment of chemicals and soils are excluded from the calculations.
Gross Global Scope 3 emissions Category 6 - Business travel	Weight of Colgate-Palmolive's Scope 3 Category 6 emissions from flights, rail transportation, rental cars and hotel stays for business travel purposes, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 7 - Employee commuting	Weight of Colgate-Palmolive's Scope 3 Category 7 emissions from the transportation of employees between their homes and worksites, in accordance with the GHG Protocol. Well-to-wheel (WTW) impacts are included in the emissions calculations.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Gross Global Scope 3 emissions Category 8 - Upstream leased assets	Until and including FY2023, this category included Colgate-Palmolive's Scope 3 Category 8 emissions from upstream leased assets, including leased vehicles, non-CP controlled offices, and non-CP controlled warehouses, in accordance with the GHG Protocol. In FY2024 these emissions have been reclassified as Scope 1 and 2, consistent with the GHG Protocol Financial Approach.
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Weight of Colgate-Palmolive's Scope 3 Category 9 emissions from downstream transportation and distribution activities, including consumer trips to retailers, in accordance with the GHG Protocol. Assumptions are made regarding the number of trips taken monthly, the average spend per trip, and the average consumer distance to retailers.
Gross Global Scope 3 emissions Category 11 - Use of sold products	Weight of Colgate-Palmolive's Scope 3 Category 11 emissions associated with the consumption of energy to power Colgate's electric toothbrushes and the indirect consumption of electricity during the use of sold products, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Weight of Colgate-Palmolive's Scope 3 Category 12 emissions associated with the treatment and disposal of packaging and the treatment of wastewater that is generated during consumer use of sold products, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 15 - Investments	Weight of Colgate-Palmolive's Scope 3 Category 15 emissions from equity investments (stake in joint ventures). Up to and including FY2023, emissions from financially non-consolidated entities had been reported under Scope 1 and Scope 2. In FY2024, they have been reclassified to Scope 3 Category 15 in proportion to the degree of financial control that Colgate-Palmolive has over the financially non-consolidated entities, consistent with the GHG Protocol Financial Approach.
Total Energy Consumption	Amount of energy consumed by Colgate-Palmolive. This includes energy attributable to fossil fuel consumption, renewable and conventional purchased electricity, purchased steam, utility-supplied hot water, and onsite generated and consumed for owned manufacturing and Global Technology Centers (GTCs).
Energy Consumption per MT of Products Manufactured for Shipment	Colgate-Palmolive's energy consumption intensity based on the weight of products manufactured for shipment.
Total Electricity Consumption	Amount of electricity consumed by Colgate-Palmolive. This includes renewable and conventional electricity and electricity from cogeneration for owned Manufacturing, Global Technology Centers (GTCs), offices, and warehouses, as well as the sites of our joint ventures.
Renewable Electricity Consumption	Amount of renewable electricity sourced by Colgate-Palmolive from renewable energy sources.
Renewable Electricity Consumption (%)	Percentage of renewable electricity sourced out of total electricity consumed by Colgate-Palmolive.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Total Incoming Water	Amount of municipal water, goundwater, captured rainwater and other incoming water in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Groundwater	Amount of incoming water from groundwater source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Rainwater	Amount of incoming water from rainwater source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Municipal Water	Amount of incoming water from municipal water source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Other incoming water	Amount of other incoming water not included in groundwater, rainwater, or municipal water in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership). This includes, for example, trucked-in water.
Total water consumed	Amount of total incoming water minus water discharged off site in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total volume of water discharged	Amount of water discharged off site in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Water per MT of Products Manufactured for Shipment	Colgate-Palmolive's water usage intensity based on weight of products manufactured for shipment in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership). This is calculated as (Total Incoming Water - Water in Products) / MT Manufactured for Shipment.
Waste to Landfill	Weight of non-hazardous plus hazardous wastes sent off-site to landfill plus wastes sent to other offsite treatment followed by disposal operations plus the quantity of solids contained in bulk wastewaters that are sent offsite for treatment followed by disposal.
Waste to Landfill/ MT Manufactured for Shipment	Waste to landfill intensity based on the weight of products manufactured for shipment. The landfill wastes included in this KPI are those generated by just the manufacturing facilities.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Total weight of waste generated	Weight of the waste sent off-site to landfill, to other offsite treatment followed by disposal facilities, to waste to energy facilities for mass burn and energy recovery, to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), and wastes sent to recycling, wastes sent to reuse, wastes sent to compost plus the weight of solids contained in bulk wastewaters that are sent off site for treatment or recycle. This includes waste generated from manufacturing facilities, Global Technology Centers (GTCs), and owned/operated warehouses.
Total weight of waste directed to disposal	Weight of hazardous and non-hazardous wastes sent to landfill as defined in "Waste to landfill", wastes sent to other offsite treatment followed by disposal operations, and wastes sent to energy facilities for mass burn and energy recovery. The weight of solids contained in bulk wastewaters that are sent offsite for disposal are also included.
Total weight of hazardous waste directed to disposal	Weight of hazardous wastes sent to landfill as defined in "Waste to landfill", wastes sent to other offsite treatment followed by disposal operations and wastes sent to energy facilities for mass burn and energy recovery. The quantity of solids contained in bulk wastewaters that are sent offsite for disposal are also included.
Total weight of non-hazardous waste directed to disposal	Weight of non-hazardous wastes sent to landfill as defined in "Waste to landfill", wastes sent to other offsite treatment followed by disposal operations and wastes sent to energy facilities for mass burn and energy recovery. The quantity of solids contained in bulk wastewaters that are sent offsite for disposal are also included.
Total weight of waste diverted from disposal	Weight of hazardous and non-hazardous wastes sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle.
Total weight of hazardous waste diverted from disposal	Weight of hazardous wastes sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle.
Total weight of non-hazardous waste diverted from disposal	Weight of non-hazardous wastes sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost, and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle.
Waste incinerated with energy recovery	Weight of hazardous and non-hazardous wastes sent to energy facilities for mass burn and energy recovery.
Recycled Solid Waste	Percentage of solid waste that is recycled out of the total amount of waste generated.

Definitions and Explanations on KPIs

KPI name	2024 Definition
Percentage of total production and/or consumption volume certified for palm oil	Percentage of total palm oil, palm kernel oil, and palm-based derivatives that are certified under any certification scheme, including book and claim (B&C) credits, encompassing all palm-related materials based on Earthworm Foundation's Traceability Declaration Document (TDD) Analysis.
Palm Oil traceable to the mill	Percentage of palm oil volumes that can be traced back to the mill of production, based on supplier-provided data globally.
Palm Kernel Oil traceable to the mill	Percentage of palm kernel oil volumes that can be traced back to the mill of production, based on supplier-provided data globally.
Palm Oil traceable to Plantation	Percentage of our palm oil volumes globally traceable to the plantation of origin, calculated using supplier-provided data via Earthworm's geospatial analysis and No Deforestation Verification reports.
Palm Kernel Oil traceable to Plantation	Percentage of our palm kernel oil volumes globally traceable to the plantation of origin, calculated using supplier-provided data via Earthworm's geospatial analysis and No Deforestation Verification reports.
Palm Derivatives Traceability to Mill	Percentage of our palm kernel oil volumes globally traceable to the production mill of origin, based on supplier-provided data globally.
Palm Suppliers with No Deforestation Policy	Percentage of all palm oil and palm kernel oil suppliers that have implemented No Deforestation, No Peat, No Exploitation (NDPE) policies, as assessed using the Earthworm Engagement for Policy Implementation (EPI) method.
Palm Suppliers with Grievance Process	Percentage of all Tier 1 palm oil and palm kernel oil suppliers that have established grievance management processes, as assessed using the Earthworm Engagement for Policy Implementation (EPI) method.
Percentage of Certified Palm Oil & Derivatives	Percentage of all palm oil, palm kernel oil and palm derivatives as covered under any any Roundtable on Sustainable Palm Oil (RSPO) certification scheme (Identity Preserved, Segregated, Mass Balance and Book & Claim).
Percentage of total production and/or consumption volume certified for soy	Percentage of all soybean oil, meal or soy-based derivatives certified by any certification body, as assessed by Earthworm Foundation.
Percentage of total production and/or consumption volume certified for timber products	Percentage of all paper / fiber based packaging certified by any certification body.