

Reimagining a healthier future for all.

2024
Sustainability
& Social Impact Report





Contents

02 About This Report

03 Introduction

- 04 About Colgate-Palmolive
- 05 Welcome Letter from Ann Tracy, Chief Sustainability Officer
- 06 2025 Sustainability & Social Impact Strategy
- 08 2024 Sustainability & Social Impact Highlights
- 09 UN Sustainable Development Goals

10 Sustainability Management

- 11 Materiality Approach
- 11 Stakeholder Engagement

12 Sustainability Governance

- 14 Board of Directors
- 14 Business Integrity

Our 2025 Sustainability & Social Impact Strategy

15 Driving Social Impact

- 16 WE Inspire Our People to Make a Difference
- 20 WE Create a More Inclusive World
- 21 WE Help Children, Their Families and Communities Thrive

23 Helping Millions of Homes

- 24 Design Sustainable Products
- 26 Build Sustainable Habits for Life
- 27 Foster Lifelong Relationships Between Pets and People

28 Preserving Our Environment

- 29 Eliminate Plastic Waste
- 31 Accelerate Action on Climate Change
- 35 Lead with Zero Waste Facilities
- 37 Promote Water Stewardship
- 39 Drive Sustainable Sourcing

41 Key Performance Indicators (KPIs)

62 Global Reporting Initiative (GRI)



About This Report

This report provides an overview of our progress in fiscal year 2024 against the targets and key actions of our 2025 Sustainability and Social Impact Strategy. We issue our report on an annual basis.

Any financial information is in U.S. dollars. This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards. The alignment of this year's report to the GRI framework can be found in our GRI Content Index. There are no significant changes in the scope of our report or the key sustainability issues identified. Please see our 2024 GRI Content Index for more details.

For inquiries, please visit [Colgate's Consumer Affairs site](#).

Cautionary Statement on Forward-Looking Statements

All statements in this report that are not historical, including targets and projections for future results, the expected achievement and effect of our sustainability strategy and initiatives, including our 2025 Sustainability & Social Impact Strategy, and the amounts and timing of their expected impact are "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995 and the rules, regulations and releases of the U.S. Securities and Exchange Commission (SEC). Forward-looking statements generally can be identified by words such as "believes," "expects," "estimates," "intends," "plans," "strives," "may," "could," "projects," "should," "will," "continue," "targets," "goals" and other similar expressions, and are based on management's views and assumptions as of the date they were made. This report is issued as of August 5, 2025 and, except as required by law, we undertake no obligation to update these statements whether as a result of new information, future events or otherwise. Moreover, Colgate does not, nor does any other person, assume responsibility for the accuracy and completeness of these statements. We caution that such forward-looking statements are not guarantees of future performance and that actual events or results may differ materially from these statements due to a number of factors. For more information about factors that could impact our business and cause actual results to vary, possibly materially, from these forward-looking statements, please refer to our filings with the SEC, including the information set forth under the captions "Risk Factors" and "Cautionary Statement on Forward-Looking Statements" in Colgate's Annual Report on Form 10-K for the year ended December 31, 2024 and subsequent filings with the SEC.

- 04 About Colgate-Palmolive
- 05 Welcome Letter from Ann Tracy, Chief Sustainability Officer
- 06 2025 Sustainability & Social Impact Strategy
- 08 2024 Sustainability & Social Impact Highlights
- 09 UN Sustainable Development Goals



Introduction

Sustainability is critically important to our overall business and growth strategy. Our 2025 Sustainability & Social Impact Strategy is focused on three key ambitions – driving social impact with a commitment to helping to ensure the well-being of all people and their pets; helping millions of homes by designing more sustainable products and empowering people to develop healthier habits; and preserving our environment by accelerating action on climate change and reducing our environmental footprint. These ambitions are supported by actionable targets consistent with our continued commitment to building environmental and social consciousness into our decision-making.



About Colgate–Palmolive

Founded in 1806, Colgate–Palmolive Company (together with its subsidiaries, “we,” “us,” “our,” the “Company,” “Colgate” or “Colgate–Palmolive”) is a caring, innovative growth company reimagining a healthier future for all people, their pets and our planet. We are a publicly traded consumer products company with \$20.1 billion of worldwide net sales in 2024. As of December 31, 2024, we had approximately 34,000 employees based in over 100 countries. Headquartered in New York City, Colgate operates in two product segments: Oral, Personal and Home Care; and Pet Nutrition. The operations of the Oral, Personal and Home Care product segment are managed geographically in five reportable operating segments: North America, Latin America, Europe, Asia Pacific and Africa/Eurasia.

We market our products in more than 200 countries and territories under brands such as Colgate, Palmolive, Darlie, elmex, hello, meridol, Sorriso, Tom’s of Maine, EltaMD, Filorga, Irish Spring, Lady Speed Stick, PCA SKIN, Protex, Sanex, Softsoap, Speed Stick, Ajax, Axion, Fabuloso, Murphy, Soupline and Suavitel, as well as Hill’s Science Diet and Hill’s Prescription Diet. We are recognized for our leadership and innovation in promoting sustainability and community well-being, including our achievements in decreasing plastic waste and promoting recyclability, saving water, conserving natural resources and improving children’s oral health through the Colgate Bright Smiles, Bright Futures program, which has reached approximately 1.8 billion children and their families since 1991. For more information about Colgate’s global business and how we are making more smiles, visit www.colgatepalmolive.com.

Business Strategy

To achieve our business and financial objectives, we are focused on delivering consistent compounded earnings per share growth through driving organic sales growth and operational efficiencies and leveraging the strength of our balance sheet. We believe increased household penetration and improved brand health are the keys to consistent organic sales growth and aim to achieve these through science-led, core and premium innovation, pursuing higher-growth adjacent categories and segments and expanding in faster-growing channels and markets. We aim to deliver margin expansion and cash flow growth through operating leverage and efficiency. We continue to prioritize our investments in high growth segments within our Oral Care, Personal Care and Pet Nutrition businesses. We also seek to lead in the development

of human capital and to maximize the impact of our Sustainability & Social Impact Strategy, which we believe are important investments to drive superior total shareholder return. We are building and scaling our capabilities in areas such as innovation, digital, data, analytics and artificial intelligence, enabling us to be more responsive in today’s rapidly changing world. We continue to invest behind our brands, including through advertising, and to develop initiatives to build strong relationships with consumers, retailers and dental, veterinary and skin health professionals. We continue to believe that growth opportunities are greater in those areas of the world in which economic development and rising consumer incomes expand the size and number of markets for our products.



Reimagining A Healthier Future For All

Colgate–Palmolive Company
2024 Annual Report

Additional 2024 highlights can be found in [Colgate’s 2024 Annual Report](#).

* Your community may not yet accept tubes for recycling. Check locally. Learn more at www.colgate.com/goodness.

Welcome Letter

from Ann Tracy,
Chief Sustainability Officer

A lot has happened in the past year, exceeding anything so far in my career.

In my role leading Sustainability for Colgate-Palmolive following 25+ years working across our end-to-end Global Supply Chain, I am particularly concerned about the rapidly changing landscape. The disrupted weather patterns create risks to our business, including supply chain issues such as logistics delays and material supply disruptions. It can also affect crucial access to clean water and sanitation that can have a devastating impact on people and present significant challenges to our manufacturing operations.

We recognize these risks and are working hard to mitigate their impacts, while at the same time taking action to reduce our impact on the planet and help to spread healthy smiles around the world.

I am proud of my team and the efforts taken by so many Colgate-Palmolive People around the world to work toward the targets and actions set forth in our 2025 Sustainability & Social Impact Strategy. Together with our Chairman, President and CEO, Noel Wallace, we want to highlight some of our key accomplishments in 2024 which are contributing to reimagining a healthier future for our people, their pets and our planet.

- Since our recyclable tube was introduced in 2019, we have transitioned approximately 75% of our toothpaste SKUs globally to our pioneering design made from high density polyethylene (HDPE) plastic. Colgate-Palmolive was first to develop this technology for tubes, which can be recycled alongside HDPE plastic bottles, and we continue to share our know-how to help lead an industry-wide transformation. We are working with recycling stakeholders to encourage recyclability of all tubes in practice and at scale, and encourage consumers to check locally as not all communities may yet accept tubes for recycling.
- We added eight more sites in 2024 for a total of 44 locations in 26 countries that have earned TRUE zero certifications. That is more than any other company. These facilities with TRUE certifications show our commitment to reducing our environmental footprint and operating more efficiently.
- In 2024, the Food, Shelter & Love Program celebrated its 22nd year of feeding shelter pets across North America with nutrition that helps make them healthier and more adoptable. Through this program, our Hill's brand has supported over 15 million pet adoptions since 2002.
- In 2024, we reached approximately 150 million more children and their families with Colgate Bright Smiles, Bright Futures (BSBF), our flagship oral health education program. This program supports better oral health for children that need it most. Since it was established in 1991, we have reached approximately 1.8 billion children and their families around the world.

What is at the heart of all this good work? It starts with our purpose: We are Colgate-Palmolive, a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. Our purpose and the promise of a healthier future energize our sustainability efforts and our people. For example, some of the children we meet at BSBF events receive their very first toothbrush of their own and then share another toothbrush with their siblings or parents at home. When we give a child two toothbrushes to take home, it makes an impact on the child, their family and us.

Our sustainability efforts also help to strengthen our business. We believe that some consumers favor brands from companies that act responsibly and will recognize our leadership in this space and choose our brands.

BSBF helps build a lifetime of healthy oral care habits, beginning with brushing twice a day. We also recognize that, in some places, people brush only once a day or even less. So the BSBF health message has the added benefit of supporting toothpaste and toothbrush category growth and awareness of the Colgate brand.

We know that when we dramatically reduce the waste generated at our facilities, we are also improving our efficiency and discovering new ways to lower our operating costs. We are proud of our progress so far, but there is more work to be done. Colgate-Palmolive People are working together across our business and cross-functionally to build our 2030 Strategy. As we look forward to 2030, we are leaning into several key principles to help strengthen our company. We will continue to focus our efforts on the areas where we can make the biggest impact while aiming to set targets that are ambitious but achievable. And, now more than ever, it is important that we anchor our efforts in value creation. We strive to be better for the people who use our products and drive value throughout our business. Getting this principle right will result in reducing our impact on the planet.



Ann Tracy — CHIEF SUSTAINABILITY OFFICER



Colgate's 2025 Sustainability & Social Impact Strategy

Introduction

Sustainability Management

Sustainability Governance

Driving Social Impact

Helping Millions of Homes

Preserving Our Environment

KPIs

GRI



With the Colgate brand in more homes than any other brand in the world, we are presented with great opportunities and new challenges as we work to integrate sustainability throughout our business and create positive social impact. We are determined to position ourselves for further growth as we near the completion of our 2025 Sustainability & Social Impact Strategy, based on our three key ambitions, which are supported by a set of dedicated actions and targets that were established in [2019].

Driving
Social Impact



We are committed to helping to ensure the well-being of all people and their pets, building an inclusive culture and creating meaningful opportunities for all people to succeed inside and outside of Colgate.

WE Inspire Our People to Make a Difference

We motivate and enable our people to reach their full potential and perform at their best every day by valuing people for their contributions and sharing in the success we create together.

WE Create a More Inclusive World

We will ensure all Colgate-Palmolive People feel they belong and are supported to achieve their potential.

WE Help Children, Their Families and Communities Thrive

We advance the health and well-being of children, their families and communities by investing in innovations that empower them for healthy and bright futures.

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.

Design Sustainable Products

We are innovating our products to help our consumers live more sustainable lives. We intend to keep improving the environmental footprint of all products we develop and market.

Build Sustainable Habits for Life

We are helping people build more sustainable habits by offering better products, information choices and education. Our target is to provide 100% ingredient transparency,* promote water conservation awareness with messaging to our global consumers and guide consumers on recycling of our products.

Foster Lifelong Relationships Between Pets and People

We want to help every pet find a loving home by supporting our global shelter partners with resources and premium nutrition. Our target is to find adoption homes for 15 million shelter pets through the Hill's Food, Shelter & Love program by 2025.

* "Ingredient Transparency" means listing all intentionally added ingredients, providing a description of the ingredient purpose and disclosing fragrance or flavor ingredients of greater or equal to 100 ppm.

Preserving Our Environment



We are accelerating action on climate change and reducing our environmental footprint, working to eliminate waste, decrease plastic usage, save water and conserve natural resources.

Eliminate Plastic Waste

It is our target to eliminate one third of our new (virgin) plastics (versus 2019) and make all of our packaging recyclable, reusable or compostable by 2025.

Accelerate Action on Climate Change

We are taking steps toward net zero carbon emissions across our value chain.** Our target is to achieve net zero carbon by 2040 and 100% renewable electricity for our global operations by 2030.

Lead with Zero Waste Facilities

We are working to operate high-efficiency, low-impact, zero waste facilities and it is our target to achieve 100% zero waste operations by 2025.

Promote Water Stewardship

We are working for water resilience across our value chain, protecting ecosystems and supporting water access. Our target is to achieve net zero water at our manufacturing sites in water-stressed areas by 2025 and across all sites by 2030.

Drive Sustainable Sourcing

We are engaging all of our key suppliers in order to support our target to source sustainably and strive for deforestation and conversion free supply chains, prioritizing palm and soy.

** Excludes Scope 3 optional emissions per SBTi Net Zero Standard.

2024 Sustainability & Social Impact Highlights

We earned recognition in 2024 as a U.S. EPA ENERGY STAR® Partner of the Year for the 14th consecutive year. In 2025, we were recognized as one of the World's Most Ethical Companies by Ethisphere for the 15th consecutive year and named a JUST 100 Leader and one of America's Most JUST Companies by JUST Capital in recognition of our commitment to serving our workers, customers, communities, stockholders and the environment. In addition to these highlights, more about our 2025 Sustainability & Social Impact Strategy progress is available in the Sustainability section of our website at www.colgatepalmolive.com/sustainability.

Colgate Bright Smiles, Bright Futures is our flagship oral health education and well-being initiative. Since the program was established in 1991, we have reached approximately

1.8B

children and their families around the world with oral health education.



Since 2002, Hill's Food, Shelter & Love Program has provided more than

\$300M

in pet food to more than 1,000 pet shelters and have helped more than 15 million pets find their new homes across North America.



Since introducing our first-of-its kind recyclable toothpaste tube in 2019, as of December 31, 2024, we have transitioned approximately

75%

of our toothpaste SKUs globally and approximately 95% of our toothpaste SKUs in North America to the recyclable tube, and the recyclable tube is now available in over 70 countries worldwide.*



* Your community may not yet accept tubes for recycling. Check locally. Learn more at www.colgate.com/goodness.

In 2024, we signed a long-term virtual power purchase agreement for a wind farm in Europe, which is expected to cover the equivalent of approximately

60%

of our Europe-based operational electricity needs.



UN Sustainable Development Goals

Colgate supports the Sustainable Development Goals (SDGs). This table reflects how initiatives described in each section of this report addresses specific UN SDGs.



Colgate's 2025 Sustainability & Social Impact Strategy	Sustainable Development Goals (SDGs)																
	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Driving Social Impact																	
WE Inspire Our People to Make A Difference			●	●				●									
WE Create a More Inclusive World					●			●		●							
WE Help Children, Their Families & Communities Thrive			●	●						●							
Helping Millions of Homes																	
Design Sustainable Products						●			●			●					
Build Sustainable Habits for Life						●			●			●	●				
Foster Lifelong Relationships Between Pets and People			●														
Preserving Our Environment																	
Eliminate Plastic Waste													●	●	●		
Accelerate Action on Climate Change				●				●					●				
Conserve Water						●											
Lead with Zero Waste Facilities						●		●							●		
Drive Sustainable Sourcing						●							●		●		
Our Partnership and collaboration with external partners are an important element of our 2025 Sustainability & Social Impact Strategy																●	●

- 11 Materiality Assessment
- 11 Stakeholder Engagement

Sustainability Management



Engaging with our internal and external stakeholders on sustainability matters is key for Colgate, as it guides the development of our sustainability strategy and approach. Managing sustainability effectively is essential for organizations seeking to meet the needs of our consumers and key stakeholders.



Materiality Assessment

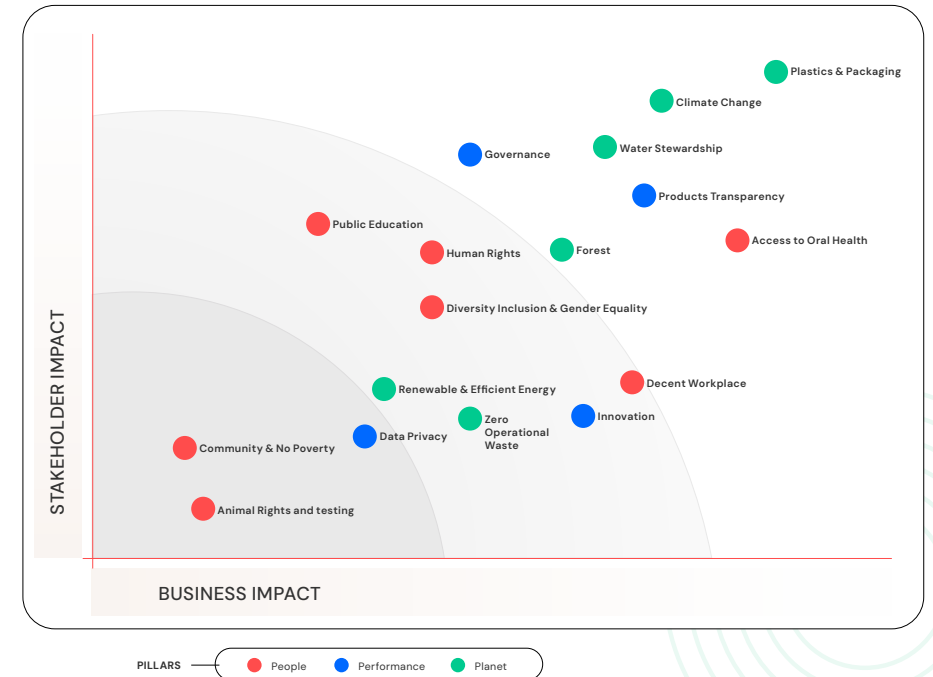
In 2019, we conducted a Sustainability Materiality Assessment, which helped inform the development of our 2025 Sustainability & Social Impact Strategy.

The matrix highlights our key sustainability issues, categorized by the impact on our stakeholders and our business and aligned with the three key ambitions of our 2025 Sustainability & Social Impact Strategy. These issues also intersect with the following GRI Standards and define the content of this report: Economic Performance, Materials, Energy, Water, Emissions, Effluents and Waste, Products and Services, Compliance, Transport, Environmental Health and Safety, Training and Education, Diversity and Equal Opportunity, Local Communities, Public Policy and Service Labeling.

Colgate is managing risks and opportunities related to these issues through the implementation of our 2025 Sustainability & Social Impact Strategy. We also assess and manage our ESG risks through our Enterprise Risk Management process and have identified climate transition and plastic transition as two of the critical risks facing the Company. These risks also provide an opportunity to drive innovation and growth, strengthen brand reputation and demonstrate our commitment to responsible business practices. The “materiality” thresholds of the guidelines and disclosure frameworks that help inform the sustainability risks and opportunities disclosed in this report may differ from the concept of “materiality” (as defined by the U.S. federal securities laws and the U.S. Supreme Court) that guides much of our disclosure of sustainability matters in our SEC filings, including in our Annual Report on Form 10-K.

Stakeholder Engagement

Colgate remains committed to engaging with a diverse array of internal and external stakeholders to collect their insights on our sustainability strategy, particularly concerning our targets. Our primary stakeholder groups include employees, consumers, retail customers and partners, shareholders and the investment community, government and regulatory bodies, non-governmental organizations, industry trade associations and local communities and groups. As stakeholder priorities shift, we are dedicated to sustaining an ongoing dialogue and staying focused on areas that deliver the most impactful results and value.



14 Board of Directors

14 Business Integrity


Sustainability Governance

Sustainability governance is a top priority at our organization. We have established strong governance frameworks that integrate sustainability targets into our policies and decision-making. Through regular reviews and progress monitoring, we maintain accountability and transparency in meeting our objectives. Our model embeds commitment to the environment, society and ethics into our culture, with designated sustainability leaders leading strategy implementation across business units, aligning with our long-term vision and global best practices.






Our Vice Chair is the executive sponsor of our sustainability team and is a member of our leadership team who reports to our Chairman, President and CEO. The sustainability team and the execution of our key sustainability initiatives are led by our Chief Sustainability Officer (CSO), who is responsible for the management and implementation of our 2025 Sustainability & Social Impact Strategy and reports to our Vice Chair. This team also monitors progress against our sustainability targets, including our science-based targets related to climate change. Within our sustainability team, our Senior Vice President and Fellow, Global Sustainability is responsible for our climate strategy and leads the planning and execution of our Climate Action and Net Zero Carbon Transition road map covering Scope 1, 2, and 3 greenhouse gas (GHG) emissions.



Our CSO also leads our Sustainability Steering Committee, which makes strategic decisions related to sustainability and works to integrate our sustainability and social impact strategy into our broader organization and to measure and meet our sustainability targets and KPIs. The Sustainability Steering Committee meets quarterly and is composed of members of senior management. The members of the Sustainability Steering Committee were chosen due to their broad expertise and insight into every function of Colgate's business. The Sustainability Steering Committee has reviewed our climate strategy and is informed of our progress against our sustainability targets, including our science-based near-term, long-term and net zero 2040 emissions targets across our operations and supply chain, which were approved by The Science Based Targets initiative in 2022.



Our sustainability efforts span all aspects of our business, including supply chain, research and development and packaging, finance, marketing, innovation, customer development and people development. Networks of senior leaders in each division and local functional champions support on-the-ground sustainability efforts. To integrate sustainability tracking

and disclosures into our business strategy, operations and employee review process, our global sustainability initiatives are among the individual objectives used to determine the compensation for many of our senior managers, including the CSO. In addition, to further emphasize the importance of executing on our sustainability strategy, the Personnel & Organization (P&O) Committee of our Board has included a sustainability component in the strategic measure that has been part of the Company's annual incentive program applicable to all executives since 2022.

We have a systematic and thorough risk management process, which is designed to identify, assess, prioritize and mitigate the risks that could negatively impact achievement of our strategic and operating objectives. A key component of this process is our Enterprise Risk Management (ERM) Committee, which is led by our Chairman, President and CEO, and includes our Chief Financial Officer, Chief Legal Officer and other members of Colgate's senior management. The ERM Committee monitors both current and emerging risks facing our Company and meets at least quarterly to review the prioritization of identified risks. The Audit Committee of the Board oversees the Company's enterprise risk management process and the implementation of appropriate risk monitoring and management systems. In this capacity, the Audit Committee receives regular updates from members of the ERM Committee. The ERM Committee has identified climate transition and plastic transition as two of the critical risks facing the Company. Each of the most critical risks identified is assigned to a member of senior management who oversees the management, mitigation and presentation of the risk to the senior leadership team and our Board. The Vice Chair and the CSO are the risk sponsors for the climate transition and plastic transition risks. We also have a cross-functional ESG Reporting Task Force that, among other things, monitors and works to prepare for existing and emerging ESG disclosure regulations and frameworks and keeps management abreast of such developments.

Board of Directors

Sustainability is critically important to Colgate's overall business and growth strategy and our Board plays an essential role in guiding and overseeing that strategy. As we work to integrate sustainability throughout our business, our Board addresses sustainability in its oversight of the implementation of Colgate's strategic plan, annual budget, capital expenditures, capital structure and innovation plans and is kept abreast about the Company's sustainability efforts, including as they relate to climate change.

Nominating, Governance and Corporate Responsibility Committee

Within our Board, the Nominating, Governance and Corporate Responsibility (NGCR) Committee oversees our sustainability program, including our 2025 Sustainability & Social Impact Strategy, and the P&O Committee has responsibility for overseeing our workplace and human rights practices. The NGCR Committee receives regular updates from management on sustainability matters, risks and opportunities, including our progress against our science-based climate targets and other action plans to achieve our sustainability targets. 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.

Business Integrity

As we work to achieve Colgate's purpose of reimagining a healthier future for all people, their pets and our planet, Colgate-Palmolive People, working around the world, share a commitment to our corporate values – We are Caring, We are Inclusive and We are Courageous. Underlying these values and our strong culture is the commitment of all Colgate-Palmolive People to maintain the highest ethical standards and demonstrate ethical leadership, including compliance with Colgate policies and our Code of Conduct.

We are committed to maintaining the highest level of trust and integrity, internally and externally. While our values and principles are enduring, our Code of Conduct is regularly updated to ensure it addresses the changing context of our business.

Each employee is responsible for complying with our Code of Conduct, our Global Business Practices Guidelines, Company policies and all applicable laws. By fully integrating ethics and integrity into our ongoing business relationships and decision-making, we demonstrate a commitment to a culture that promotes the highest ethical standards. This has enabled us to be named one of The World's Most Ethical Companies by Ethisphere for the 15th consecutive year.

All our directors and employees worldwide are required to annually certify that they understand and comply with our Code of Conduct. In addition, all of our employees worldwide participate in regular training programs regarding our Code of Conduct, and relevant employees also participate in additional periodic training programs on other topics such as Anti-Bribery, Data Privacy and Cybersecurity and Trade Compliance and Harassment Prevention, as well as the applicable laws and regulations that govern our business practices around the world. Our Code of Conduct is available online and has been translated into forty-two languages. We also have a robust program of continuing education, awareness and engagement campaigns throughout the year to reinforce expectations.

Any report of a potential violation of our Code of Conduct or our Global Business Practices Guidelines is promptly and thoroughly investigated by the Global Ethics & Compliance organization.

We manage our investigation process centrally to ensure independence, thoroughness and consistency across all our global operations. Please visit [Colgate's Policy Statements](#) for a complete listing of Colgate's policies.



- 16 WE Inspire Our People to Make a Difference
- 20 WE Create a More Inclusive World
- 21 WE Help Children, Their Families and Communities Thrive



Driving Social Impact

We are dedicated to the well-being of those we serve and to creating meaningful opportunities for everyone to succeed both within and outside of Colgate. Holistic well-being is a top organizational priority and an important element of our 2025 Sustainability & Social Impact Strategy. This commitment embodies our Company's purpose as a caring, innovative growth company reimagining a healthier future for people, their pets and the planet.



WE Inspire Our People to Make a Difference

Recognition

In 2024, our global learning and training programs were recognized for their excellence in delivering measurable results. We were honored with **21 awards from the Brandon Hall Group, including 18 Gold medals and three Silver medals.**



Employee Development

Maximizing Our Human Potential

Colgate-Palmolive People worldwide share a commitment to our three corporate values: We are Caring, We are Inclusive and We are Courageous. By fostering a daily culture that encourages Colgate-Palmolive People to embody these values, we aim to create a healthier future for all.

At Colgate, we inspire and empower our people to achieve their full potential and perform at their best every day. We seek to (1) create a workplace where everyone feels a sense of belonging; (2) build an organization equipped with the talent, capabilities and agility needed for the future; and (3) provide our teams with continuous opportunities to learn and develop. This strategy is dedicated to fostering an inclusive environment grounded in trust, nurturing future leaders and cultivating a culture of continuous learning.

In 2024, we introduced an enterprise-wide Career Framework, providing a structured approach to career development that empowers all Colgate-Palmolive employees to take ownership of their growth and engage in meaningful career conversations with their managers. Employees are encouraged to use the Career Framework as a roadmap, leveraging the diverse learning, coaching and development opportunities available at Colgate to enhance their skills and make an impact. The Career Framework also guides employees in reflecting on their career aspirations and identifying the paths, skills and experiences to help them achieve their goals.

Attracting Top Talent

People are crucial to our continued business success, so we prioritize recruiting, developing and retaining strong talent with diverse experiences and perspectives. As the owner of the world's most penetrated brand, our business success relies on our ability to market our brands to consumers around the world. We believe having a workforce that can speak to our consumers in an authentic manner enables us to increase our household penetration, an important part of our business strategy. A key strategy for this is maintaining a strong presence on social media and search engine platforms, where potential employees can learn about Colgate-Palmolive and find career opportunities.

When external talent engages with us, we showcase that we offer excellent career opportunities, competitive compensation and benefits and clear advancement paths, but also a dynamic environment that genuinely aligns with their aspirations. We are committed to fostering a sense of belonging that embodies our purpose and values, which are essential to how we drive innovation and growth.

Promoting a Learning Mindset

Our learning strategy includes four main components: fostering continuous learning, upskilling our team, emphasizing digital tools and approaches and rigorously using data to measure results. These pillars enable our team to tackle global challenges, integrate new technologies into daily work and track the outcomes to address key issues effectively.

Focusing on Digital IQ

We are integrating digital capabilities across all functions of the organization. Through Colgate's continuous learning program, employees have the opportunity to enhance their digital knowledge and acquire new skills in areas like data analytics, digital transformation and workplace culture best practices.

Our journey to build digital capabilities began with a study that assessed Colgate's digital maturity compared to other companies, identifying strategic areas for development. Learning continues through curated digital content on MindSpark, a portal that offers Colgate-Palmolive People access to multimedia blended learning resources.

In 2024, we launched our new Data Literacy & Analytics Onboarding Platform. This program is designed for Colgate employees who want to enhance their skills, providing them with the essential tools to become proficient Data & AI professionals. This experience is designed to improve our awareness and conceptual understanding as well as our practical skills through hands-on exercises in key areas such as data visualization and storytelling, Google Sheets, Generative AI and resolving business questions through analytics.

Leadership Development

We have a robust, business-focused approach to developing talent at all levels, aligned with our leadership principles and our values.

- The Colgate Leadership Challenge, aimed at early to mid-career employees, develops future leaders by providing exposure to senior management, personal leadership training and opportunities to strategize about real business challenges.
- Developed in partnership with the Stanford University Graduate School of Business, the Colgate Leadership Program for experienced leaders emphasizes strategic planning and decision making, fostering innovation, and leading by example.

Measuring Our Progress

We continue to measure the impact of our efforts including data from various sources, such as industry benchmarking, talent and business KPIs and employee survey results. For learning, we include broad market-based capability assessments to identify skills our employees need to develop and leverage individual skill assessments. We track reach within our target learner groups and program performance metrics (e.g., Net Promoter Score (NPS)). Notably, the average NPS of all Colgate courses consistently exceeds the industry average.

Our employee engagement "Connect" survey is one of the most powerful ways we have for all Colgate-Palmolive People to confidentially share candid feedback and insights. We rely on its findings and continuous listening to check in on progress and identify ways to improve and continue to fortify our strong culture. We also gather feedback through shorter surveys at various stages of the employee journey, such as during recruitment, onboarding and exit processes to enhance the overall employee experience.

Our 2024 Connect survey showed an increase in satisfaction regarding growth and development opportunities compared to the previous year, along with a rise in meaningful coaching conversations with managers. Recognizing that effective conversations contribute to better performance, we continued to measure our progress in cultivating a coaching culture. Metrics focused on embracing different perspectives remained strong, highlighting respect for various viewpoints and fostering a sense of belonging. By leveraging survey data, we empowered managers at the local level to execute actions that improved the employee experience, reinforcing our commitment to a supportive and welcoming workplace.



Employee Health and Wellness

At Colgate, we are dedicated to reimagining a healthier future for all, focusing significantly on our employees' well-being. This commitment manifests through comprehensive benefits, opportunities for professional growth, recognition programs and a culture of inclusion where everyone feels valued. Our global "Live Better" initiatives are the cornerstone of this commitment, embodying our dedication to holistic well-being.

Mental Health: A Cornerstone of Our Strategy

Recognizing the profound impact of mental well-being on productivity and retention, mental health remains a primary focus in our people strategy. We continue to leverage engagement surveys to better understand employee needs and assess the effectiveness of our global programs. We are committed to fostering a culture that prioritizes mental health, reduces stigma and ensures respect and support for all individuals within our global Colgate-Palmolive community. Our "Mental Well-being Principles" encourage all employees to embrace and practice behaviors that promote mental health.

Colgate Live Better Month

Our ongoing commitment to mental well-being was highlighted in June 2024 through our annual "Live Better Month" and its global campaign, "How Connections Can Fuel Our Energy." This campaign covered important topics, such as self-awareness, the challenges of disconnecting and ways to renew our energy. During the campaign, Colgate leaders shared their personal stories about how they stay engaged and feel energized.

Environment, Health and Safety*

Colgate's value of Caring aligns with our Environment, Health and Safety (EHS) Guiding Principles, which aim to protect employee health and safety, minimize environmental impact and deliver sustainable products. Our global team remains dedicated to maintaining safe facilities and promoting environmentally responsible operations. The EHS strategy emphasizes achieving excellence in fundamental practices, including training, inspections, assessments, corrective actions and engagement.

Our sites are engaging in activities to gain a better understanding of how work is conducted and to gather feedback from shop floor teams about job aspects that pose risks or challenges. Our EHS Management System includes requirements for observing work and conducting pre- and post-project debriefs for tasks with significant potential outcomes. Annually, our EHS Management System is evaluated by a third-party vendor to ensure compliance with benchmark standards like ISO 45001:2018 and ISO 14001:2015. Our sites develop specific programs to adhere to Company standards and regulations.

We operate a global EHS Audit Program, executed by both employees and third-party providers. Comprehensive audits are conducted on-site every three to six years, depending on the site's risk profile. Between these comprehensive audits, we carry out verification audits to assess follow-up actions, which can be conducted live, virtually or through a hybrid approach. The frequency of audits is based on the site's EHS risk profile, ensuring that higher-risk sites are audited more frequently than lower-risk sites.

In 2024, we encountered five incidents classified as serious injuries and fatalities (SIFs). There were no fatal incidents in 2024. We report SIF incidents

* Includes environmental, health and safety (EHS) data from 100% of our manufacturing sites and technology centers around the world, but excludes data from contract manufacturers. We obtain third-party verification for certain of our environmental and health and safety key performance indicators.

Key 2024 Initiatives:

EHS Engagement Session Pilots were conducted at two U.S. manufacturing sites. The goal of these sessions was to improve collaboration between the site's leadership and shop floor teams, fostering a clearer understanding of challenges, risks and areas needing support.

We continued our partnership with the National Safety Council Networks, completing and distributing toolbox kits on Fire Safety Evacuation, Foundational Safety Elements, Slips-Trips-Falls, Adverse Weather Preparedness, and Lockout/Tagout.

for employees, temporary workers, contractors, and 3PL/4PL employees working on our sites. All incidents are logged in a digital EHS system, which is validated annually by a third party to ensure data integrity and accuracy. A key element of our strategy is excelling at fundamentals and maintaining resilient systems that accommodate error to achieve fail-safe outcomes.

We have a comprehensive digital EHS system in place to monitor audits, inspections, incidents, industrial hygiene results, actions and site EHS compliance and performance deliverables. This system enables us to generate detailed analytics, helping us to identify areas for improvement within our foundational program elements.

We continue to drive our Zero Harm Program, which aims to reduce risks associated with chemicals, noise and ergonomic stressors. Our teams have implemented significant actions to lower exposure to noise and chemicals, diminishing the need for mandatory hearing and respiratory protection. Additionally, EHS has aligned with the automation strategy to identify solutions that mitigate ergonomic stressors.

Our ongoing strategy focuses on identifying risks to minimize incidents that could lead to a life-altering, life-threatening or fatal outcome. Each of our sites is required to conduct an annual critical risk assessment to identify risk areas that could result in serious consequences and to implement appropriate control measures for prevention.

Safety Week is a comprehensive event designed to share best practices and reaffirm our commitment to health and safety, a core tenet of our EHS Guiding Principles. In 2024, our Safety Week theme, "Driving to Fail Safely," focused on ensuring that our systems, processes and procedures are resilient enough to allow for safe outcomes even when work does not go as planned. Key activities included sessions on Human and Organizational Performance, Material Handling, Zero Harm Risks, Lockout/Tagout/Electrical/Guarding-Machine Safety and Yard Safety. Additionally, all sites were expected to complete a safety perception/culture survey to gauge employee views on the site's safety culture.

Reducing Noise, Dust and Chemical Exposures

Colgate enforces stringent Occupational Health and Industrial Hygiene Standards to protect employees from harmful exposures. Sites must comply with our standards or local regulations, whichever is stricter. Our aim is to reduce reliance on hearing or respiratory protection against noise, chemicals and particulates. We partner globally with an industrial hygiene consultant to monitor our manufacturing sites, global technology centers and warehouse facilities.

We delivered a training course to over 10,700 manufacturing and warehouse employees.



WE Create a More Inclusive World

We are Inclusive

At Colgate-Palmolive, inclusion is at the heart of who we are. It is part of our culture's DNA. Reaching people in more than 200 countries and territories, we believe our success depends on the diverse voices, perspectives and talents that make up our global team. Embracing inclusion is not just part of our strategy—it's fundamental to the way we connect, innovate and move forward together.

Through our focus on growth, connection and empowerment, we foster a culture where every individual is respected and has the opportunity to contribute fully. We are committed to meaningful inclusion—intentionally creating spaces and opportunities for everyone to participate, be heard and know they belong. By weaving inclusion into our everyday actions, we empower our people and drive lasting, positive impact—both within Colgate-Palmolive and beyond.

Building a Culture of Belonging

We strive to ensure that our workforce reflects the vibrant communities we serve worldwide. Our Employee Resource Groups are central to this mission, providing dynamic spaces where team members connect, learn and lift each other up. These groups cultivate inclusion not only within Colgate but also far beyond our walls—engaging in community outreach, volunteering and partnerships that drive societal impact.

Partnerships for Societal Impact

Across various regions, we have launched powerful initiatives that underline our commitment to inclusion. In India, we have made significant strides in creating educational opportunities for all through initiatives such as the "Keep India Smiling" scholarship program, which benefited approximately 1,700 students, and the Financial and Digital Literacy initiative, which impacted approximately

30,000 individuals across five states. In 2024, Colgate-Palmolive Brazil marked 15 years of collaboration with Instituto Jô Clemente, offering fair wage employment opportunities to individuals with intellectual disabilities.

Supplier Relationships

Our supplier strategy is a comprehensive approach aimed at embedding opportunity and sustainability within our supply chain. Central to this initiative is the commitment to partner with suppliers who adhere to our strict ethical standards and ambitious sustainability goals. By building relationships with suppliers, we gain access to innovative ideas and methods for addressing challenges, ensure a resilient and adaptable supply chain and generate a positive economic impact in various communities.

Driving Innovation Through Inclusion

We are actively integrating the principles of inclusion with innovation, acknowledging that by including many perspectives we fuel creative solutions and technological advancements. By incorporating a wide range of voices into the innovation process, we ensure our products and services meet the needs of a global audience. For example, EltaMD, a Colgate-Palmolive skin health brand, has launched Deep Tint variants of its popular UV Clear and UV Daily sunscreens, specifically tailored for deeper skin tones. These products feature EltaMD's innovative Invisible Blend Technology, providing a sheer, natural finish without sacrificing protection. Internally, we foster an inclusive culture within our innovation teams by implementing policies that promote open dialogue and idea sharing, dismantling traditional silos that might restrict creativity. This approach not only boosts employee engagement but also uncovers breakthrough ideas that might otherwise be missed. Through these initiatives, we show that the intersection of inclusion and innovation is not just advantageous but essential for ongoing growth and global influence.

WE Help Children, Their Families and Communities Thrive

Partnerships

A key aspect of our 2025 Sustainability & Social Impact Strategy is collaborating with external partners to enhance our internal capabilities. These partnerships play a crucial role in advancing our goal to improve children's oral health and well-being. Here are some of Colgate's partners:

- ADA Foundation
- National Dental Association
- American Dental Association
- The Links, Incorporated
- FDI World Dental Federation
- Save the Children
- The National Council of Negro Women, Inc.
- International Association of Paediatric Dentistry
- Sigma Theta Tau International Honor Society of Nursing
- Hispanic Federation

A Bright Future to Smile About

Our Program Curriculum

Colgate's Bright Smiles Bright Futures (BSBF) Program is built on our award-winning educational curriculum, developed with global health and education experts. Available in over 30 languages, the materials promote oral and overall health and are integrated into school curricula in several countries. Since its inception in 1991, the program, through meaningful partnerships with retailers, governments and other key stakeholders, has reached approximately 1.8 billion children and their families around the world.

The core elements of the BSBF program encompass in-school initiatives, community involvement, trade partner collaborations, professional partnerships, digital resources and employee participation. For further information, please visit the [BSBF website](#).



Brighter Smiles Around the World

The following highlights illustrate Colgate's commitment to community involvement and oral health education. The BSBF program aligns with Colgate's broader sustainability goals, such as promoting health and well-being, supporting local communities and advancing educational outreach.

- In the **Philippines**, Colgate partnered with the Department of Education and local government to reach over four million children and their families in schools and over a million children and their families in communities. The BSBF program has also established a robust partnership with nurses to develop oral health learning resources for nurses, midwives and health workers. The first BSBF Quality of Life survey revealed improved oral health habits, increased satisfaction with oral health and enhanced perceptions of quality of life by parents.
- In **India**, Colgate partnered with eight state governments to deliver the BSBF program to over 10 million children and their families and is expanding to include nursing partners to drive outreach in local communities.
- In **Kenya**, the BSBF program partnered with the Ministry of Health and Ministry of Education in Uasin Gishu to activate in-school brushing in 675 schools, reaching over 34,000 early childhood development learners so that they brush daily after meal time. The project aims to reduce cavities and gum disease through daily tooth brushing at school and is supervised by teachers. Additionally, Colgate partnered with various women's organizations and groups to deliver oral health education to thousands of households.
- Colgate's **Africa/Eurasia** Division contributed to Colgate Cares Day, our global employee volunteering effort, by enabling 400 Colgate-Palmolive People to deliver the BSBF oral health education program to approximately 17,000 children in countries such as Morocco, South Africa, Nigeria, Ukraine and Kazakhstan.

2024 Community Giving

\$52 Million*

Colgate–Palmolive’s six charitable focus areas help advance our purpose, values and business objectives:

- Championing healthy smiles and healthy skin
- Creating educational pathways for students & Colgate–Palmolive professions (dentistry, dermatology and skin health and veterinary science)
- Providing Food, Shelter & Love for pets everywhere
- Promoting environmental stewardship
- Championing optimism (supporting programs and services that help people build capabilities and skills necessary to achieve healthier futures)
- Providing disaster relief and emergency care in Colgate communities

* Includes cash and in-kind contributions to charitable organizations and spending for community programs, including BSBF and the Colgate Women’s Games.

Community Engagement and Giving

Taking values-based actions to support and make a positive impact on the communities where we live, work and market our products is essential to fulfilling our purpose as a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. We take action by providing financial as well as in-kind donations to nonprofit organizations around the world and our people contribute their time and talent through Company-sponsored employee volunteering activities.

Discover actions we took in 2024 to help advance our purpose:



- In 2024, the Company’s EltaMD skin health brand designated March 13 as National Dermatologist Day in the U.S. and celebrated by ringing the New York Stock Exchange bell. This day honors dermatologists’ crucial role in skin cancer prevention and early detection. In collaboration with renowned board-certified dermatologists, EltaMD leveraged social media to highlight the importance of regular dermatologist visits and to share crucial skincare advice.



- We take pride in being a global leader in oral health, with the Colgate brand in more homes than any other and with global market share leadership in both the toothpaste and manual toothbrush categories. As leaders in this field, our goal is to educate people on the importance of good oral health and its impact on overall health and well-being. During October’s National Dental Hygiene Month in the U.S., we took our oral health message to HLTH, a leading global health conference attended by over 12,000 healthcare professionals and thought leaders, to educate them about the critical link between oral and general health. Dr. Maria E. Ryan, our Chief Clinical Officer, used this platform to highlight Colgate’s efforts to boost oral health literacy and bridge the gap between dentistry and medicine.

- In partnership with the Company’s Corporate Social Responsibility team, our Colgate Abilities Network and Hill’s Abilities Network Employee Resource Groups collaborated with The Seeing Eye, a nonprofit focused on training and providing guide dogs for individuals who are blind or have low vision. We provided cash contributions to support important programs that are vital to enhancing these individuals’ freedom and independence, empowering them to navigate the world and advance their brighter, healthier futures.



- In February 2024, the Colgate Women’s Games, the longest-running amateur track-and-field series for girls and women in the U.S., celebrated its 49th season. The program provides opportunities for athletes to realize their athletic abilities and pursue their educational aspirations. Participants have the chance to earn one of over 100 educational scholarships awarded each season by Colgate. We have awarded more than 4,800 scholarships since 1974.



- 24 Design Sustainable Products
- 26 Build Sustainable Habits for Life
- 27 Foster Lifelong Relationships Between Pets and People

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.



Design Sustainable Products

Connecting with our consumers

Our People Centricity team is dedicated to understanding people's lives to promote a healthier future for everyone, including pets and the planet. We introduced Footsteps, a program that helps teams connect with people's desires and needs by encouraging them to walk a mile in others' shoes to gain genuine insights.

The People Pod is an interactive activity where we hold virtual conversations with consumers worldwide. By participating, Colgate-Palmolive employees connect with consumers in their homes to better understand their daily lives. This insight helps us meet their needs and drive sustainable growth. In 2024, over 100 Colgate-Palmolive employees from 15 teams engaged in the People Pod at our New York City headquarters, facilitating meaningful virtual conversations with consumers from Brazil, South Africa, the United States, and the United Kingdom.

People-Driven Innovation

Every day, our global team of creative thinkers drives a culture of science-driven innovation. Hundreds of specialists across eight Global Technology Centers advance Colgate's growth through inventive problem-solving and experimentation. Our diverse team includes chemists, biologists, engineers and more. We encourage them to view problems from different perspectives and collaborate across fields. This people-centered approach is crucial, focusing on understanding lives, needs and behaviors to identify innovation opportunities.

Global Innovation

Our Research and Development headquarters in Piscataway, NJ, along with Global Technology Centers, supports innovation, with onsite packaging engineers at major production facilities. We focus on delivering superior products and aim for improvement through benchmarking. We value consumer feedback, with Global Consumer Affairs documenting interactions for Quality and Safety teams to address issues swiftly. Data and analytics provide deeper insights into consumer behaviors.

We are committed to protecting consumer and customer data against unauthorized use or disclosure. Guided by our [Privacy Policy](#), we work to ensure the security and transparent handling of personal information in collection, use and disclosure.



Improving the Sustainability Profile of Our Products

Our priority in product innovation is to deliver safe, high-quality products with enhanced sustainability profiles.

Ingredient Transparency

Transparency is a key part of our commitment to product sustainability. Today's consumers seek information about our practices, as well as specific details about the products they use. We aim to empower individuals by providing information about the ingredients in our products.

Colgate's brand websites and digital platforms offer detailed product pages where consumers can often review ingredient lists. Some pages, such as for our Tom's of Maine brand, include additional context, such as how and why specific ingredients are used, to help consumers understand the benefits and functions of each component.

Product Safety

The safety of our consumers and our people is our first and greatest responsibility. Our technical teams conduct rigorous safety evaluations on all products before we bring them to the marketplace and ensure our products comply with, and often exceed, all applicable regulatory requirements wherever we do business. We work with regulatory agencies and health-oriented organizations worldwide, including the U.S. Food and Drug Administration, European Medicines Agency, European Chemical Agency-REACH, World Health Organization and Health Canada, to ensure our products meet the highest standards of safety. Our stewardship committee meets several times a year to review ingredient use globally.

To learn more about the science behind our products, please visit the [Scientific Excellence](#) section of our website and our [Ingredient Safety Policy](#).



PRODUCT HIGHLIGHTS

Hill's Prescription Diet z/d Low Fat

This food is specially formulated with hydrolyzed soy protein and low fat levels to help prevent adverse food reactions and support healthy skin in dogs with food and fat sensitivities. It is enriched with Hill's breakthrough ActivBiome+ ingredient technology, clinically proven to rapidly activate the gut microbiome, supporting digestive health and overall well-being.

PRODUCT HIGHLIGHTS

**hello vitamin C whitening**

Our hello brand has harnessed the stain-neutralizing power of vitamin C to develop and launch a toothpaste in the U.S., designed to enhance daily oral care routines. This toothpaste whitens teeth, prevents cavities, strengthens enamel and freshens breath. The hello vitamin C whitening toothpaste is one of the first to use vitamin C as a whitening agent and features a formula free of peroxide, parabens, gluten, artificial sweeteners and titanium dioxide.

**Palmolive Aroma Essence**

Creating scents has traditionally been a complex endeavor, combining science, art and experience to evoke emotions. Today, artificial intelligence, including machine learning, is transforming fragrance development, helping to identify scent combinations that enhance any mood. In partnership with one of Colgate's key fragrance houses, Palmolive enhanced emotional connections with its fragrances by analyzing consumer data from diverse sources to find the perfect ingredient blend for each mood. These efforts resulted in Palmolive Aroma Essence, offering a range of fragrances for a richer sensory experience.



PRODUCT HIGHLIGHTS

Fabuloso 2X

Fabuloso 2X stands out for its efficacy and sustainability, featuring twice the active ingredients* and providing twice as many uses in the same bottle* and 50% less plastic**, making it a more sustainable choice. Available in a variety of scents, Fabuloso 2X combines performance with sustainability.

* vs. non-concentrated Fabuloso Original in the same size bottle

** by following dosing instructions and getting twice as many uses out of one bottle vs. same size of Fabuloso Original

Build Sustainable Habits for Life

We are helping people build more sustainable habits by offering better products, information choices and education.

Handwashing Education

The simple act of washing hands with soap is one of the most effective ways to prevent disease transmission, especially among children. Our global handwashing program provides educational materials and sample products to schools and communities and builds awareness through advertising and public relations campaigns. In some countries, Colgate teaches handwashing as part of our Bright Smiles, Bright Futures oral health education program, building education about proper handwashing into the oral care curriculum and messaging. Like the oral health component of BSBF, the handwashing program creates shared value for both Colgate and society, helping to improve health outcomes.



In Argentina, Chile, Paraguay and Uruguay, we collaborate with dedicated partners, such as Módulo Sanitario in Argentina, to launch various initiatives aimed at promoting hand hygiene. On Global Handwashing Day, we amplify this message through educational campaigns in children's magazines as part of the BSBF program. During our BSBF sessions, we instruct participants on the proper handwashing technique and the critical moments for washing hands, utilizing resources such as PROTEX soap posters and flyers in schools and communities. Additionally, through our volunteer activities, we advocate for handwashing as a vital practice for a healthier and brighter future.

Foster Lifelong Relationships Between Pets and People

At Hill's Pet Nutrition, we help enrich and lengthen the special relationship between people and their pets by providing science-led nutrition to cats and dogs. We know just how critical nutrition is to the healthy lives of pets. Through donations, partnerships and pet disaster relief, we live our Hill's Caring values every day.



Food, Shelter & Love

The Hill's Food, Shelter & Love Program provides us with an opportunity to live our mission statement every day. As a caring company, the Hill's Food, Shelter & Love Program was created to provide dogs and cats with nutrition that will help make them healthy, happy and ready to join their new home because healthy pets are more adoptable. Hill's partners with more than 1,000 shelters across North America to provide precise nutrition for a variety of needs, such as supporting healthy skin, coat and stool. Along with expert care from shelter staff and volunteers, Hill's pet foods play a vital role in the ability of shelters to help pets get adopted.

- We provide Hill's pet food, primarily Science Diet, to feed all cats and dogs in every shelter in the program at a significant discount.
- The program provides enrolled shelters with free trial-size bags of Hill's Science Diet for new pet parents to help ensure a smooth and easy transition for pets to their new homes.
- Hill's also provides a helpful new pet parent website that provides a variety of tips and tools new pet parents need to help give their pet the best start in life.

We are proud of our continued participation as a national sponsor of NBCUniversal Local's Clear the Shelters U.S. pet adoption and donation campaign, which we have supported since 2018. This campaign not only helps build brand reputation and growth but also helps us to advance our Caring value and supports our business strategy. In 2024, hundreds of Hill's and Colgate-Palmolive employees volunteered for adoption events held across the country. Beyond helping pets in need, the Clear the Shelters campaign is also a powerful moment for us to connect with pet owners and strengthen our leadership position within the shelter community.

As a member of the animal welfare community, Hill's also created and released the latest issue of its "[State of Shelter Pet Adoption](#)" report to provide invaluable insights into the growing animal shelter crisis from the pet owner's lens, highlight examples of great work happening in shelters across the country and discuss how to remove barriers to pet adoption to improve pet outcomes.

Hill's U.S. Disaster Relief Network

Core to our values, we are committed to supporting pets and the people who care for them in times of crisis. When disasters strike and pets are impacted, we quickly respond by providing free nutritional support through the Hill's U.S. Disaster Relief Network. This first-of-its-kind network was established in 2013 as a direct extension of the Hill's Food, Shelter & Love Program, with a mission to donate free pet food to shelters, veterinary clinics, governmental organizations and other large non-profits caring for pets impacted by disaster. Over the past 12 years, Hill's has donated more than 4.4 million pounds of food to support more than 1,100 organizations in the U.S. caring for pets in the aftermath of disasters.

Hill's Disaster Relief Network responded to 36 disasters in 2024, including hurricanes, floods and tornadoes. One of the most significant of these disasters was Hurricane Helene, which devastated the East Coast of the U.S. and was quickly followed by Hurricane Milton, impacting the lives of thousands of pets and people in its path. In partnership with multiple responding agencies on the ground, Hill's provided more than 300,000 pounds of pet food to animal welfare organizations, shelters and veterinary clinics to support pets and pet families in the aftermath of the hurricanes.

- 29 Eliminate Plastic Waste
- 31 Accelerate Action on Climate Change
- 35 Lead with Zero Waste Facilities
- 37 Promote Water Stewardship
- 39 Drive Sustainable Sourcing



Preserving Our Environment

Colgate has continued our sustainability journey across various fronts, including climate action, waste reduction and packaging innovation. In the area of packaging and plastics, we focus on more circular and innovative design to minimize environmental impact. We are addressing climate change by evaluating and making efforts to reduce the carbon footprint of our products and operations. Notably, we continue to lead the way with our first-of-its-kind recyclable toothpaste tube and are dedicated to rapidly converting to recyclable plastic tube design. Our ongoing efforts aim to contribute to a healthier planet through sustainable practices and sustainable sourcing.



Eliminate Plastic Waste

In a proactive effort to reach our target of making all our packaging recyclable, reusable or compostable, we have transitioned approximately 75% of our toothpaste SKUs globally and approximately 95% of our toothpaste tubes in North America to recyclable tubes as of December 31, 2024. The recyclable tube is now accessible in over 70 countries worldwide.*

We continue to share our recyclable tube technology, expertise and information with numerous interested stakeholders, and, since introducing the technology in 2019, have conducted over 90 sessions to promote the recyclability of all tubes in practice and at scale. We are also committed to collaborating with recycling stakeholders and partnering with key organizations to share the data showing tubes are easily integrated into the HDPE bottle stream. We take pride in leading this area and aim to further develop innovative science that results in products ultimately better for our planet.

* Your community may not yet accept tubes for recycling. Check locally. Learn more at www.colgate.com/goodness.

A key action of our 2025 Sustainability & Social Impact Strategy has been to eliminate plastic waste. Our strategic framework for achieving this focuses on: (1) sourcing responsibly; (2) delivering efficient and beneficial designs; (3) advancing circular systems; and (4) inspiring positive behavior. This holistic approach considers the entire packaging and material lifecycle, reimagining a healthier future for all people, their pets and our planet.

The targets we have set to measure progress on our strategy are part of our Global Plastics Commitment through the Ellen MacArthur Foundation (EMF).

By 2025, our targets* are to:

- Reduce the absolute use of new (virgin) plastic by one-third against a 2019 baseline
- Make all of our packaging recyclable, reusable or compostable
- Use at least 25% post-consumer recycled (PCR) plastic in our packaging
- Eliminate unnecessary and problematic packaging

* Our progress against these targets does not include external co-packaging/co-manufacturing, recent pet food acquisitions or minority-owned joint ventures.

Packaging Milestone:

Colgate-Palmolive's Cambridge, Ohio, manufacturing facility has become the first Colgate-Palmolive plant in North America to manufacture all of its in-house bottles using 100% recycled PET plastic (rPET). By switching entirely to post-consumer rPET, the Cambridge team has transitioned more than 30 bottle SKUs to recycled plastic, reducing virgin plastic use.

Progress Against Our Targets

Colgate is achieving virgin plastic reduction through lightweighting, re-design and increased use of post-consumer resin (PCR). We have seen long-term success with our Softsoap at-home refill business that provides consumers with an easy way to refill their smaller containers with reusable pumps.

We continue to look for solutions relating to our "flexible" packaging, such as in our Hill's pet food bags and personal care pouches, which present industry-wide challenges both in terms of technical readiness as well as collection and recycling. These challenges will require us to go beyond 2025 to fully achieve our targets. We are proud of our significant progress and remain committed to making our packaging and plastics more circular.

• Reduce new (virgin) plastics by one-third against a 2019 baseline

- As of December 31, 2024, we have reduced our virgin plastic packaging tonnage by 25% against a 2019 baseline. We continue to make significant progress toward our one-third reduction of virgin plastic; however, we face challenges to achieve this target, including the availability, quality and feasibility of recycled content.
 - Use 25% post-consumer resin (PCR)
 - Our 2024 full-year PCR content is 21%, up from 17.8% the previous year.

• Make all of our packaging recyclable, reusable or compostable.

- As of December 31, 2024, 93% of our packaging is recyclable, reusable or compostable, up from 89.5% the previous year. We are committed to strive to make all our packaging recyclable, which requires more work and partnerships, particularly on flexible packaging.
- As of December 31, 2024, 1.1% of our packaging by weight is reusable or refillable.

• Eliminate unnecessary and problematic packaging.

- As of December 31, 2024, our packaging classified as unnecessary or problematic remains less than 1% by weight. We have eliminated PVC from our packaging.

To improve the quality of recycling streams and reduce our impact, we are working to eliminate problematic packaging materials from our portfolio. We have reduced the usage of polystyrene, certain black color plastics (carbon black) and other problematic components. Our definition of "unnecessary and problematic packaging" is based on the Consumer Goods Forum Golden Design Rules and local Plastic Pact designations.

Ajax Spray n'Wipe Concentrate is a dilutable multipurpose cleaner that uses 78% less plastic* and kills 99.9% of germs. Made in Australia with a 100% recycled content bottle.

* vs. purchasing 3x 500mL Ajax Spray 'n Wipe Trigger products



Policy Focus

Colgate supports policy that brings circularity to the forefront. Colgate is a member of the Business Coalition for a UN Global Plastics Pollution Treaty. The Coalition brings together businesses, non-profits and financial institutions committed to supporting an ambitious, effective and legally binding UN treaty to end plastic pollution. Colgate will continue to support the Business Coalition objectives throughout the treaty process.

We support the Consumer Goods Forum Optimal & Ecomodulated Extended Producer Responsibility (EPR) principles. Colgate is also a founding member of the Circular Action Alliance, a non-profit Producer Responsibility Organization dedicated to implementing effective EPR laws for paper and packaging in the U.S.

Partnerships

Partnerships and collaborations are critical to us striving to achieve Colgate's targets and contribute to the circular economy in a socially responsible manner. These partnerships are aimed at bringing important elements of our strategy to scale including designing for recyclability, increasing in-practice recycling and reducing virgin plastic.

Our efforts to reduce plastic in toothbrushes involves using recycled materials in every new and relaunched product. We also focus our design efforts on reducing plastic usage in the overall product without sacrificing ergonomics or performance. The Colgate Total toothbrush features 40% recycled polypropylene in the handle and a unique design that cuts plastic usage by 15%, compared to the previous design, while the Colgate SlimSoft toothbrush now includes 50% recycled polypropylene in its handle.



The Ellen MacArthur Foundation (EMF) and Plastic Pacts

Colgate has been a signatory of the Global Plastics Commitment as well as key Plastic Pacts for the past several years. These country and regionally-based Plastic Pacts were initiated by the EMF and are managed by local non-profits (NGOs). The Plastic Pacts offer specific platforms for collaboration among companies, NGOs and policymakers. Colgate is a participant in the U.S., Canada, U.K., and ANZPAC (Australia-New Zealand-Pacific Islands) Plastic Pacts.

U.S. Plastics Pact

Within the U.S. Plastics Pact, Colgate co-leads the On-Pack Labeling Workstream, which is seeking to expand and improve on-pack labeling for recyclability. The workstream has also focused on creating alignment and clarity on the process by which recyclability designations are assessed by multiple stakeholders.

100+ Accelerator

As a corporate partner of the 100+ Accelerator, Colgate has helped fund and pilot many sustainability-focused start-ups. In 2024, Colgate partnered with Glacier Technology, a leading innovation company focused on improving recycling at sorting facilities using an AI-based model that offers an efficient way to track recycling. Glacier has a working model that can identify tubes and is now deployed in two material recovery facilities in the United States.

The Recycling Partnership and Closed Loop Partners' Infrastructure Fund

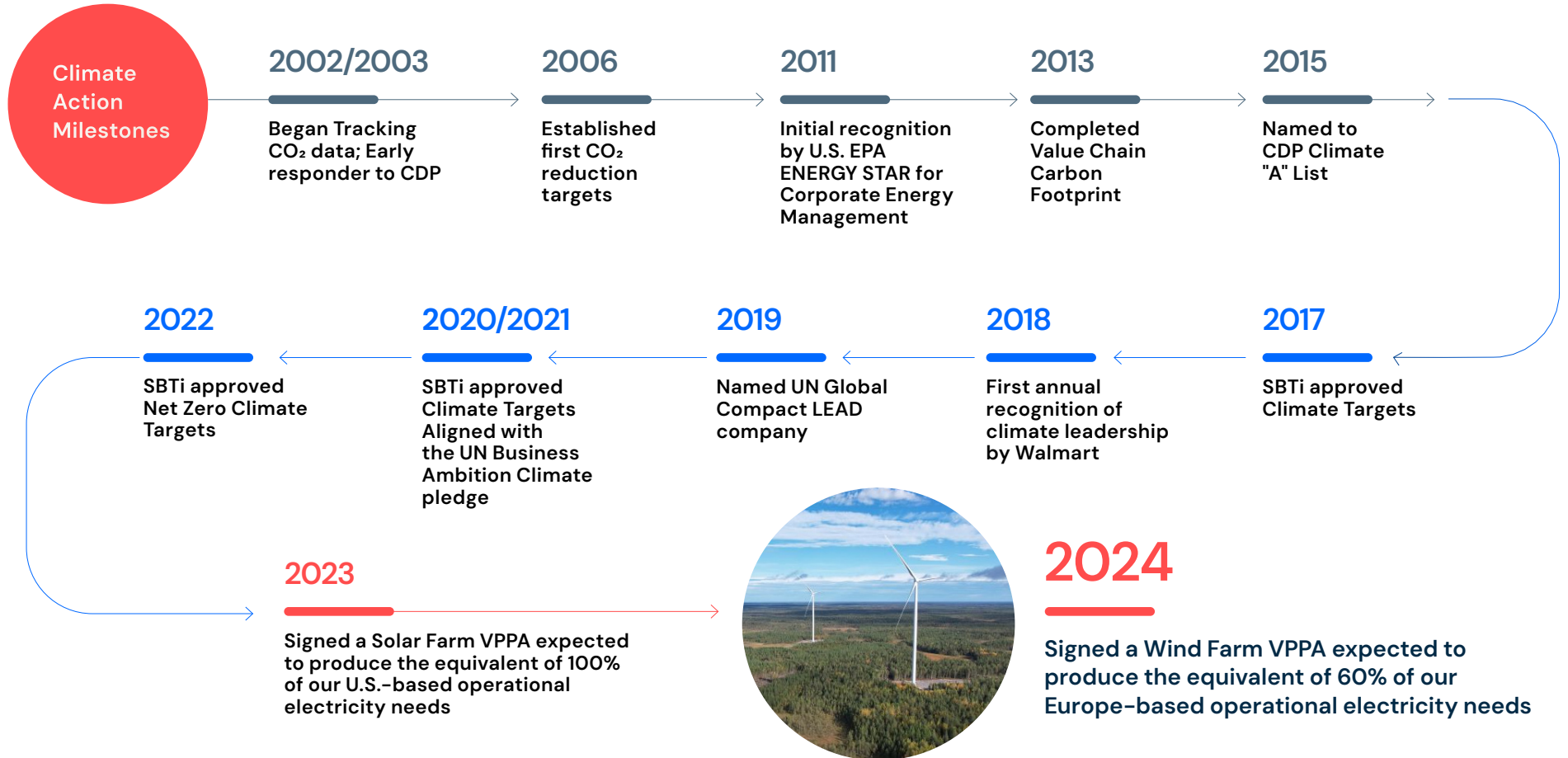
Colgate was a founding member of the Closed Loop Infrastructure Fund and has been a member of The Recycling Partnership (TRP) for several years. These experts have made significant investments into the recycling infrastructure in the U.S. In addition, Hill's is a founding member of TRP's Film and Flexibles Task Force, which is taking action to scale the collection and reprocessing of packaging made from flexible plastic such as pet food bags.

Stina

In North America and Europe, our key partner Stina has brought together tube manufacturers and brands to gather and share data on tube recyclability. Anchored in the importance of avoiding contamination and improving the quality of recycled feedstock, Stina leads the work on critical recyclability elements achieved for tubes, which is detailed at plasticuberecycling.org.

Accelerate Action on Climate Change

Part of our purpose to reimagine a healthier future for all people, their pets and our planet means taking climate action in a way that also creates value for our business and meets the growing expectations of Colgate-Palmolive People and our consumers, customers, investors, regulators and other stakeholders.



The Value of Taking Climate Action

We are taking a practical, focused and value-added approach to address climate change from two key perspectives: the financial costs that climate change could have on our business and the impact that our emissions can have on the environment and society.

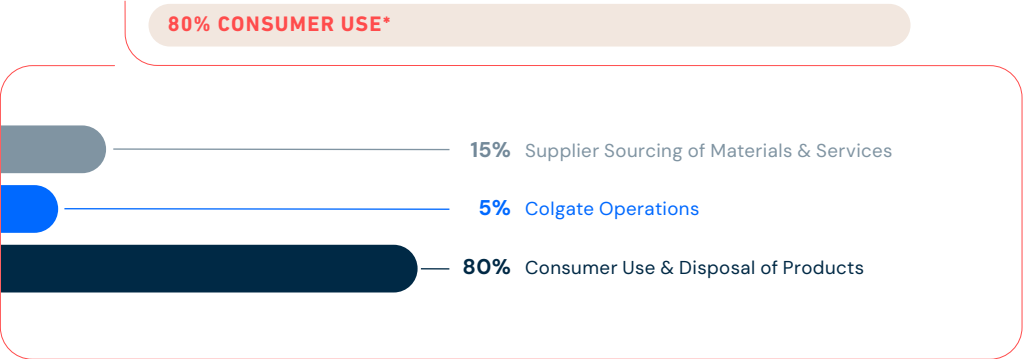
Utilizing climate data is helping us make our global business operations more resilient in the face of severe weather events, water scarcity and other factors. And when we cut waste and reduce our water and energy intensity, we lower our costs and shrink our environmental footprint to be more responsible stewards of the communities we serve. The nature of climate progress is non-linear, and we remain steadfast in focusing on taking responsible, value-driven climate action for a stronger company and a better world.

Our Climate Exposure

Global supply chains extend across great distances, enabling us to source and transport the materials we need for our products. However, this can also expose us to risks of disruption or delay due to climate-induced factors. We have customers around the world, with some located in regions particularly vulnerable to the effects of climate change. We also have manufacturing facilities worldwide that must withstand extreme weather events such as drought, hurricanes and other consequences of a warming planet. It is important that we work to understand the risks we face from climate change and determine how best to mitigate them.

Our Carbon Footprint

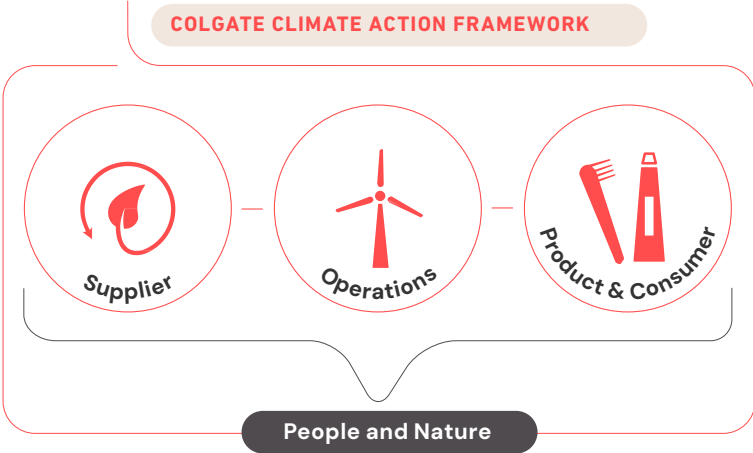
We estimate that our carbon footprint is distributed as follows: approximately 15% in supplier sourcing of materials and services, 5% from our operations and 80% from the consumer use and disposal of our products.* We have the opportunity to reduce emissions and drive climate action across this value chain, while delivering efficiencies and adding value to the growing business. To do so, we have set a net zero carbon target by 2040.



* Approximate percentages calculated by an independent third party and based on 2020 data across Colgate's global categories and geographies.

Our Climate Action Strategy

To help support our ambitious targets around climate action and net zero carbon transition and to address our climate-related risks and opportunities, our climate strategy is based on the following framework which allows us to take action across our value chain.



COLGATE'S SBTi NET ZERO CARBON TARGETS

By 2030:

- Increase annual sourcing of renewable electricity from 35% in 2020 to 100%
- Reduce Scope 3 GHG emissions from Purchased Goods and Services by 42% against a 2020 baseline
- Reduce Scope 1 and 2 GHG emissions in operations by 42% against a 2020 baseline

By 2040:

- Reach net zero carbon emissions across the value chain*
- Reduce Scope 1, 2 and 3 emissions by 90% against a 2020 baseline**

* Excludes Scope 3 optional emissions per SBTi Net Zero Standard.

** Excludes Scope 3 Categories 9, 11 and 12 and optional emissions per SBTi Net Zero Standard.

Our Net Zero Carbon Targets

Our climate commitments are rooted in science-based targets focused on transitioning to net zero carbon emissions. Since 2015, we have engaged with the Science-based Target initiative (SBTi) to set meaningful climate targets aligned with recommendations from climate scientists for addressing climate change impacts. In September 2022, SBTi approved our updated near- and long-term science-based emissions reduction targets, along with our net zero science-based target, affirming our continued climate leadership. We have also considered guidance from various investor-facing frameworks and surveys designed to assess companies' performance in areas such as emissions reduction, governance and disclosure.

Our Net Zero Carbon Progress

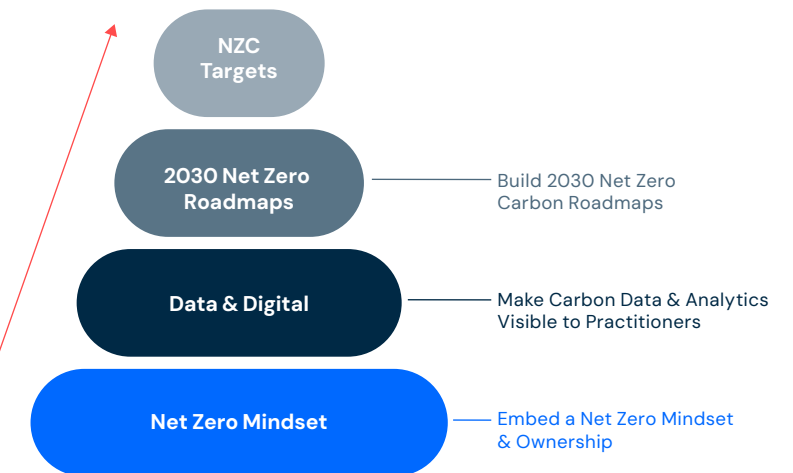
We recognize that transitioning to a net zero carbon emissions future is an unprecedented challenge.

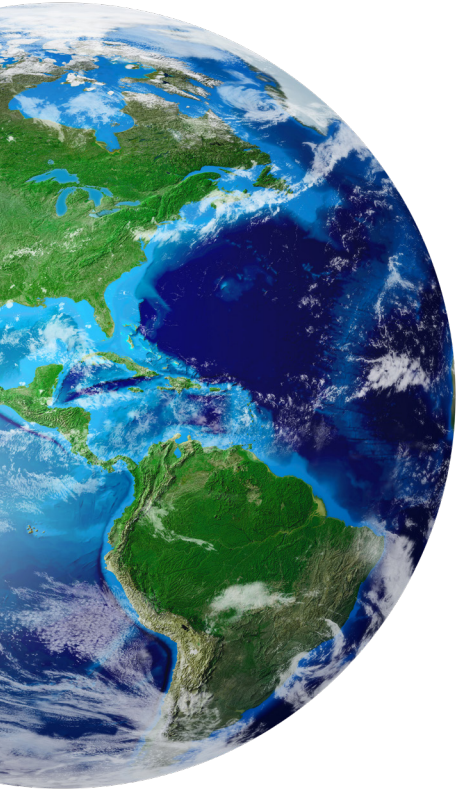
As a result, we continue to make deliberate and thoughtful decisions to refine our approach. We are focused on developing the organizational knowledge, capabilities and tools necessary to meet these ambitious targets. Central to our strategy is positioning ourselves to make data-informed, business value-driven and impactful net zero carbon investment decisions for the long term.

We are monitoring our progress in two complementary areas of focus: net zero carbon program development and emissions reduction. By balancing these areas, we remain committed to cultivating a value-driven, enduring mindset that drives us toward the successful attainment of our net zero carbon targets.

COLGATE NET ZERO CARBON APPROACH

Focus on Building Mindsets, Ownership, Data Visibility and Roadmaps





Learn more about Colgate's Climate and Net Zero Transition Plan by visiting the Sustainability section on our website at <https://www.colgatepalmolive.com/ens/sustainability>. This information will be published later this year, alongside our KPI report.

Taking Action

We are continuing to work on building the required mindset, data systems and roadmaps to drive our net zero carbon targets.

In our global procurement organization, we are working to embed a net zero carbon mindset. We educate division teams about our targets, provide visibility into the carbon impact of ingredients and packaging materials and prepare our procurement teams to engage our most carbon-intensive suppliers in an effort to reduce our Scope 3 emissions for Purchased Goods & Services.

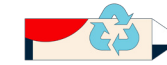
In our manufacturing and logistics organizations, we are focused on increased efficiency and leveraging emerging technologies. In manufacturing, we are working to drive energy efficiency, such as identifying and correcting utility energy losses in air compressors, boilers and HVAC systems, as well as deploying higher efficiency equipment technologies upon replacement, in an effort to reduce energy usage, costs and carbon emissions. Additionally, we are expanding our use of renewable electricity worldwide. In logistics, we are working to optimize routes and loads to cut truck miles, reduce costs and carbon emissions and decrease the number of trucks on the road.

Nature

Consistent with our 2025 Sustainability & Social Impact Strategy and our Climate Strategy, we recognize that Colgate's value chain both affects and depends on nature and biodiversity. The interaction between our value chain and nature presents not only risks but also offers opportunities – revealing how nature can impact our business and how our business activities, in turn, can affect nature.

Through our long-standing work on climate action, water stewardship, responsible sourcing of forest commodities and eliminating plastic waste, Colgate has been actively addressing crucial nature-related, business-relevant issues, including water quality, deforestation, soil pollution and climate change. We believe our initiatives focused on biodegradable ingredients, landscape conservation and restoration projects, water security, net zero carbon, renewable energy and zero waste operations have enabled Colgate to take important actions to protect and manage various natural resources. Here is a mapping that aligns our current strategy's actions with the four areas of nature as defined by the Task Force for Nature-related Financial Disclosures (TNFD): Land, Ocean, Freshwater and Atmosphere.

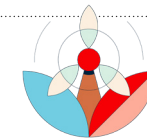
COLGATE-PALMOLIVE ACTIONS



Design Sustainable Products



Eliminate Plastic Waste



Accelerate Action on Climate Change



Lead with Zero Waste Facilities



Promote Water Stewardship



Drive Sustainable Sourcing

AREAS OF NATURE

Freshwater

Land

Freshwater

Land

Atmosphere

Ocean

Atmosphere

Freshwater

Land

Atmosphere

Freshwater

Freshwater

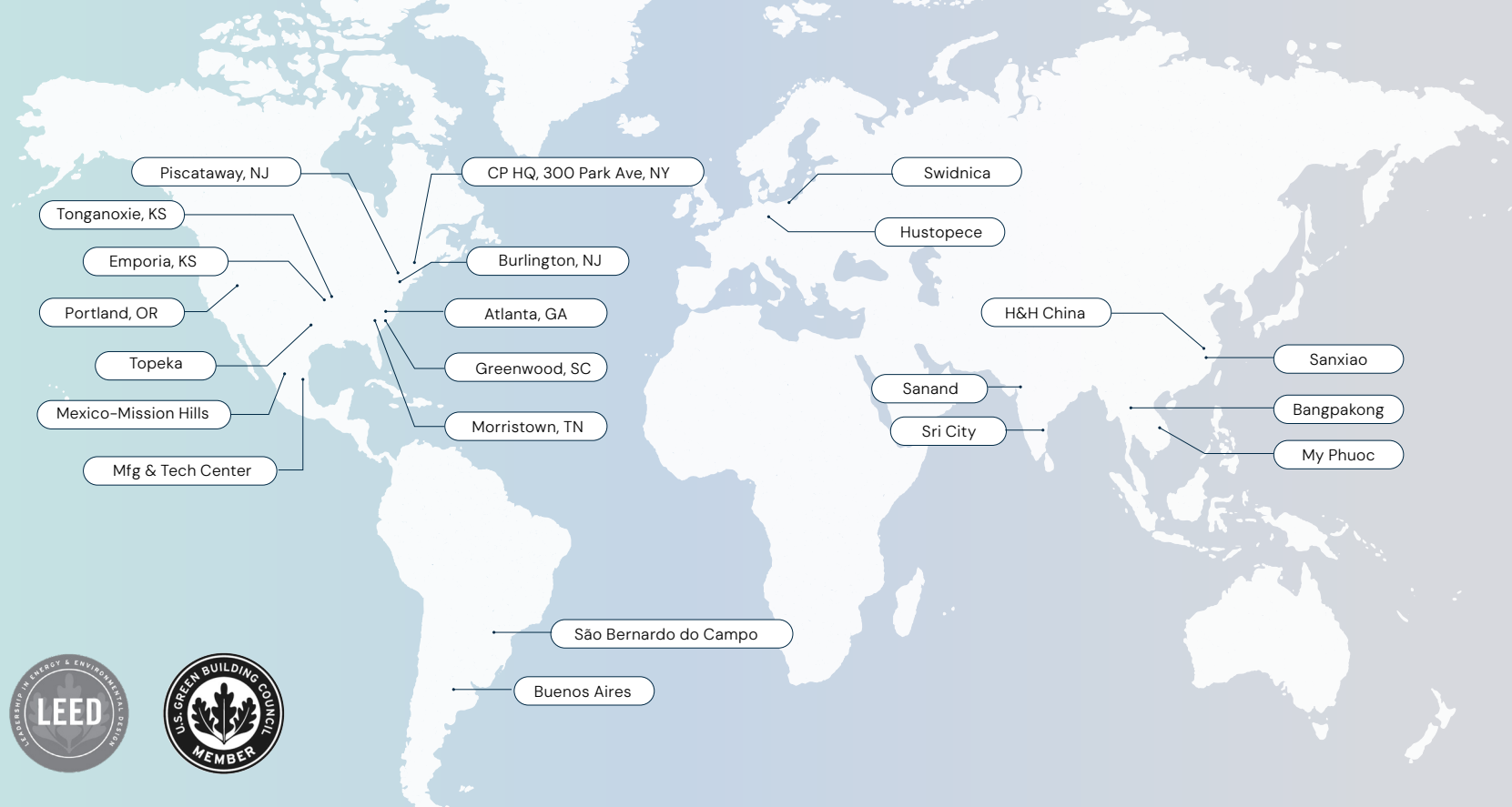
Land

Atmosphere

LEED Certifications, as of December 31, 2024

31 certifications in 22 facilities

including 14 manufacturing facilities spread across 8 countries



Commitment to Green Buildings

Colgate is dedicated to reducing the energy and carbon intensity of our operations by obtaining Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council (USGBC) for new construction projects globally. We aim to secure LEED certification for every new construction and expansion project at our owned manufacturing facilities, global technology centers, warehouses and offices. Since 2013, we have employed the LEED green building rating system to lower our exposure to water and climate change-related issues while ensuring a healthier, more comfortable work environment.

Our Hill's smart factory in Tonganoxie, Kansas, one of our latest LEED certifications, has achieved LEED Gold status. Due to its cutting-edge design and advanced automated systems, it is anticipated to consume less water and energy compared to a conventional pet food facility.






"LEED" and related logos are trademarks owned by the U.S. Green Building Council and are used with permission.

Promote Water Stewardship

Water stewardship is a fundamental aspect of our 2025 Sustainability & Social Impact Strategy. We are committed to promoting water stewardship and delivering water security and resilience throughout our value chain. Water security helps our business mitigate risks and build resilience by addressing areas including water supply, regulatory permitting, utility infrastructure and community engagement. As part of our water stewardship work, we look to protect ecosystems and support water access in our communities including conserving water and assisting people in accessing safe water.

Our Water Stewardship Strategy

Promoting water stewardship is one of our key sustainability actions and it is addressed across our value chain.

Supplier	Direct Operations	Product & Consumer
		
PEOPLE AND NATURE		

Colgate's water footprint consists of the water used by our suppliers to produce the raw and packaging materials we purchase, the water used by our facilities to manufacture our products and the water associated with consumer use of our products.

Water and Our Upstream Supply Chain

We are working to engage our material suppliers with operations in water-stressed regions to take action on water security. One way we are increasing supplier engagement in our Water Stewardship Strategy is by participating in programs, such as the CDP Water Supply Chain Program, to generate awareness about water security.

We have also hosted several webinars with our suppliers in water-stressed regions across the globe, sharing Colgate's Water Stewardship commitment and trajectory and explaining how our suppliers can join us in this journey. The webinars highlighted some best practices of water stewardship projects and processes that we have put in place regarding water at Colgate. It also included a call to action to our suppliers to start measuring and managing their own water risk and consumption.

Direct Operations

We continue to invest in water conservation and assess water risks associated with our global operations. We recycle/return water where possible and manage our wastewater appropriately.

Our plants deploy ever-more-efficient practices as we continue to drive down our manufacturing water intensity. For example, we are improving our cleaning and sanitization, reverse osmosis and other processes to require less water from the environment.

Colgate has been working on manufacturing water conservation since 2002 at our sites, and since then we have reduced the water consumed per unit of production in the manufacture of our products by nearly 50%.

Key Elements of Our Operations Program include:

5% for the Planet

We invest in water conservation strategies at our global facilities through our manufacturing capital expenditure program, "5% for the Planet," which encourages our plants to allocate a minimum of 5% of their capital budget to environmental projects that reduce energy, water and waste, and improve the sustainability of our packaging. A minimum of 1% of the manufacturing capital expenditure budget is recommended specifically toward water conservation projects.

Water Reduction and Conservation

In regions with water stress, we continue to assess water risks and implement appropriate resilience measures to anticipate and mitigate the effects. In our priority locations, we are focusing on:

- Minimizing total water consumption
- Maximizing water reuse and alternative water sources (e.g., rainwater harvesting)
- Maximizing water returned to the environment (e.g., water reinjection wells)

Our teams frequently review technology and opportunities to reduce, recycle or return water, such as water treatment automation, rainwater harvesting, cleaning and sanitization efficiency and submetering.

Partnerships

In 2024, Colgate's water stewardship partners include:

- CDP
- Corporate Water Leaders
- WBCSD
- Water for People
- The CEO Water Mandate
- Water Resilience Coalition
- Water.org

Wastewater Management

In compliance with local, state and/or federal regulatory requirements, wastewater discharges from Colgate's operations are pre-treated on-site and/or by the local municipality prior to discharge to a body of water. We continue to work to reduce pollutant-loading in our wastewater discharges prior to treatment. In selected locations where water stress is high, Colgate also treats wastewater to levels appropriate for cooling, toilet flushing, gardening and other purposes. Additionally, alternative disposal strategies are utilized for certain wastewater streams with difficult-to-treat components. This can include beneficial reuse, solidification, biodigestion, incineration or other locally-defined solutions.

Water Security

We use the World Resources Institute's (WRI) Tool—the Aqueduct Water Risk Atlas—as our main data source to identify which of our locations, as well as those of our suppliers, are designated as "high" or "extremely high" in the tool's main water stress indicators. In recent years, we have also worked with a tool called Waterplan to tackle challenges in gathering and centralizing water data from various data sources, analyzing water risks in depth and taking impactful action on water. The analysis utilizes external data and internal data gathered by the Colgate teams at each site in scope. Incorporating company-specific information ultimately helps better understand the potential costs of water risks, which is needed to communicate the potential business impact and inform decisions.

Consumer Use

Because of our products and our position in the global market, we have a unique opportunity to promote water conservation awareness to all our global consumers. Our Save Water campaign continues to increase consumer awareness through messaging on our packaging, online and in stores. The Save Water message appears on a range of product packaging across our oral care, personal care and home care categories.

Water Access, Sanitation and Hygiene (WASH)

Providing access to safe water, improved sanitation and proper hygiene education is an important aspect of our water stewardship strategy. Colgate is proud to continue our commitment to support water, sanitation and hygiene (WASH) programming through our partnerships with Water For People and Water.Org, among other organizations. Since 2013, Colgate's financial support to these organizations has helped approximately 200,000 people in communities, schools and clinics gain access to safe water services in Guatemala, Peru and India, as well as access to affordable water supply and sanitation loans in the Philippines in 2024.

Ecosystem Protection

We also protect water-related ecosystems through our commitments to No Deforestation, water stewardship, wastewater treatment and community partnerships.

Investment, Transparency and Governance

To inform our water stewardship efforts, Colgate engages with leading water experts who complement our strong internal capabilities. This collaboration helps build expertise, align efforts and ensure that our water programs meet stakeholder expectations. We are also committed to transparency and reporting publicly on our water stewardship and reduction performance. Colgate has many such partnerships with a broad array of organizations, including suppliers, research institutions, universities and industry and nonprofit organizations.

Colgate is an endorser of the CEO Water Mandate under the United Nations Global Compact and a member of the Water Resilience Coalition. The Coalition aims to preserve the world's freshwater resources through shared, ambitious commitments that are meaningful and measurable, many of which mirror Colgate's targets.

Drive Sustainable Sourcing

Driving sustainable sourcing is a core action in our 2025 Sustainability & Social Impact Strategy. Colgate is dedicated to using responsibly sourced ingredients and enhancing product sustainability which involves setting high expectations for suppliers and fostering strong partnerships. Our engagement covers labor practices, human rights, environmental protection, health and safety and ethical behavior, aligning with our core values.

Our sustainable sourcing program emphasizes deforestation- and conversion-free supply chains, focusing on palm and soy. Our strategy includes industry-wide transformation, using certified materials, geospatial monitoring, deeper supplier engagement and increased external communication.

Supplier Engagement

Our global procurement team works to build supplier relationships exceeding stakeholder expectations for quality, service, cost-effectiveness, sustainability and innovation. For more, see [Colgate's Procurement Policies](#). We are developing dashboards, scorecards and digital tools to assess supplier performance against key sustainability targets, then creating roadmaps with milestones for priority suppliers in our sustainability programs.

Colgate's [Third Party Code of Conduct](#) sets the standards we expect from suppliers, partners and other third parties, incorporating principles from the Universal Declaration of Human Rights and International Labor Organization standards.

Assessing and Managing Supplier Risk

As a multinational company with a global supply chain, we recognize the potential impact of negative supply chain events on our reputation. Thus, we have a formal process to identify and manage social, ethical and environmental risks within our supply chain and with business partners.

Third-Party Ethical Screening and Due Diligence

Colgate prioritizes working with ethical third parties. Before collaborating, all third parties are screened against watch lists, sanctions lists, negative media and regulatory violation notices. Continuous monitoring follows with alerts triggered by potential red flags. Any red flags are thoroughly investigated and corrective measures are taken as needed. Third parties interacting with government entities on Colgate's behalf must undergo comprehensive due diligence before engaging in business with us.

Supplier Responsible Sourcing Assessment (SRSA)

Colgate's SRSA program requires selected suppliers and partners to complete a self-assessment on labor practices, human rights, worker health and safety, environmental management and business integrity. A risk assessment

scorecard evaluates these entities on critical risk factors to determine the need for a social compliance audit. High-risk suppliers undergo a third-party audit of their facilities.*

Respecting Human and Labor Rights

We are a member of AIM-PROGRESS, a global forum promoting responsible sourcing and sustainable production.

We have joined AIM-PROGRESS capacity-building sessions in America and Asia to enhance suppliers' social and environmental performance and conduct our own training events. Colgate's recent efforts focus on grievance management, responsible recruitment practices and developing tools to assess the maturity of human rights and environmental due diligence (HREED).

Supporting Working Conditions Globally

Colgate-Palmolive 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 ILO core conventions and we have confirmed our support for the UN Global Compact and principles on human rights, labor, the environment and anti-corruption.

We do not use forced labor and strive to eliminate it from our supply chains. As a member of the Consumer Goods Forum (CGF) — Human Rights Coalition, we support the CGF Resolution on Forced Labor and enhance our human rights due diligence, focusing on third parties and high-risk suppliers. Colgate collaborates with the Fair Labor Association on responsible recruiting in the Malaysian palm oil supply chain and strengthening protection for Human Rights Defenders, as detailed in our [Respecting Human Rights and Labor Rights Disclosure Statement](#).

We expect our suppliers to formulate and execute their own human rights policy commitments that are consistent with Colgate's, as specified in [Colgate's Responsible Sourcing Policy](#).

* Supplier Responsible Sourcing Assessment Program includes data from our contract manufacturers, raw and packaging materials suppliers and third party warehouses.

Partnerships

A crucial part of our sustainability strategy is collaborating with external partners, complementing our strong internal capabilities. These partnerships are vital in achieving our targets of sustainable sourcing and maintaining deforestation- and conversion-free supply chains.

- The Consumer Goods Forum
- AIM Progress
- World Resource Institute
- SEDEX
- Preferred by Nature
- WBCSD
- Earthworm
- RSPO

We have developed a human rights due diligence framework being implemented across our manufacturing and warehouse facilities through 2025. This framework addresses potential human rights risks associated with third-party labor and service providers. In 2024, Colgate began assessing risks for third-party workers at sites in Asia, Africa, Eurasia and North America. This assessment will continue through 2025 and then expand to include all of Colgate's supply chain operations.

Protecting the Environment

Our responsible sourcing practices focus on key forest risk commodities like palm oil, soy products, pulp and paper-based packaging and beef (tallow). We have specific policies for palm and soy that define supplier expectations and our No Deforestation Policy encompasses all four key commodities.*

Palm Oil

Our palm oil sourcing efforts are guided by our [Responsible and Sustainable Sourcing of Palm Oil Policy](#), which details our commitments and supplier expectations. For further information, please refer to the policy.

We are committed to enhancing the transparency and traceability of our palm oil sourcing. Working with the Earthworm Foundation and the Consumer Goods Forum—Forest Positive Coalition, we aim to eliminate deforestation and forest degradation from key supply chains. Colgate is a member of the Roundtable on Sustainable Palm Oil (RSPO) and sources RSPO certified palm materials as part of our sourcing strategy. In 2024, our focus was on engaging with palm derivative suppliers, improving traceability and ensuring deforestation-free supplies. We continue to prioritize collaboration with external stakeholders, peers and industry organizations to scale our efforts.

Soy Products

Our Responsible [Soy Procurement Policy](#) defines our actions and expectations for soy-derived materials, acknowledging soybeans' link to deforestation and social conflict, particularly in South America. We are committed to a transparent, responsible soy supply chain and industry transformation, supported by partners like the Earthworm Foundation

and the [Consumer Goods Forum—Forest Positive Coalition](#). We source most of our soy-based ingredients from the U.S., Europe and South America. Soy from South America, notably Brazil and Argentina, is often linked to deforestation. To mitigate the deforestation risks associated with soy from South America, Colgate sources Proterra certified soybean meal and oils. Similar to our palm oil commitment, we aim for traceability to ensure products from these regions meet our standards and policy compliance.

Pulp and Paper Packaging

Our commitment to responsibly sourced pulp and paper arises from the recognition that over half of the world's forests have been lost due to timber and industrial logging, leading to biodiversity loss and climate change. The destruction of High Conservation Value and High Carbon Stock forests has endangered species and increased carbon emissions. Our efforts follow the pulp and paper packaging section of our [No Deforestation Policy](#), detailing our sourcing expectations.

To align our pulp and paper products with our values and mitigate supply chain risks, we prioritize using recycled content whenever possible. We conduct an annual risk assessment of all paper and pulp packaging suppliers and their materials. Additionally, we use FSC-certified materials to support sustainable packaging and in 2024 partnered with the Rainforest Alliance Preferred by Nature for our annual risk assessments of our paper-based packaging supply. This helps identify high-risk sources and mitigate sustainable sourcing risks.

Tallow

Tallow, a cattle byproduct, is a key component for bar soap production. Colgate sources tallow from North America, Latin America and Europe. For tallow from Brazil, we strive to ensure it is responsibly sourced and not linked to Amazon deforestation. We require suppliers to adhere to guidelines from the Brazilian Institute of Environment and Natural Resources and conform to Minimum Criteria for Cattle Operations in the Amazon. For more details on our beef (tallow) efforts, see the Beef (Tallow) section of our No Deforestation Policy.

* Progress on our No Deforestation Policy includes selected suppliers.

Key Performance Indicators (KPIs)





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%



Driving Social Impact

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.



Driving Social Impact

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



Preserving Our Environment

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%



Preserving Our Environment

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.

Preserving Our Environment


*** 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 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.

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%



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



Preserving Our Environment

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%



Preserving Our Environment

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: $(\# \text{ of Incidents} * 200,000) / \text{Total Hours Worked}$.
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 incidents 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, groundwater, 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.

Global Reporting Initiative (GRI)



Statement of use	Colgate-Palmolive has reported in accordance with the GRI Standards for the period January 1 - December 31 2024. GRI 1 Foundation was used with no sector guidelines currently applying to the organization.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

General Disclosures

General Disclosures							
	ORGANIZATION & REPORTING PRACTICES						
GRI 2: General Disclosures 2021	2-1	Organizational details	About Colgate-Palmolive (PDF page 04)				
	2-2	Entities included in the organization's sustainability reporting	About Colgate-Palmolive (PDF page 04)	Colgate's 2024 Annual Report (PDF page 09)			
	2-3	Reporting period, frequency and contact point	About This Report (PDF page 02)	About Colgate-Palmolive (PDF page 04)			
	2-4	Restatements of information	no restatements of information have been made				
	2-5	External assurance	About This Report (PDF page 02)	Assurance Statements			
	ACTIVITIES AND WORKERS						
	2-6	Activities, value chain and other business relationships	Drive Sustainable Sourcing (PDF page 39-40)	Colgate's 2024 Annual Report (PDF pages 02, 09-13)			
	2-7	Employees	About Colgate-Palmolive (PDF page 04)	Colgate's Form 10K (PDF page 05)	2024 KPI Table		
	2-8	Workers who are not employees				Omitted	Information incomplete We are currently unable to provide complete data on contract workers as they are managed by third-party vendors, and comprehensive internal tracking systems are not yet in place to ensure the accuracy of such data.

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

General Disclosures

GOVERNANCE										
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Sustainability Governance (PDF pages 12-14)	Colgate's 2025 Proxy Statement (PDF pages 12-21)	Colgate's 2024 Annual Report (PDF page 69)					
	2-10	Nomination and selection of the highest governance body	Colgate's 2025 Proxy Statement (Page 6)	Sustainability Governance (PDF pages 12-14)						
	2-11	Chair of the highest governance body	Sustainability Governance (PDF pages 12-14)	Colgate's 2025 Proxy Statement (PDF page 24)	Colgate's 2024 Annual Report (PDF page 69)					
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance (PDF pages 12-14)							
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance (PDF pages 12-14)							
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance (PDF pages 12-14)							
	2-15	Conflicts of interest	Colgate Code of Conduct							
	2-16	Communication of critical concerns	Colgate Ethics Line	Business Integrity (PDF page 14)						
	2-17	Collective knowledge of the highest governance body	Sustainability Governance (PDF pages 12-14)	Colgate's 2025 Proxy Statement (PDF page 26)						
	2-18	Evaluation of the performance of the highest governance body	Colgate's 2025 Proxy Statement (PDF page 26)							
	2-19	Remuneration policies	Colgate's 2025 Proxy Statement (PDF page 26)							
	2-20	Process to determine remuneration	Colgate's 2025 Proxy Statement (PDF page 26)							
2-21	Annual total compensation ratio	Colgate's 2025 Proxy Statement (PDF page 26)								

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

General Disclosures

STRATEGY, POLICIES & PRACTICES									
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	A welcome letter from Chief Sustainability Officer, Ann Tracy (PDF page 05)	Colgate's 2025 Sustainability & Social Impact Strategy (PDF pages 06-07)					
	2-23	Policy commitments	Business Integrity (PDF page 14)	Colgate Code of Conduct	Policies				
	2-24	Embedding policy commitments	Business Integrity (PDF page 14)	Colgate Code of Conduct					
	2-25	Processes to remediate negative impacts	Business Integrity (PDF page 14)	Colgate Code of Conduct	Respecting Human Rights and Labor Rights: Disclosure Statements				
	2-26	Mechanisms for seeking advice and raising concerns	Business Integrity (PDF page 14)	Colgate Ethics Line					
	2-27	Compliance with laws and regulations	Sustainability Management (PDF pages 10-11)	Colgate's Form 10-K (PDF page 05)	2024 KPI Table				
	2-28	Membership associations	A Bright Future to Smile About (PDF page 21)	Drive Sustainable Sourcing (PDF pages 39-40)	Eliminate Plastic Waste (PDF pages 29-30)	Water Stewardship (PDF pages 37-38)			
	STAKEHOLDER ENGAGEMENT								
	2-29	Approach to stakeholder engagement	Stakeholder Engagement (PDF page 11)						
	2-30	Collective bargaining agreements	Respecting Human Rights and Labor Rights: Disclosure Statements	2024 KPI Table					

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions			SDGs
							Omitted	Reason	Explanation	
Material topics										
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Approach (PDF pages 11)							
	3-2	List of material topics	Materiality Approach (PDF pages 11)							
ECONOMIC PERFORMANCE										
	3-3	Management of material topics	Colgate's 2024 Annual Report	Colgate's Form 10K (PDF page 29)						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Business Integrity (PDF page 14)	Colgate's 2024 Annual Report						8, 9
	201-2	Financial implications and other risks and opportunities due to climate change	Accelerate Action on Climate (PDF pages 31-34)	Colgate's 2024 Annual Report						8, 13
	201-3	Defined benefit plan obligations and other retirement plans	Colgate's 2024 Annual Report							8
	201-4	Financial assistance received from government					Omitted	Confidentiality constraints	This information is considered confidential.	
INDIRECT ECONOMIC IMPACTS										
GRI 3: Material Topics 2021	3-3	Management of material topics	Oral Health Education (PDF page 21)	Design Sustainable Products (PDF pages 24-25)	Eliminate Plastic Waste (PDF pages 29-30)	Accelerate Action on Climate (PDF pages 31-34)				
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Oral Health Education (PDF page 21)	Design Sustainable Products (PDF pages 24-25)	Eliminate Plastic Waste (PDF pages 29-30)	Accelerate Action on Climate (PDF pages 31-34)				5, 9, 11
	203-2	Significant indirect economic impacts	Oral Health Education (PDF page 21)							1, 3, 8

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Environment

MATERIALS

GRI 3: Material Topics 2021	3-3	Management of material topics	Improving the Product Sustainability Profile of Our Products (PDF pages 24-25)	Colgate's Policy on Ingredient Safety					
GRI 301: Materials 2016	301-1	Materials used by weight or volume	2024 KPI Table						8, 9, 12, 13
	301-2	Recycled input materials used	2024 KPI Table						8, 9, 12, 13
	301-3	Reclaimed products and their packaging materials				Omitted	Information not available	At this time, Colgate-Palmolive does not have access to accurate and complete data on the amount of our products or packaging materials that are reclaimed at the end of their useful lives.	

ENERGY

GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Management (PDF page 32)	Accelerate Action on Climate (PDF pages 31-34)					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2024 KPI Table						7, 8, 12, 13
	302-2	Energy consumption outside of the organization				Omitted	Information incomplete	At this time, we do not have full visibility into energy consumption outside the organization.	
	302-3	Energy intensity	2024 KPI Table						7, 8, 12, 13
	302-4	Reduction of energy consumption	Accelerate Action on Climate (PDF pages 31-34)	2024 Climate Strategy & Net Zero Carbon Transition Plan	2024 KPI Table				7, 8, 12, 13
	302-5	Reductions in energy requirements of products and services				Omitted	Information incomplete	At this time, we do not have primary product-level data to measure reductions in energy requirements of our products and services.	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Environment

WATER AND EFFLUENTS										
GRI 3: Material Topics 2021	3-3	Management of material topics	Water Stewardship (PDF pages 37-38)							
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Stewardship (PDF pages 37-38)	Colgate's EHS Policy Statement						6, 12
	303-2	Management of water discharge-related impacts	Water Stewardship (PDF pages 37-38)	Colgate's EHS Policy Statement						6
	303-3	Water withdrawal	2024 KPI Table							6
	303-4	Water discharge	2024 KPI Table							6
	303-5	Water consumption	2024 KPI Table							6

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Environment

EMISSIONS										
GRI 3: Material Topics 2021	3-3	Management of material topics	Accelerate Action on Climate Change (PDF pages 31-36)							
GRI 301: Materials 2016	305-1	Direct (Scope 1) GHG emissions	2024 KPI Table							3, 12, 13, 14, 15
	305-2	Energy indirect (Scope 2) GHG emissions	2024 KPI Table							3, 12, 13, 14, 15
	305-3	Other indirect (Scope 3) GHG emissions	2024 KPI Table							3, 12, 13, 14, 15
	305-4	GHG emissions intensity	2024 KPI Table							13, 14, 15
	305-5	Reduction of GHG emissions	Accelerate Action on Climate Change (PDF pages 31-36)	2024 KPI Table						13, 14, 15
	305-6	Emissions of ozone-depleting substances (ODS)	2024 KPI Table							3, 12
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 KPI Table							3, 12, 14, 15

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Environment

WASTE										
GRI 3: Material Topics 2021	3-3	Management of material topics	Lead with Zero Waste Facilities (PDF page 35)							
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Lead with Zero Waste Facilities (PDF page 35)							6, 12, 14
	306-2	Management of significant waste-related impacts	Lead with Zero Waste Facilities (PDF page 35)							3, 6, 12
	306-3	Waste generated	2024 KPI Table							3, 6, 12, 14, 15
	306-4	Waste diverted from disposal	2024 KPI Table							3, 12
	306-5	Waste directed to disposal	2024 KPI Table							6, 15
SUPPLIER ENVIRONMENTAL ASSESSMENT										
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Commitment to No Deforestation (PDF pages 2, 40, 41-42)	No Deforestation Policy						
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Our Commitment to No Deforestation (PDF pages 2, 40, 41-42)	Drive Sustainable Sourcing (PDF page 39-40)						
	308-2	Negative environmental impacts in the supply chain and actions taken				Omitted	Confidentiality constraints	This information is considered confidential.		

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Social

EMPLOYMENT										
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee Development (PDF pages 16-17)							
GRI 401: Employment 2016	401-1	New employee hires and employee turnover				Omitted	Confidentiality constraints	This information is considered confidential.		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Comprehensive Benefits Package on CP website							3, 5, 8, 10
	401-3	Parental leave	2024 KPI Table	Employee Development (PDF pages 16-17)						3, 5, 8, 10
OCCUPATIONAL HEALTH AND SAFETY										
GRI 3: Material Topics 2021	3-3	Management of material topics	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement						
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Social

OCCUPATIONAL HEALTH AND SAFETY

GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-4	Worker participation, consultation, and communication on occupational health and safety	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-5	Worker training on occupational health and safety	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-6	Promotion of worker health	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct					3, 8
	403-8	Workers covered by an occupational health and safety management system	Environment, Health and Safety (PDF pages 2, 18-19)	Colgate's EHS Policy Statement						3, 8
	403-9	Work-related injuries	2024 KPI Table							3, 8, 16
	403-10	Work-related ill health	2024 KPI Table							3, 8

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	
Material topics							
Social							
TRAINING AND EDUCATION							
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee Development (PDF pages 16-17)				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	2024 KPI Table				4, 5, 8, 10
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development (PDF pages 16-17)				4, 5, 8, 10
	404-3	Percentage of employees receiving regular performance and career development reviews	2024 KPI Table				4, 5, 8, 10
DIVERSITY AND EQUAL OPPORTUNITY							
GRI 3: Material Topics 2021	3-3	Management of material topics	We Create a More Inclusive World (PDF page 20)				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	We Create a More Inclusive World (PDF page 20)	Colgate's 2025 Proxy Statement (PDF pages 6-26)	2024 KPI Table		5, 8, 10
	405-2	Ratio of basic salary and remuneration of women to men				Omitted	Confidentiality constraints

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			SDGs
				Omitted	Reason	Explanation	

Material topics

Social

LOCAL COMMUNITIES										
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement and Giving (PDF page 22)	A Bright Future to Smile About (PDF page 21)	Hand Washing Education (PDF pages 26)					
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement and Giving (PDF page 22)	A Bright Future to Smile About (PDF page 21)	Hand Washing Education (PDF pages 26)					3, 4, 14
	413-2	Operations with significant actual and potential negative impacts on local communities				Omitted	Information incomplete	At this time our supplier risk matrix does not align with GRI.		
SUPPLIER SOCIAL ASSESSMENT										
GRI 3: Material Topics 2021	3-3	Management of material topics	Drive Sustainable Sourcing (PDF pages 39-40)	Respecting Human Rights and Labor Rights: Disclosure Statements	Procurement Policies					
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Drive Sustainable Sourcing (PDF pages 39-40)	Our Commitment to No Deforestation (PDF pages 38, 40)	2024 KPI Table					5, 8, 16
	414-2	Negative social impacts in the supply chain and actions taken	Drive Sustainable Sourcing (PDF pages 39-40)							
PUBLIC POLICY										
GRI 3: Material Topics 2021	3-3	Management of material topics	Business Integrity (PDF page 14)	Political Contribution Policy						
GRI 415: Public Policy 2016	415-1	Political contributions	Business Integrity (PDF page 14)	Political Contribution Policy						16

Reimagining a healthier future for all.



More about our 2025 Sustainability & Social Impact Strategy progress is available in the Sustainability section of our website at www.colgatepalmolive.com/sustainability.