

# Colgate-Palmolive

## UNGC Communication on Progress

In May 2017, Colgate-Palmolive became a member of the United Nations Global Compact (UNGC). I am pleased to confirm that Colgate reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.



Ian Cook

Chairman, President and Chief Executive Officer

UNGC Principles	Colgate-Palmolive Actions	Additional Sources	GRI Indicators
<p><b>Human Rights</b></p> <p><i>1. Support and respect the protection of internationally proclaimed human rights.</i></p> <p><i>2. Make sure the business is not complicit in human rights abuses.</i></p>	<p>Colgate has a long-standing commitment to respecting human and labor rights worldwide and supports the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards. Colgate practices and seeks business partners who share our commitment to Universal Human Rights. We recognize the responsibility of business to respect human labor rights and will engage with stakeholders and respect all parties' rights. Protecting human and labor rights is one of our Key Sustainability Issues.</p> <p>As a part of our human rights management approach, we identified potential issues (listed below) and the vulnerable groups that might be impacted by these issues. These groups include individuals who work in high-risk geographies, migrant workers and other groups who may be impacted.</p> <ul style="list-style-type: none"> <li>• Freedom of Association</li> <li>• Forced Labor</li> <li>• Child Labor</li> <li>• Health and Safety</li> <li>• Hours and Wages</li> <li>• Harassment</li> <li>• Land Rights</li> <li>• Diversity and Inclusion</li> </ul> <p>Since the inception of the Supplier Responsible Sourcing Assessment (SRSA) program in 2012, Colgate has assessed more than 80 percent of our spend with direct material suppliers operating in high-risk geographies, including raw material and packaging suppliers, and finished goods contract manufacturers.</p>	<p><a href="#">Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act compliance)</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Third-Party Code of Conduct</a></p> <p><a href="#">Palm Oil Responsible and Sustainable Sourcing policy</a></p> <p><a href="#">Procurement Policies</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Social Responsibility/Human Rights (p. 29)</a></p> <p><a href="#">Colgate 2017 Key Performance Indicators and Global Reporting Initiative Index</a></p>	<p>GRI 102-16 GRI 102-17 GRI 102-41 GRI 405-1 GRI 408-1 GRI 412-1 GRI 413-1 GRI 414-1 GRI 415-1</p>
<p><b>Labor</b></p> <p><i>3. Uphold freedom of association and the effective recognition of the right to collective bargaining.</i></p> <p><i>4. Support elimination of all forms of forced and compulsory labor.</i></p>	<p>Colgate is committed to respecting employees' lawful freedom of association and recognizes all legal rights to organize and collectively bargain. Colgate seeks to work with suppliers who promote this standard.</p> <p>We do not use forced labor within our own operations and we will strive to eradicate forced labor from our supply chains. Colgate believes that every worker should have freedom of movement, no worker should pay for a job and no worker should be indebted or coerced to work. Moreover, it is Colgate's policy not to work with any supplier or contractor known to operate with forced labor. In line with the Consumer Goods Forum's (CGF) recently announced Social</p>	<p><a href="#">Respecting Human Rights and Labor Rights: Disclosure Statements (California Transparency in Supply Chains Act and UK Modern Slavery Act compliance)</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Third-Party Code of Conduct</a></p> <p><a href="#">Palm Oil Responsible and Sustainable Sourcing policy</a></p>	<p>GRI 102-41 GRI 403-2 GRI 404-2 GRI 404-3 GRI 405-1 GRI 408-1 GRI 412-1GRI GRI 414-1 GRI 414-2</p>

<p><i>5. Support effective abolition of child labor.</i></p> <p><i>6. Elimination of discrimination in respect of employment and occupation.</i></p>	<p>Resolution on Forced Labor, Colgate joins CGF in acknowledging the broad societal problem of modern slavery and commitment to eradicate forced labor from supply/ value chains. Colgate complies with the UK Modern Slavery Act. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Colgate-Palmolive Company’s anti-slavery and human trafficking statement for 2016.</p> <p>Colgate does not use child labor within our own operations. Child labor is defined as employing any person younger than the minimum age in the jurisdiction in question. However, in no event will we knowingly employ anyone younger than 16 years of age. Moreover, it is Colgate’s policy not to work with any supplier or contractor known to operate with child labor.</p> <p>Colgate strives to ensure our organization reflects the diversity of our consumers. We are committed to providing equal opportunity for all employees at all levels regardless of race, color, religion, sex, national origin, citizenship, ethnicity, age, disability, veteran status, marital status, sexual orientation, gender identity, or any other category protected by law in the terms or conditions of employment. This includes, but is not limited to, recruitment, hiring, promotion, transfer, compensation, training, demotion or layoff. Colgate seeks to work with suppliers who promote this commitment.</p> <p>To manage the risk to our company and to the workers in our supply chain, Colgate has a formal process to identify and manage social, ethical and environmental risks in our supply chain and with other business partners. Colgate’s Supplier Responsible Sourcing Assessment (SRSA) program requires selected suppliers and business partners to complete a self-assessment focused on labor practices, human rights, worker health and safety, environmental management and business integrity. When a supplier is assessed as high risk, a third-party audit of their facility is required. To date, Colgate has assessed over 550 supplier and business partner facilities via the SRSA program, commissioned over 215 site audits and reviewed an additional 267 supplier audits commissioned on behalf of other supplier customers. Colgate is also a member of AIM-PROGRESS, a global industry forum dedicated to the promotion of responsible sourcing practices and sustainable production systems.</p>	<p><a href="#">Equal Opportunity Employer Info</a></p> <p><a href="#">Procurement Policies</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Social Responsibility/Human Rights (p. 29)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Occupational Health and Safety (p. 30-33)</a></p> <p><a href="#">Colgate 2017 Key Performance Indicators and Global Reporting Initiative Index</a></p>	
<p><b>Environment</b></p> <p><i>7. Businesses are asked to support a precautionary approach to environmental challenges.</i></p> <p><i>8. Undertake initiatives to promote greater environmental challenges.</i></p> <p><i>9. Encourage the development and diffusion of environmentally friendly technologies.</i></p>	<p>It is Colgate’s worldwide policy to manufacture and market our products and operate our facilities so that we conform to, and often exceed, applicable environmental rules and regulations. Our environmental standards, including the management systems standard, define environmental performance expectations for Colgate facilities. All Colgate facilities have a fully implemented Environmental Occupational Health and Safety (EOHS) Management System covering a wide range of categories, including energy, water and waste management. Colgate’s manufacturing environmental performance goals are included in our Global Supply Chain annual objectives, which are cascaded to site-level facility managers, energy managers and EOHS managers. Colgate sites are expected to self-assess conformance with our standards and local regulations at an 18-month interval. Corporate audits are conducted every three to five years, the closure progress is reported quarterly and verification audits are conducted to provide closure assurance.</p> <p>In 2017, Colgate joined the UN CEO Water Mandate Action Platform as part of our participation in the UN Global Compact (UNGC). Colgate is working with the UNGC to leverage the SDGs in the ongoing development of our water stewardship and sustainability strategies.</p> <p>At Colgate, we understand the potential consequences of</p>	<p><a href="#">EOHS Policy</a></p> <p><a href="#">Ingredient Safety Policy</a></p> <p><a href="#">No Deforestation Policy</a></p> <p><a href="#">Palm Oil Policy</a></p> <p><a href="#">Product Safety Research Policy</a></p> <p><a href="#">Procurement Policies</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017- Our Climate Commitment (p. 65-72)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Making Every Drop Of Water Count (p. 73-80)</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Working Toward Zero Landfill Waste (p. 81-82)</a></p> <p><a href="#">Colgate 2017 Key Performance Indicators and Global Reporting Initiative Index</a></p>	<p>GRI 102-11</p> <p>GRI 301-2</p> <p>GRI 302-1</p> <p>GRI 302-2</p> <p>GRI 302-3</p> <p>GRI 302-4</p> <p>GRI 303-1</p> <p>GRI 303-2</p> <p>GRI 305-1</p> <p>GRI 305-2</p> <p>GRI 305-3</p> <p>GRI 305-4</p> <p>GRI 305-5</p> <p>GRI 305-6</p> <p>GRI 306-2</p> <p>GRI 306-3</p> <p>GRI 307-1</p> <p>GRI 308-1</p>

	<p>climate change, and we are committed to acting responsibly and conscientiously to protect people and the environment wherever we operate. Reducing our energy use and greenhouse gas emissions also enables Colgate to mitigate costs. Our climate strategy is anchored in setting and achieving science-based goals to reduce greenhouse gases. In 2017, Colgate’s science-based climate goal for Scopes 1, 2 and 3 was approved by the Science Based Targets initiative.</p> <p>We recognize the importance of reducing waste at every stage of the product lifecycle, including at the end-of-life of our products and packaging.</p> <p>In June 2018, Colgate-Palmolive Company joined the Ellen MacArthur Foundation’s New Plastics Economy initiative, reflecting our commitment to 100% recyclability of packaging across all its product categories and its target to achieve 25% recycled content in all plastic packaging by 2025.</p> <p>Key elements of our Environmental Strategy include the following:</p> <ul style="list-style-type: none"> <li>• Setting science-based targets to reduce greenhouse gas emissions, improving our global Energy Management System and investing in planet-related improvements via our manufacturing capital program;</li> <li>• Promoting use of renewable energy;</li> <li>• Integrating climate resiliency into our risk management processes;</li> <li>• Investing in water conservation and assessing water risks associated with our global operations;</li> <li>• Increasing supplier participation in our water stewardship program;</li> <li>• Developing innovative products that enable consumers to use less water;</li> <li>• Working with local and global organizations to help promote access to clean water;</li> <li>• Reducing, reusing and recycling waste;</li> <li>• Supporting a vision for a future without deforestation and working to meet our goal of no deforestation by 2020; and</li> <li>• Collaborating with stakeholders</li> </ul>		
<p><b>Anti-Corruption</b></p> <p><i>10. Work against corruption in all its forms, including extortion and bribery.</i></p>	<p>Colgate is committed to doing business with integrity and respect for all people and for the world around us. Since 1987, our Code of Conduct has served as a guide for our daily business interactions, reflecting our corporate values and our standard for ethical behavior. Our Code of Conduct is available in 40 different languages. Colgate’s Global Business Practices Guidelines provide further information to our employees on key topics in our Code of Conduct, including:</p> <ul style="list-style-type: none"> <li>• Advertising and Advertising Placement</li> <li>• Anti-Bribery Laws</li> <li>• Antitrust and Competition Laws</li> <li>• Confidentiality</li> <li>• Conflicts of Interest</li> <li>• Corporate Governance</li> <li>• Data Protection and Privacy</li> <li>• International Trade Regulations</li> <li>• Product Integrity</li> <li>• Social Media</li> </ul> <p>The Colgate Ethics Line provides a means for employees and external parties to ask questions, obtain guidance or report any suspected violations of the Code of Conduct. Colgate has a long-standing policy against making contributions to political parties or candidates.</p> <p>Colgate has a strict policy prohibiting bribery of governmental officials and private commercial parties anywhere we do business. Colgate also mandates that the third parties with</p>	<p><a href="#">Anti-Bribery Policy</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Donation Policy</a></p> <p><a href="#">Political Contributions Policy</a></p> <p><a href="#">Valuing Colgate People</a></p> <p><a href="#">Ethics Line</a></p> <p><a href="#">Managing with Respect</a></p> <p><a href="#">Non Retaliation Policy</a></p> <p><a href="#">Privacy Policy</a></p> <p><a href="#">Colgate-Palmolive Sustainability Report 2017 - Business Integrity (p. 16-17)</a></p> <p><a href="#">Colgate 2017 Key Performance Indicators and Global Reporting Initiative Index</a></p>	<p>GRI 102-16</p> <p>GRI 102-17</p> <p>GRI 102-18</p> <p>GRI 102-21</p> <p>GRI 102-22</p> <p>GRI 102-23</p> <p>GRI 102-24</p> <p>GRI 414-1</p> <p>GRI 414-2</p> <p>GRI 415-1</p>

whom we work comply with our anti-bribery policy, which is included in our Third Party Code of Conduct.

Colgate's compliance training, "Ethical Leadership Training," uses a mixture of classroom and online training and covers numerous priority ethical topics, including Anti-Bribery, Competition Law, Privacy and Trade Compliance. Every year, 100 percent of salaried and clerical employees complete the Code of Conduct training and certification, and every other year all employees complete the course. Training is mandatory and is linked to compensation for certain employee populations.