2021 SUSTAINABILITY KPIs

COLGATE-PALMOLIVE COMPANY

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Environmental Policies, Strategies and Commitments	Link
Environmental Supply Chain Management Policy	See Colgate's Procurement Policies
Commitment to Sustainable Buildings	See Colgate's Sustainability And Social Impact Report 2021 / Preserving Our Environment / page 72
Ingredient Safety Policy	See Colgate's Policies on Ingredient Safety
No Deforestation Policy	See Colgate's Policies on No Deforestation
Palm Oil Policy	See Colgate's Policies on Palm Oils
Eliminate Plastic Waste	See Colgate's Sustainability And Social Impact Report 2021 / Preserving Our Environment / pages: 54 – 57
Accelerate Action on Climate Change	See Colgate's Sustainability And Social Impact Report 2021 / Preserving Our Environment / pages: 58 – 70
Lead with Zero Waste Facilities	See Colgate's Sustainability And Social Impact Report 2021 / Preserving Our Environment / pages: 71 – 72
Water Stewardship Strategy	See Colgate's Sustainability And Social Impact Report 2021 / Preserving Our Environment / pages: 73 – 79

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Social Policies, Strategies and Commitments	Link
Conflict Minerals Policy	See Colgate's Policies on Conflict Materials
Cookie Policy	See Colgate's Legal Privacy Policy for Cookies
Diversity of Colgate People	See Colgate's 2022 Diversity, Equity & Inclusion Report
Environment, Health and Safety Policy Statement	See Colgate's EHS Policy Statement
Equal Opportunity Policy	See Colgate's Equal Opportunity Employer
Hill's Commitment to Animal Welfare	Hills's Commitment to Animal Welfare
HIV / AIDS Policy	See Colgate's Policies on Global AIDS/HIV
Human Rights Policy	Respecting Human Rights and Labor Rights: Disclosure Statement
Non-Retaliation Policy	Non Retaliation Policy

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Social Policies, Strategies and Commitments	Link
Policy Against Child Labor	Respecting Human Rights and Labor Rights: Disclosure Statement
Political Contributions Policy	Political Contributions Policy
Privacy Policy	Legal Privacy Policy
Procurement Policies	See Colgate's Procurement Policies
Product Safety Research Policy	Product Safety Research Policy
Quality Policy Statement	Global Quality Policy
Social Supply Chain Management	Third Party Code of Conduct Respecting Human Rights and Labor Rights: Disclosure Statements
Training Policy	Why Work With Us?
Valuing Colgate People	Valuing Colgate People

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Anti-Bribery Ethics Policy	Anti-Bribery Policy
Board Diversity Policy	Independent Board Candidate Qualifications
Director Independence Standards	Director Independence Standards
Corporate Governance Commitment	Corporate Governance Policies
Business Ethics Policy	Colgate's the Code of Conduct Colgate's Global Business Practices Guidelines
Clawback policy	https://investor.colgatepalmolive.com/node/39896/html
Code of Conduct	Code of Conduct
Consumer Data Protection Policy	Code of Conduct, page 21 https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/code-of-conduct/2019/code-of-conduct-english-version.pdf (Our Relationship With Consumers page 28)

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Donation Policy	Charitable Contributions Policy
Ethics Line	Ethics-Line
Intellectual Property Rights Protection Policy	Code of Conduct, page 21 https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/code-of-conduct/2019/code-of-conduct-english-version.pdf
Managing with Respect	Managing with Respect
Online Privacy Policy	COLGATE-PALMOLIVE COMPANY PRIVACY POLICY
Third Party Code of Conduct	Third Party Code of Conduct

Governance	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Corporate Governance												
Size of the Board	Number	9	10	10	10	10	10	10	10	11	10	10
Number of Independent Directors	Number	8	9	9	9	9	9	9	9	9	9	9
% Independent Directors	Percentage	89%	90%	90%	90%	90%	90%	90%	90%	81.8%	90%	90%
Number of Women on Board	Number	2	2	2	2	2	3	3	3	3	4	4
% Women on Board	Percentage	22%	20%	20%	20%	20%	30%	30%	30%	27%	40%	40%
CSR / Sustainability Committee	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Committee has Responsibility for Climate Change	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Political Donations / Profit Before Tax	% Pre-Tax Profit	0	0	0	0	0	0	0	0	0	0	0

Business	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Business Strength												
Total revenue	$MM	$16,734	$17,085	$17,420	$17,277	$16,034	$15,195	$15,454	$15,544	$15,693	$16,471	$17,421
Investments in Operational Sustainability	$MM	$27	$31	$26	$25	$29	$37	$28	$33	$45.7	$56.7	$69.0
Number of countries where the organization operates	Number	223	223	225	225	227	227	227	227	227	227	228
Markets served	Number	—	—	—	—	—	200	200	227	227	227	228
Consumer Service Satisfaction												
Percentage Satisfied with our Service	Percentage	—	—	—	89%	85%	87%	90%	86%	80%	81%	82%
UN Engagement												
UN Global Compact Signatory	Y/N	—	—	—	—	—	—	Yes	Yes	Yes	Yes	Yes
UN CEO Water Mandate	Y/N	—	—	—	—	—	—	Yes	Yes	Yes	Yes	Yes

Business	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Environmental Management												
Environmental notices of violation	Number	5	5	5	8	2	7	8	5	1	0	1
Total monetary value of significant fines	$	$50,094	$1,065	$38,582	$128,600	$4,900	$21,600	$77	$17,423	$3,375	$0	$0
Number of (significant) Spills	Number	3	0	0	0	0	0	0	1	0	0	0

Driving Social Impact	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
WE Inspire Our People to Make a Difference												
Colgate People												
Total Number of employees	Number	38,600	37,700	37,400	37,700	37,900	36,700	35,900	34,500	34,300	34,200	33,800
Percentage of total employees covered by collective bargaining agreements.	Percentage	—	41.0%	44.5%	47.0%	24.0%	24.0%	24.7%	24.7%	24.7%	24.7%	32.3%
EHS												
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	228	186	188	165	150	132	124	97	87	80	92
Fatalities - Employees	Number	0	0	0	1	0	0	1	0	0	0	1
Fatalities - Contractors	Number	0	0	0	2	1	0	0	0	0	1	0
Fatalities - Total	Number	0	0	0	3	1	0	1	0	0	1	1
Fatalities per 100 workers / 200,000 hrs.	Ratio	0	0	0	0.0064	0.0022	0	0.0022	0	0	0	0.0024
Lost Time from Accidents	Hours	13,192	13,608	13,576	9,568	8,176	11,344	13,880	16,208	10,688	12,288	12,112
Lost Time Incident Rate	Ratio	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05	0.05	0.05

Driving Social Impact	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
EHS												
Total Recordable Incident Rate	Ratio	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2	0.19	0.22
Total Accidents – Contractors	Number	17	34	20	25	27	21	13	23	24	17	17
LTIFR: Employees (200,000 hrs / 100 workers)	Ratio	0.56	0.4	0.5	0.52	0.43	0.05	0.08	0.06	0.05	0.05	0.05
LTIFR: Employees – DJSI Methodology (1,000,0000 hrs)	Ratio	—	—	—	0.52	0.43	0.26	0.41	0.28	0.29	0.26	0.26
LTIFR: Contractors – DJSI Methodology (1,000,0000 hrs)	Ratio	—	—	—	0.3	0.39	6.96	0	1.76	1.49	1.8	0.86
LTIFR: Employees Data Coverage	Percentage	—	—	—	100%	100%	100%	100%	100%	100%	100%	100%
Lost day rate (LDR) for all employees	Ratio	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05	0.05	0.05
Total Workday Case Rate	Ratio	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2	0.19	0.22

Driving Social Impact	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Safety Fines												
Monetary value of significant fines and non-monetary sanctions for non-compliance with laws and/ or regulations in the social and economic area (Safety Fines Paid)	$	$4,032	$0	$250	$7,800	$0	$2,000	$937	$27,028	$0	$0	$0
Number of significant fines and non-monetary sanctions for non-compliance with laws and/ or regulations in the social and economic area (Safety Notices of Violation)	Number	2	0	3	0	0	2	2	4	0	0	0
Training												
Average hours per FTE of training and development	Hours	—	—	—	—	—	20	20	20	20	20	17.5
Annual Code of Conduct Training	Percentage	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Driving Social Impact	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
WE Create a More Inclusive World												
Diversity, Equity and Inclusion												
Number of Female Executives (2 levels away from the CEO)	Number	16	19	26	23	25	18	20	14	11	18	19
Percentage of Female Executives (2 levels away from the CEO)	Percentage	37.2%	35.2%	43.3%	39.7%	46.3%	39.1%	39.2%	40.0%	30.6%	39.1%	40.43%
Number of Female Executives (Vice President and above)	Number	43	43	39	41	47	51	45	42	48	52	53
Percentage of Female Executives (Vice President and above)	Percentage	21.4%	21.5%	20.1%	22.3%	26.0%	27.6%	27.3%	26.9%	29.6%	32.1%	33.50%
% Women in Workforce (Global)	Percentage	39.4%	39.0%	39.0%	38.0%	37.0%	37.6%	37.5%	37.2%	38.3%	40.2%	41.00%
Females in management positions (Global as % of total management workforce)	Percentage	38.2%	33.0%	34.0%	35.0%	35.0%	36.0%	36.9%	38.6%	39.6%	40.7%	40.40%
Females in management positions (US as % of total management workforce)	Percentage	36.7%	36.8%	36.5%	38.3%	39.2%	40.7%	41.2%	41.5%	43.2%	45.3%	45.30%
Minority managers (US)	Percentage	28.5%	31.0%	31.0%	33.0%	33.0%	33.0%	36.6%	38.0%	38.5%	39.4%	39.10%
Minorities in workforce (US)	Percentage	29.3%	30.0%	30.0%	31.0%	32.0%	30.3%	31.2%	31.2%	30.9%	32.2%	31.5%

Driving Social Impact	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
WE Help Children, Their Families and Communities Thrive												
Community Giving												
Corporate citizenship / philanthropic related cash contributions (Annual)	$MM	$17.60	$32.00	$25.31	$23.81	$23.25	$24.60	$25.50	$22.80	$25.06	$36.80	$20.60
Corporate citizenship / philanthropic related contributions in kind (Annual)	$MM	$20.05	$32.00	$10.38	$5.61	$5.02	$5.60	$7.20	$15.00	$28.83	$20.00	$26.90
Employee volunteering during paid working hours	Hours	—	—	—	—	6,500	6,500	7,100	7,100	7,100	7,100	7,100
Management overheads related to community affairs function	$MM	—	—	—	—	$0.33	$0.42	$0.67	$0.67	$0.67	$0.67	0.67
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number (million)	650	700	750	800	850	900	950	1,000	1,050	1,300	1,400

Helping Millions of Homes	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Design Sustainable Products												
Product Stewardship												
Sustainability Product Index: Excellent and Good ratings	Percentage	—	—	—	—	—	—	—	—	—	—	56%
Product Portfolio Biodegradability	Percentage	—	—	—	—	—	—	—	—	—	—	89%
Foster Lifelong Relationships Between Pets and People												
Number of pets adopted through the Hill's global Food, Shelter, Love program	Number				598,104	695,690	664,698	714,078	718,780	753,558	603,444	651,924

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Eliminate Plastic Waste												
Packaging												
Overall packaging tonnage*	Ton									620,665.00	639,621.00	638,692.00
Recycled Content Overall Packaging*	Percentage	—	—	40%	40%	40%	41%	42%	42%	45%	49%	52.5%
Recycled content in fiber based packaging*	Percentage	—	—	—	—	—	—	72%	74%	78%	83%	84.4%
Total weight of fiber based packaging*	Ton	—	—	—	—	—	—	302,759	297,962	327,054	337,455	345,046
Total weight of fiber based transport related packaging: corrugates*	Ton	—	—	—	—	—	—	—	—	215,974	229,975	246,520
Total weight of fiber based primary packaging*	Ton	—	—	—	—	—	—	—	—	111,080	107,480	98,526
Recycled content in metal packaging*	Percentage	—	—	—	—	—	—	21%	24%	24%	25%	24.7%
Total weight of metal packaging*	Ton	—	—	—	—	—	—	14,891	13,430	13,900	13,679	15,008
Elimination of 1/3 of new (virgin) plastics versus 2019 baseline (Target: – 33%)*	Percentage										-1.1%	-8.5%

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Packaging												
Recycled Content Plastic Packaging*	Percentage	—	—	—	—	—	—	6%	7%	7%	11%	14.4%
Post consumer Recycled Content Plastic Packaging*	Percentage	—	—	—	—	—	—	—	7%	7%	10%	14.2%
Total weight of plastic packaging*	Ton	—	—	—	—	—	—	249,570	259,677	279,711	288,487	278,638
Total weight of PET (#1) plastic packaging*	Ton	—	—	—	—	—	—	—	—	81,804	87,680	80,584
Total weight of HDPE (#2) plastic packaging*	Ton	—	—	—	—	—	—	—	—	69,846	68,685	67,918
Total weight of PVC (#3) plastic packaging*	Ton	—	—	—	—	—	—	—	—	2,620	1,676	847
Total weight of LDPE (#4) plastic packaging*	Ton	—	—	—	—	—	—	—	—	2,039	2,370	2,405
Total weight of PP (#5) plastic packaging*	Ton	—	—	—	—	—	—	—	—	36,900	35,732	32,514
Total weight of PS (#6) plastic packaging*	Ton	—	—	—	—	—	—	—	—	604	569	516

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Packaging												
Total weight of other plastics or multilayer materials (#7) plastic packaging*	Ton	—	—	—	—	—	—	—	—	85,898	91,775	93,854
Technically Recyclable Packaging (Excludes Oral Care including Toothbush packaging)*	Percentage	—	—	—	—	—	78%	80%	83%	88%	91%	92.5%
Technically Recyclable Packaging*	Percentage	—	—	—	—	—	—	—	77%	81%	83%	84.2%
Technically Recyclable Plastic Packaging*	Percentage	—	—	—	—	—	—	—	58%	64%	69%	70.8%
Compostable plastic packaging*	Percentage	—	—	—	—	—	—	0%	0%	0%	0%	0%
Elimination of PVC Packaging*	Percentage	—	—	—	—	—	—	98.9%	99.2%	99.5%	99.7%	99.9%

* The information provided does not yet include the packaging used in co-packers or by our EltaMD, Filorga, hello, and PCA SKIN businesses.

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Emissions												
Percentage of coverage for Emission Disclosures	Percentage	95%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Scope-1 + Scope-2 (Market Based)	Thousand MT of CO2-e	—	—	—	627	592	526	511	492	474	459	486
Scope 1 (without fugitives)	Thousand MT of CO2-e	—	—	—	209	203	203	195	190	191	199	212
Scope 1 (including fugitives)	Thousand MT of CO2-e	—	—	—	—	—	—	—	196	198	204	219
Scope 2 (Market Based)	Thousand MT of CO2-e	—	—	—	418	389	324	316	302	283	255	267
Scope 3 Emissions	Thousand MT of CO2-e	—	—	—	1,256	54,155	54,710	51,570	48,299	48,680	45,721	40,539
(Scope 1 + Scope 2 (Market Based)) / MT Manufactured for Shipment	kgs CO2-e/ MT	—	—	—	125	117	103	101	97	91	82	91
(Scope-1 + Scope-2 (Market Based)) / Net Revenue	MT CO2-e/ Million Dollars	—	—	—	36	37	35	33	32	30	28	28
Business Travel Emissions / Net Revenue	MT CO2-e/ Million Dollars	—	—	—	2.5	2.6	3.5	3.3	2.9	2.8	0.5	0.2
Nitrogen Oxides (NOx) Emissions	MT	—	—	—	—	—	283	274	273	340	303	299

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Energy												
Total Energy Consumption	Thousand MWh	—	—	—	1,888	1,862	1,847	1,828	1,799	1,819	1,819	1,895
Energy Consumption / MT Manufactured for Shipment	MWh/MT of Product Shipped	—	—	—	0.38	0.37	0.36	0.36	0.36	0.35	0.33	0.35
Total Energy Consumption per Revenue	MWh/ Million Dollars	—	—	—	109	116	122	118	116	116	110	109
Total Fuel Consumption from Non-Renewable Sources	Thousand MWh	—	—	—	1,013	986	978	943	925	942	920	1,033
Purchased Electricity	Thousand MWh	—	—	—	813	816	814	827	814	818	833.5	809
Renewable Electricity Use (MWh)	Thousand MWh	—	—	—	11	68	175	200	220	230	290.2	281
Renewable Electricity Usage (%)	Expressed as % of Total Electricity	—	—	—	1%	8%	22%	24%	27%	28%	35%	32%
Reductions												
Absolute GHG reductions from consumers saving water (cumulative)	Million metric ton CO2-e	—	—	—	—	—	—	2.5	5.4	8.3	10.8	13.4
Absolute water reductions from consumers saving water (cumulative)	Million m3	—	—	—	—	—	—	170	377	586	778.0	972

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Conserve Water												
Water												
Total Incoming Water	Million Cubic Meters	—	—	—	8.28	8.28	8.42	8.48	8.58	8.5	8.8	8.8
Municipal Water	Million Cubic Meters	—	—	—	5.04	4.92	4.97	4.98	5.09	5.14	5.3	5.4
Groundwater	Million Cubic Meters	—	—	—	3.22	3.25	3.35	3.37	3.31	3.18	3.2	3.2
(Total Incoming Water - Water in Products) / MT Manufactured for Shipment	Cubic Meters / MT Product Shipped	—	—	—	1.06	1.05	1.05	1.07	1.09	1	0.96	1
Chemical Oxygen Demand of Discharge / MT Manufactured for Shipment	kgs / MT Product Shipped	—	—	—	0.65	0.61	0.55	0.5	0.51	0.43	0.36	0.23
Total Water Used to Manufacture Product	Thousand Cubic Meters	—	—	—	5.29	5.27	5.35	5.42	5.5	5.2	5.4	5.4
Reduction of Incoming Water due to Water Recycle and Reuse	Million Cubic Meters	—	—	—	—	—	0.47	0.6	0.56	0.49	0.52	0.75
Total Incoming Water Intensity per Net Revenue	Cubic meters/million revenue in company's reporting currency	—	—	—	479	517	554	547	552	542	535	506

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Lead with Zero Waste Facilities												
Waste												
Total Waste	Thousand MT	—	—	—	151	148	157	144	146	147	146	173
Waste to Landfill	Thousand MT	—	—	—	42	33	32	30	32	19	10	9
Waste to Landfill / MT Manufactured for Shipment	kgs/MT	—	—	—	8.3	6.5	6.2	6	6.3	3.7	1.9	1.71
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	—	—	—	150	147	155	143	145	143	142	169
Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	—	—	—	1	1	1	1	1	4	4	3
Total Waste per Net Revenue	MT / Million Dollars	—	—	—	8.8	9.2	10.3	9.3	9.4	9.3	8.9	9.9
Recycled Solid Waste	Percentage	—	—	—	—	—	—	—	—	37%	37%	33%
Total Solid Waste Recycled	MT	—	—	—	—	—	—	—	—	54,333	54,731	57,502

** 2021 data is pending third party verification

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Drive Sustainable Sourcing												
Materials												
Certified Palm Oil	Percentage	—	—	—	100%	100%	100%	100%	100%	100%	100%	100%
Certified Palm Kernel Oil	Percentage	—	—	—	100%	100%	100%	100%	100%	100%	100%	100%
Certified Palm Oil and PKO derivatives	Percentage	—	—	—	—	100%	55%	40%	42%	33%	62%	76%
Total Certified Palm Oils (Palm, PKO, Derivatives)	Percentage	—	—	—	100%	100%	81%	70%	70%	62%	80%	86%
Palm Oil traceable to the mill	Percentage	—	—	—	—	54%	95%	98%	100%	100%	97%	100%
Palm Kernel Oil traceable to the mill	Percentage	—	—	—	—	68%	97%	91%	97%	96%	93%	100%
Palm Oil traceable to Plantation	Percentage	—	—	—	—	—	3%	44%	64%	55%	55%	57%
Palm Kernel Oil traceable to Plantation	Percentage	—	—	—	—	—	2%	21%	35%	53%	46%	65%
Palm Derivatives Traceability to First Refiner	Percentage	—	—	—	—	—	—	57%	60%	69%	57%	68%

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Materials												
Palm Derivatives Traceability to Mill	Percentage	—	—	—	—	—	—	59%	53%	60%	64%	68%
Palm Suppliers with No Deforestation Policy	Percentage	—	—	—	—	—	46%	57%	76%	100%	100%	100%
Palm Suppliers with Grievance Process	Percentage	—	—	—	—	—	33%	40%	39%	55%	94%	94%
Certified Pulp and Paper	Percentage	—	—	—	—	73%	73%	73%	46%	48%	39%	37%
Recycled Pulp and Paper	Percentage	—	—	—	—	—	—	—	30%	78%	84%	84%
Tallow Compliance with IBAMA	Percentage	—	—	—	—	43%	100%	100%	100%	100%	100%	100%
Tallow Compliance with Amazon Minimum Criteria	Percentage	—	—	—	—	33%	90%	100%	100%	100%	100%	100%
Certified Soy Oil and Soy bean (South America)	Percentage	—	—	—	0%	70%	100%	100%	100%	100%	100%	100%

Preserving Our Environment	Unit	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Supply Chain												
Number of Suppliers Audited	Number	—	24	47	54	95	115	119	198	266	124	178
Number of Supplier Audits Conducted	Number	—	24	47	54	103	121	128	210	278	124	178
Number Supplier Facilities Audited	Number	—	24	47	54	103	121	128	210	278	124	178
CDP Supply Chain Climate Program Climate Disclosure Participation (by spent)	Percentage	—	—	—	37%	39%	44%	46%	48%	42%	51%	56%
CDP Supply Chain Climate Program Water Disclosure Participation (by spent)	Percentage	—	—	—	27%	33%	31%	38%	36%	40%	47%	50%
Supplier Responsible Sourcing Assessment participation	Percentage	—	46%	57%	62%	73%	75%	80%	80%	82%	80%	80%

Definitions and Explanations on KPIs

Absolute GHG reductions from consumers saving water (cumulative)	Estimated absolute GHG reductions from Scope 3, Category 11. Use of Sold Productions and Category 12. End-of-life treatment of sold products, resulting from consumers saving water. Estimations are based on survey results from the Save Water Campaign. The emissions reductions baseline is the calendar year 2016.
Absolute water reductions from consumers saving water (cumulative)	Estimated absolute water reductions from Scope 3, Category 11. Use of Sold Productions and Category 12. End-of-life treatment of sold products, resulting from consumers saving water. Estimations are based on survey results from the Save Water Campaign. The emissions reductions baseline is the calendar year 2016.
Amount of Spills (Th Tonnes)	Total Amount of Spills in Thousand Tonnes.
Annual Code of Conduct Training	Salaried and clerical people participating in annual training on and certification of the Company's Code of Conduct.
Average hours per FTE of training and development	FTEs (Full-Time Equivalents), is the number of working hours that represents one full-time employee during a fixed time period, such as one month or one year. The concept is used to convert the hours worked by several part-time employees into the hours worked by full-time employees. Average hours of training and development per FTE refers to the total number of hours of training and development provided in the last fiscal year divided by the total number of FTEs. Average amount spent on training and development per FTE refers to the total amount spent on training and development in the last fiscal year divided by the total number of FTEs.
Business Travel Emissions / Net Revenue	Emissions intensity calculated as metric tons of GHG emitted from air and road business travel and overnight stay by company employees per million of sales revenue in the company's reporting currency.
CDP Supply Chain Climate Program Climate Disclosure Participation (by spent)	Percentage by spend of Tier I suppliers and suppliers of carbon or water intensive materials, including our largest raw material suppliers and contract manufacturers, responding to the CDP Supply Chain Program Climate or Water Disclosures. Our 2022 supplier participation target for CDP Supply Chain Climate Program Climate Disclosures is that 100% of our requested suppliers report GHG emissions via CDP.
CDP Supply Chain Climate Program Water Disclosure Participation (by spent)	Percentage by spend of Tier I suppliers and suppliers of carbon or water intensive materials, including our largest raw material suppliers and contract manufacturers, responding to the CDP Supply Chain Program Climate or Water Disclosures.
Chemical Oxygen Demand of Discharge / Product Manufactured for Shipment	Includes the quantity of Chemical Oxygen Demand that is discharged from Colgate's manufacturing sites divided by Product Manufactured for Shipment
Committee has Responsibility for Climate Change	Indicates if a board committee or other executive body has overall responsibility for climate change.
Corporate citizenship / philanthropic related cash contributions (Annual)	Monetary amount paid in cash by a company in support of community projects. Contributions to charitable organizations, including spending for the Bright Smiles, Bright Futures program in Colgate's 20 largest subsidiaries (by oral care sales).
Corporate citizenship / philanthropic related contributions in kind (Annual)	Monetary amount paid in kind by a company in support of community projects. In-kind and product donations by Colgate to charitable organizations.
CSR / Sustainability Committee	Indicates whether the company has a corporate social responsibility (CSR)/sustainability (or equivalent) committee that reports directly to the board and/or one of the committee's responsibilities explicitly includes oversights of CSR/sustainability activities.

Definitions and Explanations on KPIs

Employee CSR Training	Discloses whether the company conducts training courses for employees on Corporate Social Responsibility (CSR).
Employee volunteering during paid working hours	Refers to the cost to the company of the time that an employee spends on a community program during working hours.
Energy Consumption per metric ton of product manufactured for shipment	Includes total energy consumpton divided by net manufactured for shipment. Subject to final certification by third-party auditor.
Environmental notices of violation	An environmental violation or citation issued by a governmental authority with jurisdiction.
Fatalities - Contractors	Number of contractors who have died on a company site or on a company facility or as a result of a company'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.
Fatalities - Employees	Number of employees who have died on a company site or on a company facility or as a result of a company's operations.
Fatalities - Third Party	Number of third party fatalities at the company. Third party fatalities are those that are neither employees nor contractors who have died on a company site or on a company facility or as a result of a company's operations.
Fatalities - Total	Total number of employees and contractors who have died on a company site, at a company facility, or as a result of a company's operations. Field part of Environmental, Social or Governance (ESG) group of fields.
Fatalities per 100 workers / 200,000 hrs.	Total number of fatalities reported at the company, both employee and contractor, per 100 workers - (# fatalities * 200,000)/total hrs. worked
Females in management positions (Global as % of total management workforce)	Total number of female employees globally who are eligible to participate in the company's equity incentive compensation plans out of the total number of employees globally who are eligible to participate in the company's equity incentive compensation plans.
Females in management positions (US as % of total management workforce)	Total number of women in the U.S. who are eligible to participate in the company's equity incentive compensation plans out of the total number of employees in the U.S. who are eligible to participate in the company's equity incentive compensation plans.
Groundwater	Includes water obtained from wells. Subject to final certification by third-party auditor.
Hazardous Waste Treated, Recycled, Reused or Disposed	Includes the quantity of hazardous wastes sent to landfill, wastes to other offsite treatment followed by disposal operations, wastes to waste to energy facilities for energy recovery, wastes to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and materials sent to reuse and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolitiion debris from major projects are not inlcuded.
Investments in Operational Sustainability	Amount of money spent by the company, in millions, on operational environmental and other internal environmental initiatives, as defined by the company.

Definitions and Explanations on KPIs

Lost day rate (LDR) for all employees	Colgate total recordable rate and lost workday case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details – (# incidents * 200,000)/total hours worked
Lost Time from Accidents	Total number of hours out of work by employees who suffered accidents. Accident days are converted to hours (A day equals 8 hours).
Lost Time Incident Rate	Total number of incidents resulting in lost time from work, per 200,000 hours worked or per 100 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year – (# incidents * 200,000)/total hours worked.
LTIFR: Contractors - DJSI Methodology (1,000,0000 hrs)	We report 'contractor' data as only Colgate Facilities Contractor incidents, accidents, and hours for lost workday and total recordable rates. For contractors, we report total recordable rates and lost workday rates for Colgate Facilities Contractor – (# incidents * 1,000,000)/total hrs. worked.
LTIFR: Employees - DJSI Methodology (1,000,0000 hrs)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates – (# incidents * 1,000,000)/total hrs. worked.
LTIFR: Employees (200,000 hrs / 100 workers)	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per total hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers – (# incidents * 200,000)/total hours worked.
LTIFR: Employees Data Coverage	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per total hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers. We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates – (# incidents * 200,000)/total hours worked.
Management overheads related to community affairs function	Refers to the costs associated with having in place a community affairs function; for example, providing salaries and benefits to community affairs staff, and paying for their overheads and costs related to research and communications.
Markets served	Number of markets served around the world (by country).
Minorities in workforce (U.S.)	All employees in the U.S. who have identified under an "ethnic orgin" other than "White(Not Hispanic/Latino)"
Minority managers (U.S.)	All employees who are eligible to participate in the company's equity incentive compensation plans in the U.S. who have identified under an "ethnic orgin" other than "White (Not Hispanic/Latino)"
Monatery value of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (Safety Fines Paid)	Monatery value of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area. Fines associated with Safety Notices of Violations (NOVs)
More Sustainable Products	The performance results are based on representative products from the product portfolio evaluated against comparable Colgate products across seven impact areas to characterize likely improvement in the sustainability profile, based on review of quantitative and qualitative data.
Municipal Water	Includes water obtained from the municipal water system. Subject to final certification by third-party auditor.

Definitions and Explanations on KPIs

Nitrogen Oxides (NOx) Emissions	Nitrogen Oxides (NOx) Emissions from Manufacturing, GTCs and vehicles. Subject to final certification by third-party auditor.
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Includes the quantity of non-hazardous wastes sent to landfill, wastes to other offsite treatment followed by disposal operations, wastes to waste to energy facilities for energy recovery, wastes to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and materials sent to reuse and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolitiion debris from major projects are not inlcuded.
Number of (significant) Spills	Represents site-related spills or accidental releases that reach a water body, groundwater or soils or affect a third-party. As of 2012, significant spills are reported, which are defined as any spills that are included in our financial statement.
Number of countries where the organization operates	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.
Number of Female Executives	Number of female executives, as of the fiscal year end wherever available, otherwise as of the date of the latest filing.
Number of Independent Directors	Number of Independent Directors on the company's board, as reported by the company. Independence is defined according to the company's own criteria.
Number of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (Safety Notices of Violation)	Number of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area. A violation or citation issued by a governmental authority with jurisdiction.
Number of Supplier Audits Conducted	Total number of supplier audits conducted. Supplier audits can be conducted by company or by third party. Audits include first time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
Number of Suppliers Audited	Number of suppliers audited. Suppliers can be audited by the company or by third party. Audits include first-time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
Number of Women on Board	Number of female directors on the company's Board of Directors, as of the fiscal year end wherever available, otherwise as at date of latest filing.
Number Supplier Facilities Audited	Number of supplier facilities audited. Suppliers can be audited by company or by third party. Audits include first-time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
OIFR: Employees - Data Coverage	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
OIFR: Employees - DJSI Methodology (1,000,0000 hrs)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates - (# incidents * 1,000,000)/total hrs. worked.

Definitions and Explanations on KPIs

Percentage Independent Directors	Independent directors as a percentage of total board membership.
Percentage of coverage for Emission Disclosures	Percentage of the company's operations that are covered in its disclosures on emissions.
Percentage of Female Executives	Number of female executives, as a percentage of total executives, as of the fiscal year end wherever available, otherwise as of the date of the latest filing.
Percentage of total employees covered by collective bargaining agreements	Report the percentage of total employees covered by collective bargaining agreements.
Percentage Women in Workforce (Global)	Number of women employed at the company expressed as a percentage of the total number of company employees.
Percentage Women on Board	Percentage of Women on the Board of Directors.
Political Donations / Profit Before Tax	Political donations as a percentage of pre-tax profit. Colgate-Palmolive does not make political contributions, for details please see https://www.colgatepalmolive.com/en-us/about/governance/political-contribution-policy
Purchased Electricity	Includes purchased electricity. Subject to final certification by third-party auditor.
Recyclable Packaging	Percent of packaging formats that are recyclable. Packages meeting all three criteria are considered recyclable: 1) the package is made of a material that is widely accepted for recycling, 2) the package can be separated into material(s) that can be recycled, and 3) the package material can be reprocessed into a preferred valuable feedstock. This percentage represents the percentage of our packaging by weight that is considered recyclable in the personal, home, and pet care categories combined. It does not include Oral Care, PCA and Elta-MD.
Recycled Content	Average percent of post-consumer recycled content by mass across all categories.
Recycled Solid Waste	Includes the total amount of recycled solid waste divided by the total amount of waste generated.
Reduction of Incoming Water due to Water Recycle and Reuse	Includes the quantity of water that is captured and reused and recycled within Colgate facilities.
Renewable Electricity Usage (%)	Until 2020, this KPI included renewable electricity that is generated onsite and consumed onsite plus purchased Renewable Energy Certificates (RECs) expressed as percentage of purchased electricity. As of 2021, this includes renewable electricity that is purchased via Renewable Energy Credits, Utility Green Power products, physical Power Purchase Power Agreements and Virtual Power Purchase Agreements, expressed as a percentage of total electricity consumption.
Renewable Electricty Use (Thousand MWh)	Until 2020, this KPI included renewable electricity that is generated onsite and consumed onsite plus purchased RECs (Renewable Energy Certificates). As of 2021, this includes renewable electricity that is purchased via Renewable Energy Credits, Utility Green Power products, physical Power Purchase Power Agreements and Virtual Power Purchase Agreements.

Definitions and Explanations on KPIs

Scope 1 (including fugitives)	Until 2019 Scope 1 emissions included GHG emissions attributable to fossil fuels consumption from Manufacturing and GTC operations and fugitive emissions. As of 2020, this KPI includes GHG emissions from global operations, vehicles, and fugitives. Subject to final certification by a third-party auditor.
Scope 1 (without fugitives)	Until 2019, Scope 1 emissions included GHG emissions attributable to fossil fuel consumption from Manufacturing and GTC operations. As of 2020, this KPI includes GHG emissions from global operations and vehicles. Does not include fugitive emissions. Subject to final certification by third-party auditor.
Scope 1 + Scope 2	Until 2019 the KPI included Scope 1 (without fugitives) plus Scope 2 Market-Based emissions. As of 2020, the KPI presents Scope 1 (including fugitives) plus Scope 2 Market-Based emissions. Definitions and boundaries of Scope 1, Scope 1(without fugitives), and Scope 2 can also be found in this table. Subject to final certification by third-party auditor.
Scope 1 + Scope 2 / Net Revenue	Scope 1 + Scope 2 emissions as defined above, divided by Net Revenue.
Scope 1 + Scope 2 / Product Manufactured for Shipment	Scope 1 + Scope 2 Emissions as defined above, divided by Net Manufactured for Shipment.
Scope 2	Scope 2 emissions include GHG emissions associated with purchased electricity and purchased steam. They were determined via the market-based method. Until 2019 Scope 2 emissions included emissions from manufacturing and GTC operations. As of 2020, the KPI includes emissions from global operations. Subject to final certification by third-party auditor.
Scope 3	Scope 3 GHG emissions from relevant categories. Scope 3 emissions are calculated in alignment with the GHG Protocol. Includes impact of Save Water campaign after 2016. Subject to final certification by third-party auditor.
Size of the Board	Number of Directors on the company's Board of Directors, as reported by the company. Full time Directors only. Deputy members of the Board will not be counted.
Supplier Responsible Sourcing Assessment participation	Percentage of Colgate's high risk spend covered in the Supplier Responsible Sourcing Assessment Program. Suppliers requested to participate join Sedex and complete a responsible sourcing self-assessment questionnaire following which they are risk assessed against company established risk criteria to determine if a social compliance audit is required. 2021 Target of 80 percent.
Total Accidents - Contractors	Number of accidents at the company's facilities resulting in physical harm to contractors during the reporting period. This number includes all accidents, not just those that resulted in lost time from work.
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	The number of children reached out through Colgate's Bright Smiles, Bright Futures program since 1991.

Definitions and Explanations on KPIs

Total Energy Consumption	Includes energy attributable to fossil fuel consumption + purchased electricity + purchased steam + onsite renewable energy that is generated and consumed. Subject to final certification by third-party auditor.
Total Energy Consumption / Net Revenue	Includes total energy consumpton divided by Net Revenue. Subject to final certification by third-party auditor.
Total Fuel Consumption from Non-Renewable Sources	Includes energy attributable to the consumption of natural gas, light heating oil, residual oil, LPG and bituminous coal. Subject to final certification by third-party auditor.
Total Incoming Water	Includes the sum of municipal water, goundwater, captured rainwater and surface water. Subject to final certification by third-party auditor.
Total Incoming Water - Water in Products / MT of Product Shipped	Includes total incoming water minus the water that is added to Colgate Products divided by the net manufacturered product shipped.
Total Incoming Water / Net Revenue	Total Incoming Water (defined in another footnote) divided by Net Revenue.
Total monetary value of significant fines	Fines associated with Environmental Notices of Violations (NOVs).
Total Number of employees	Provides the total number of employees
Total Recordable Incident Rate	Colgate total recordable rate and lost workday case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of recordable 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.
Total revenue	Revenues in your reporting currency.
Total Solid Waste Recycled	Includes the total amount of solid waste sent to recycling.
Total Waste	Includes the wastes 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 other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and wastes sent to reuse plus the quantity of solids (thousand MT) contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolitiion debris from major projects are not inlcuded.
Total Waste / Net Revenue	Includes Total Waste (total waste is defined in an other foot note) divided by Net Revenue.
Total Water Use to Manufacture Product	Includes Total Incoming Water minus the water that is added to Colgate Products.
Total Workday Case Rate	Total Recordable Rate Reported.

Definitions and Explanations on KPIs

UN CEO Water Mandate	Indicates whether the company is a signatory of the UN CEO Water Mandate.
UN Global Compact Signatory	Indicates whether the company is a signatory of the United Nations Global Compact (UNGC).
Waste to Landfill	Colgate has defined Waste to Landfill as the quantity of non- hazardous plus hazardous wastes sent off-site to landfill plus wastes sent to other offsite treatment followed by disposal operations plus the quanity of solids contained in bulk wastewaters that are sent offsite for treatment followed by disposal.
Waste to Landfill / Product Manufactured for Shipment	Includes the wastes sent to landfill as defined in another foot note divided by the net manufactured for shipment.
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of accidents at the company resulting in harm to employees during the reporting period.

Note: We created a data management protocol in alignment with the GHG Protocol developed by World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD). This protocol is used to recalculate our GHG data set each year based on acquisitions, divestitures, new plants, plant closures, the materiality of emission sources, and updated energy or GHG factors. There might be changes in this report and the data that had been reported previously due to the mentioned recalculation protocol, third-party validation, updates in the calculation methodology, or data inputs that become available late in the reporting cycle.