

2022

COLGATE-PALMOLIVE GRI CONTENT INDEX: GRI STANDARDS

# 2022 GRI CONTENT INDEX

<b>Statement of use</b>	Colgate-Palmolive has prepared this GRI Content Index with reference to the GRI Standards for the period January 1 - December 31 2022. GRI 1 Foundation was used with no sector guidelines currently applying to the organization.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions		Sustainable Development Goals
				Requirement(s) Omitted		

## General Disclosures

General Disclosures						
	ORGANIZATION & REPORTING PRACTICES					
GRI 2: General Disclosures 2021	2-1	Organizational details	<a href="#">About Colgate-Palmolive</a> (PDF page 08)			
	2-2	Entities included in the organization's sustainability reporting	<a href="#">About Colgate-Palmolive</a> (PDF page 08)	<a href="#">Colgate Global Brands</a> (PDF page 36)		
	2-3	Reporting period, frequency and contact point	<a href="#">About Colgate-Palmolive</a> (PDF page 15)	<a href="#">About Colgate-Palmolive</a> (PDF page 08)		
	2-4	Restatements of information	no restatements of information have been made			
	2-5	External assurance	<a href="#">About Colgate-Palmolive</a> (PDF page 15)	<a href="#">Assurance Statements</a>		
	ACTIVITIES AND WORKERS					
	2-6	Activities, value chain and other business relationships	<a href="#">Drive Sustainable Sourcing</a> (PDF page 65)	<a href="#">Colgate's 2022 Annual Report</a> (PDF pages 02,13-18)		
	2-7	Employees	<a href="#">About Colgate-Palmolive</a> (PDF page 08)	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's Form 10K</a> (Page 4)	SDG 5, SDG 10
	2-8	Workers who are not employees				Omitted

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals
							Requirement(s) Omitted	
<b>General Disclosures</b>								
	GOVERNANCE							
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	<a href="#">Sustainability Governance</a> (PDF pages 16-19)	<a href="#">Colgate's 2023 Proxy Statement</a> ( Page 6)	<a href="#">Colgate's 2022 Annual Report</a> (PDF page 72)			SDG 16
	2-10	Nomination and selection of the highest governance body	<a href="#">Colgate's 2023 Proxy Statement</a> (Page 6)	<a href="#">Governance Commitment in Action</a>				SDG 16
	2-11	Chair of the highest governance body	<a href="#">Sustainability Governance</a> (PDF pages 16-19)	<a href="#">Colgate's 2023 Proxy Statement</a> (PDF page 19)	<a href="#">Colgate's 2022 Annual Report</a> (PDF pages 7,9)			SDG 16
	2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Sustainability Governance</a> (PDF pages 16-19)					SDG 16
	2-13	Delegation of responsibility for managing impacts	<a href="#">Sustainability Governance</a> (PDF pages 16-19)					SDG 16
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Governance</a> (PDF pages 16-19)					SDG 16
	2-15	Conflicts of interest	<a href="#">Colgate Code of Conduct</a>					SDG 16
	2-16	Communication of critical concerns	<a href="#">Colgate Ethics Line</a>	<a href="#">Business Integrity</a> (PDF page 19)				SDG 16
	2-17	Collective knowledge of the highest governance body	<a href="#">Sustainability Governance</a> (PDF pages 16-19)	<a href="#">Colgate's 2023 Proxy Statement</a>				SDG 16
	2-18	Evaluation of the performance of the highest governance body	<a href="#">Colgate's 2023 Proxy Statement</a>					SDG 16
2-19	Remuneration policies	<a href="#">Colgate's 2023 Proxy Statement</a>					SDG 16	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals	
							Requirement(s) Omitted		
<b>General Disclosures</b>									
	GOVERNANCE								
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	<a href="#">Colgate's 2023 Proxy Statement</a>					SDG 16	
	2-21	Annual total compensation ratio	<a href="#">Colgate's 2023 Proxy Statement</a>					SDG 16	
	STRATEGY, POLICIES & PRACTICES								
	2-22	Statement on sustainable development strategy	<a href="#">A welcome letter from Chairman, President and CEO, Noel Wallace</a> (PDF page 02)	<a href="#">A welcome letter from Chief Sustainability Officer, Ann Tracy</a> (PDF page 03)					SDG 16, SDG 17
	2-23	Policy commitments	<a href="#">Business Integrity</a> (PDF page 19)	<a href="#">Colgate Code of Conduct</a>	<a href="#">Policies</a>				SDG 16
	2-24	Embedding policy commitments	<a href="#">Business Integrity</a> (PDF page 19)	<a href="#">Colgate Code of Conduct</a>					SDG 16, SDG 17
	2-25	Processes to remediate negative impacts					Omitted		
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Business Integrity</a> (PDF page 19)	<a href="#">Colgate Ethics Line</a>					SDG 8
	2-27	Compliance with laws and regulations	<a href="#">Sustainability Management</a> (PDF pages 12-15)	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's 10-K</a> Page 3				SDG 16
	2-28	Membership associations	<a href="#">BSBF</a> (PDF page 33)	<a href="#">Responsible Sourcing</a> (PDF pages 65-68)	<a href="#">Eliminate Plastic Waste</a> (PDF pages 44-47)	<a href="#">Water Stewardship</a> (PDF pages 64)			SDG 17
STAKEHOLDER ENGAGEMENT									
2-29	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a> (PDF pages 14)						SDG 8, SDG 17	
2-30	Collective bargaining agreements	<a href="#">2022 KPI Table</a>						SDG 8	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals
							Requirement(s) Omitted	
<b>Material topics</b>								
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<a href="#">Materiality Approach</a> (PDF pages 13)					
	3-2	List of material topics	<a href="#">Materiality Approach</a> (PDF pages 13)					SDG 3, SDG 4, SDG 13
<b>ECONOMIC PERFORMANCE</b>								
	3-3	Management of material topics	<a href="#">Colgate's 2022 Annual Report</a> (PDF pages 3-7)	<a href="#">Colgate's Form 10K</a> - Page 29				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<a href="#">Business</a> (PDF page 13)	<a href="#">Colgate's 2022 Annual Report</a> (PDF pages 3-7)				
	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Accelerate Action on Climate</a> (PDF pages 49-60)	<a href="#">Colgate's 2022 Annual Report</a> (pages 20-29)	<a href="#">Colgate's 2022 TCFD Report</a>			SDG 8, SDG 13
	201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Colgate's 2022 Annual Report</a>					
	201-4	Financial assistance received from government					Omitted	
<b>INDIRECT ECONOMIC IMPACTS</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Oral Health Education</a> (PDF pages 30-33)	<a href="#">Design Sustainable Products</a> (PDF pages 36-40)	<a href="#">Eliminate Plastic Waste</a> (PDF pages 43-48)	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-60)		SDG 3, SDG 4, SDG 13
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	<a href="#">Oral Health Education</a> (PDF pages 30-33)	<a href="#">Design Sustainable Products</a> (PDF pages 36-40)	<a href="#">Eliminate Plastic Waste</a> (PDF pages 43-48)	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-60)		
	203-2	Significant indirect economic impacts	<a href="#">Oral Health Education</a> (PDF pages 30-33)					

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals
							Requirement(s) Omitted	
<b>Material topics</b>								
<b>Environment</b>								
<b>MATERIALS</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Improving the Product Sustainability Profile of Our Products</a> (PDF page 39)	<a href="#">Design Sustainable Products</a> (PDF pages 38-40)	<a href="#">Colgate's Policy on Ingredient Safety</a>			SDG 9, SDG 12, SDG 13
GRI 301: Materials 2016	301-1	Materials used by weight or volume	<a href="#">2022 KPI Table</a>					SDG 9, SDG 12, SDG 13
	301-2	Recycled input materials used	<a href="#">2022 KPI Table</a>					SDG 9, SDG 12, SDG 13
	301-3	Reclaimed products and their packaging materials					Omitted	
<b>ENERGY</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Environmental Management</a> (PDF pages 49-55)	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-58)				SDG 7, SDG 13
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 7, SDG 13
	302-2	Energy consumption outside of the organization					Omitted	
	302-3	Energy intensity	<a href="#">2022 KPI Table</a>					SDG 7, SDG 13
	302-4	Reduction of energy consumption	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-58)	<a href="#">2023 Climate Transition &amp; Net Zero Action Plan</a>	<a href="#">2023 CDP Climate Report Section C4</a>			SDG 7, SDG 13
	302-5	Reductions in energy requirements of products and services					Omitted	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location					Omissions	Sustainable Development Goals
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<b>Material topics</b>									
<b>Environment</b>									
<b>WATER AND EFFLUENTS</b>									
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Water Stewardship</a> (PDF pages 61-64)	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W3 - Procedures)					
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	<a href="#">Water Stewardship</a> (PDF pages 61-64)	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W3 - Procedures)	<a href="#">Colgate's EHS Policy Statement</a>			SDG 14	
	303-2	Management of water discharge- related impacts	<a href="#">Water Stewardship</a> (PDF pages 61-64)	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W3 - Procedures)	<a href="#">Colgate's EHS Policy Statement</a>			SDG 14	
	303-3	Water withdrawal	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W1 - Current State, W5 - Facility Level Water Accounting)				SDG 14	
	303-4	Water discharge	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W1 - Current State, W5 - Facility Level Water Accounting)				SDG 14	
	303-5	Water consumption	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's 2023 CDP Water Information Request</a> (W1 - Current State, W5 - Facility Level Water Accounting)				SDG 14	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions				Sustainable Development Goals	
				Requirement(s) Omitted					
<b>Material topics</b>									
<b>Environment</b>									
<b>EMISSIONS</b>									
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-58)					SDG 13	
GRI 305: Water and Effluents 2016	305-1	Direct (Scope 1) GHG emissions	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 13	
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 13	
	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 13	
	305-4	GHG emissions intensity	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 13	
	305-5	Reduction of GHG emissions	<a href="#">Accelerate Action on Climate Change</a> (PDF pages 49-58)	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's CDP Climate Change Questionnaire 2023 (C4. Targets and performance, C6. Emissions data)</a>				SDG 13
	305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>					SDG 13
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>					SDG 13



GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals
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<b>Material topics</b>								
<b>Environment</b>								
<b>WASTE</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Lead with Zero Waste Facilities</a> (PDF pages 59-60)					SDG 13, SDG 14, SDG 15
GRI 301: Materials 2016	306-1	Waste generation and significant waste-related impacts	<a href="#">Lead with Zero Waste Facilities</a> (PDF pages 59-60)					SDG 13, SDG 14, SDG 15
	306-2	Management of significant waste- related impacts	<a href="#">Lead with Zero Waste Facilities</a> (PDF pages 59-60)					SDG 13, SDG 14, SDG 15
	306-3	Waste generated	<a href="#">2022 KPI Table</a>					SDG 13, SDG 14, SDG 15
	306-4	Waste diverted from disposal	<a href="#">2022 KPI Table</a>					SDG 13, SDG 14, SDG 15
	306-5	Waste directed to disposal	<a href="#">2022 KPI Table</a>					SDG 13, SDG 14, SDG 15
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Our Commitment to No Deforestation</a> (PDF pages 51, 65-68 )	<a href="#">No Deforestation Policy</a>				SDG 13, SDG 14, SDG 15
GRI 308: Supplier Environmental Assessment 2016	302-1	Energy consumption within the organization	<a href="#">2022 KPI Table</a>	<a href="#">2023 CDP Climate Report Section C4</a>				SDG 7, SDG 13
	308-2	Negative environmental impacts in the supply chain and actions taken					Omitted	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location				Omissions	Sustainable Development Goals
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<b>Material topics</b>								
<b>Category: Social</b>								
<b>EMPLOYMENT</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Employee Development</a> (PDF pages 21-25)					SDG 3 , SDG 5, SDG 8, SDG 10
GRI 401: Employment 2016	401-1	New employee hires and employee turnover					Omitted	SDG 3 , SDG 5, SDG 8, SDG 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees					Omitted	SDG 3 , SDG 5, SDG 8, SDG 10
	401-3	Parental leave	<a href="#">2022 KPI Table</a>	<a href="#">Employee Development</a> (PDF pages 21-25)				SDG 3 , SDG 5, SDG 8, SDG 10
<b>OCCUPATIONAL HEALTH AND SAFETY</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>				SDG 3, SDG 8
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions				Sustainable Development Goals
				Requirement(s) Omitted				
<b>Material topics</b>								
<b>Category: Social</b>								
<b>OCCUPATIONAL HEALTH AND SAFETY</b>								
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-5	Worker training on occupational health and safety	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-6	Promotion of worker health	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">Colgate's Third Party Code of Conduct</a>			SDG 3, SDG 8
	403-8	Workers covered by an occupational health and safety management system	<a href="#">Environment, Health and Safety</a> (PDF pages 13, 24-28)	<a href="#">Colgate's EHS Policy Statement</a>	<a href="#">2022 KPI Table</a>			SDG 3, SDG 8
	403-9	Work-related injuries	<a href="#">2022 KPI Table</a>					SDG 3, SDG 8
	403-10	Work-related ill health	<a href="#">2022 KPI Table</a>					SDG 3, SDG 8

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<b>Material topics</b>								
<b>Category: Social</b>								
<b>TRAINING AND EDUCATION</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Employee Development</a> (PDF pages 21-25)					SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	<a href="#">2022 KPI Table</a>					SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Employee Development</a> (PDF pages 21-25)					SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Diversity, Equity and Inclusion 2022 Report</a>	<a href="#">2022 KPI Table</a>				SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>								
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">We Create a More Inclusive World</a> (PDF page 29)	<a href="#">Diversity, Equity and Inclusion 2022 Report</a>				SDG 5, SDG 10
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<a href="#">We Create a More Inclusive World</a> (PDF page 29)	<a href="#">Diversity, Equity and Inclusion 2022 Report</a>	<a href="#">2022 KPI Table</a>	<a href="#">Colgate's 2023 Proxy Statement</a>		SDG 5, SDG 10
	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Diversity, Equity and Inclusion 2022 Report</a>					SDG 5, SDG 10

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			Sustainable Development Goals
				Requirement(s) Omitted			
<b>Material topics</b>							
<b>Category: Social</b>							
<b>LOCAL COMMUNITIES</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Community Engagement and Giving</a> (PDF pages 33-34)	<a href="#">A Bright Future to Smile About</a> (PDF pages 30-32)	<a href="#">Hand Washing Education</a> (PDF pages 41)		SDG 3, SDG 4, SDG 14
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Community Engagement and Giving</a> (PDF pages 33-34)	<a href="#">A Bright Future to Smile About</a> (PDF pages 30-32)	<a href="#">Hand Washing Education</a> (PDF page 41)		SDG 3, SDG 4, SDG 14, SDG 17
	413-2	Operations with significant actual and potential negative impacts on local communities				Omitted	
<b>SUPPLIER SOCIAL ASSESSMENT</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Drive Responsible Sourcing</a> (PDF pages 65-68)	<a href="#">Colgate's Human Rights Policy</a>	<a href="#">Respecting Human Rights and Labor Rights: Disclosure Statements</a>	<a href="#">Procurement Policies</a>	SDG 5, SDG 8, SDG 12, SDG 16
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	<a href="#">Drive Responsible Sourcing</a> (PDF pages 65-68)	<a href="#">Our Commitment to No Deforestation</a> (PDF page 51)	<a href="#">2022 KPI Table</a>		SDG 5, SDG 8, SDG 12, SDG 16
	414-2	Negative social impacts in the supply chain and actions taken				Omitted	
<b>PUBLIC POLICY</b>							
GRI 3: Material Topics 2021	3-3	Management of material topics	<a href="#">Business Integrity</a> (PDF page 19)	<a href="#">Political Contribution Policy</a>			SDG 16
GRI 415: Public Policy 2016	415-1	Political contributions	<a href="#">Business Integrity</a> (PDF page 19)	<a href="#">Political Contribution Policy</a>			