

2023

Colgate-Palmolive GRI CONTENT INDEX: GRI Standards

2023
GRI CONTENT
INDEX



Statement of use	Colgate-Palmolive has prepared this GRI Content Index with reference to the GRI Standards for the period January 1 - December 31 2023. 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	Sustainable Development Goals
				Requirement(s) Omitted	

General Disclosures

General Disclosures						
ORGANIZATION & REPORTING PRACTICES						
2-1	Organizational details	About Colgate-Palmolive (PDF page 03)				
2-2	Entities included in the organization's sustainability reporting	About Colgate-Palmolive (PDF page 03)	Colgate's 2023 Annual Report			
2-3	Reporting period, frequency and contact point	About This Report (PDF page 01)	About Colgate-Palmolive (PDF page 03)			
2-4	Restatements of information	no restatements of information have been made				
2-5	External assurance	About This Report (PDF page 01)	Assurance Statements			
ACTIVITIES AND WORKERS						
2-6	Activities, value chain and other business relationships	Drive Sustainable Sourcing (PDF page 47-50)	Colgate's 2023 Annual Report			
2-7	Employees	About Colgate-Palmolive (PDF page 03)	2023 KPI Table	Colgate's Form 10K (PDF page 05)		SDG 5, SDG 10
2-8	Workers who are not employees				Omitted	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location	Omissions			Sustainable Development Goals
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General Disclosures							
	GOVERNANCE						
	2-9	Governance structure and composition	Sustainability Governance (PDF pages 15-16)	Colgate's 2024 Proxy Statement	Colgate's 2023 Annual Report		SDG 16
	2-10	Nomination and selection of the highest governance body	Colgate's 2024 Proxy Statement	Corporate Governance Policies			SDG 16
	2-11	Chair of the highest governance body	Sustainability Governance (PDF pages 15-16)	Colgate's 2024 Proxy Statement	Colgate's 2023 Annual Report		SDG 16
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance (PDF pages 15-16)				SDG 16
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance (PDF pages 15-16)				SDG 16
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance (PDF pages 15-16)				SDG 16
	2-15	Conflicts of interest	Colgate Code of Conduct				SDG 16
	2-16	Communication of critical concerns	Colgate Ethics Line	Business Integrity (PDF page 16)			SDG 16
	2-17	Collective knowledge of the highest governance body	Sustainability Governance (PDF pages 15-16)	Colgate's 2024 Proxy Statement			SDG 16
	2-18	Evaluation of the performance of the highest governance body	Colgate's 2024 Proxy Statement				SDG 16
	2-19	Remuneration policies	Colgate's 2024 Proxy Statement				SDG 16
	2-20	Process to determine remuneration	Colgate's 2024 Proxy Statement				SDG 16
	2-21	Annual total compensation ratio	Colgate's 2024 Proxy Statement				SDG 16

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General Disclosures								
STRATEGY, POLICIES & PRACTICES								
	2-22	Statement on sustainable development strategy	A welcome letter from Chairman, President and CEO, Noel Wallace (PDF page 04)	A welcome letter from Chief Sustainability Officer, Ann Tracy (PDF page 05)	Colgate's 2025 Sustainability & Social Impact Strategy (PDF page 06)		SDG 16, SDG 17	
	2-23	Policy commitments	Business Integrity (PDF page 16)	Colgate Code of Conduct	Policies		SDG 16	
	2-24	Embedding policy commitments	Business Integrity (PDF page 16)	Colgate Code of Conduct			SDG 16, SDG 17	
	2-25	Processes to remediate negative impacts				Omitted		
	2-26	Mechanisms for seeking advice and raising concerns	Business Integrity (PDF page 16)	Colgate Ethics Line			SDG 8	
	2-27	Compliance with laws and regulations	Sustainability Management (PDF pages 13)	2023 KPI Table	Colgate's 10-K		SDG 16	
	2-28	Membership associations	BSBF (PDF page 24-26)	Drive Sustainable Sourcing (PDF pages 48-50)	Eliminate Plastic Waste (PDF pages 34-37)	Water Stewardship (PDF pages 44-47)	SDG 17	
STAKEHOLDER ENGAGEMENT								
	2-29	Approach to stakeholder engagement	Stakeholder Engagement (PDF page 13)				SDG 8, SDG 17	
	2-30	Collective bargaining agreements	2023 KPI Table				SDG 8	

GRI Standard/ Other Source	Disclosure Number	Disclosure	Location					Omissions	Sustainable Development Goals
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Material topics									
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Approach (PDF pages 13)						
	3-2	List of material topics	Materiality Approach (PDF pages 13)					SDG 3, SDG 4, SDG 13	
ECONOMIC PERFORMANCE									
	3-3	Management of material topics	Colgate's 2023 Annual Report	Colgate's Form 10K					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Business Integrity (PDF page 16)	Colgate's 2023 Annual Report					
	201-2	Financial implications and other risks and opportunities due to climate change	Accelerate Action on Climate (PDF pages 38-41)	Colgate's 2023 Annual Report				SDG 8, SDG 13	
	201-3	Defined benefit plan obligations and other retirement plans	Colgate's 2023 Annual Report						
	201-4	Financial assistance received from government					Omitted		
INDIRECT ECONOMIC IMPACTS									
GRI 3: Material Topics 2021	3-3	Management of material topics	Oral Health Education (PDF pages 24-26)	Design Sustainable Products (PDF pages 29-31)	Eliminate Plastic Waste (PDF pages 34-37)	Accelerate Action on Climate (PDF pages 38-41)		SDG 3, SDG 4, SDG 13	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Oral Health Education (PDF pages 24-26)	Design Sustainable Products (PDF pages 29-31)	Eliminate Plastic Waste (PDF pages 34-37)	Accelerate Action on Climate (PDF pages 38-41)			
	203-2	Significant indirect economic impacts	Oral Health Education (PDF pages 24-26)						

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Material topics

Environment

MATERIALS							
GRI 3: Material Topics 2021	3-3	Management of material topics	Improving the Product Sustainability Profile of Our Products (PDF page 30-31)	Design Sustainable Products (PDF pages 29-31)	Colgate's Policy on Ingredient Safety		SDG 9, SDG 12, SDG 13
GRI 301: Materials 2016	301-1	Materials used by weight or volume	2023 KPI Table				SDG 9, SDG 12, SDG 13
	301-2	Recycled input materials used	2023 KPI Table				SDG 9, SDG 12, SDG 13
	301-3	Reclaimed products and their packaging materials				Omitted	
ENERGY							
GRI 3: Material Topics 2021	3-3	Management of material topics	Accelerate Action on Climate (PDF pages 38-41)	2024 Climate Strategy & Net Zero Carbon Transition Plan			SDG 7, SDG 13
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2023 KPI Table				SDG 7, SDG 13
	302-2	Energy consumption outside of the organization				Omitted	
	302-3	Energy intensity	2023 KPI Table				SDG 7, SDG 13
	302-4	Reduction of energy consumption	Accelerate Action on Climate (PDF pages 38-41)	2024 Climate Strategy & Net Zero Carbon Transition Plan			SDG 7, SDG 13
	302-5	Reductions in energy requirements of products and services				Omitted	

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Material topics

Environment

WATER AND EFFLUENTS					
GRI 3: Material Topics 2021	3-3	Management of material topics	Water Stewardship (PDF pages 44-47)		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Stewardship (PDF pages 44-47)	Colgate's EHS Policy Statement	SDG 14
	303-2	Management of water discharge-related impacts	Water Stewardship (PDF pages 44-47)	Colgate's EHS Policy Statement	SDG 14
	303-3	Water withdrawal	2023 KPI Table		SDG 14
	303-4	Water discharge	2023 KPI Table		SDG 14
	303-5	Water consumption	2023 KPI Table		SDG 14

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Material topics								
Environment								
EMISSIONS								
GRI 3: Material Topics 2021	3-3	Management of material topics	Accelerate Action on Climate Change (PDF pages 38-41)	2024 Climate Strategy & Net Zero Carbon Transition Plan				SDG 13
GRI 301: Materials 2016	305-1	Direct (Scope 1) GHG emissions	2023 KPI Table					SDG 13
	305-2	Energy indirect (Scope 2) GHG emissions	2023 KPI Table					SDG 13
	305-3	Other indirect (Scope 3) GHG emissions	2023 KPI Table					SDG 13
	305-4	GHG emissions intensity	2023 KPI Table					SDG 13
	305-5	Reduction of GHG emissions	2024 Climate Strategy & Net Zero Carbon Transition Plan	2023 KPI Table				SDG 13
	305-6	Emissions of ozone-depleting substances (ODS)	2023 KPI Table					SDG 13
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 KPI Table					SDG 13

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Material topics								
Environment								
WASTE								
GRI 3: Material Topics 2021	3-3	Management of material topics	Lead with Zero Waste Facilities (PDF pages 41-42)					SDG 13, SDG 14, SDG 15
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Lead with Zero Waste Facilities (PDF pages 41-42)					SDG 13, SDG 14, SDG 15
	306-2	Management of significant waste- related impacts	Lead with Zero Waste Facilities (PDF pages 41-42)					SDG 13, SDG 14, SDG 15
	306-3	Waste generated	2023 KPI Table					SDG 13, SDG 14, SDG 15
	306-4	Waste diverted from disposal	2023 KPI Table					SDG 13, SDG 14, SDG 15
	306-5	Waste directed to disposal	2023 KPI Table					SDG 13, SDG 14, SDG 15
SUPPLIER ENVIRONMENTAL ASSESSMENT								
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Commitment to No Deforestation (PDF pages 11, 46, 49-50)	No Deforestation Policy				SDG 13, SDG 14, SDG 15
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Our Commitment to No Deforestation (PDF pages 11, 46, 49-50)	2023 KPI Table	Drive Sustainable Sourcing (PDF page 47-50)			SDG 13, SDG 14, SDG 15
	308-2	Negative environmental impacts in the supply chain and actions taken					Omitted	

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Material topics								
Social								
EMPLOYMENT								
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee Development (PDF pages 18-20)					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	2023 KPI Table	Employee Development (PDF pages 18-20)				SDG 3 , SDG 5, SDG 8, SDG 10
OCCUPATIONAL HEALTH AND SAFETY								
GRI 3: Material Topics 2021	3-3	Management of material topics	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement				SDG 3, SDG 8
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct			SDG 3, SDG 8
	403-2	Hazard identification, risk assessment, and incident investigation	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct			SDG 3, SDG 8

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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 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct		SDG 3, SDG 8
	403-4	Worker participation, consultation, and communication on occupational health and safety	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct		SDG 3, SDG 8
	403-5	Worker training on occupational health and safety	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct		SDG 3, SDG 8
	403-6	Promotion of worker health	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct		SDG 3, SDG 8
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	Colgate's Third Party Code of Conduct		SDG 3, SDG 8
	403-8	Workers covered by an occupational health and safety management system	Environment, Health and Safety (PDF pages 13, 21-23)	Colgate's EHS Policy Statement	2023 KPI Table		SDG 3, SDG 8
	403-9	Work-related injuries	2023 KPI Table				SDG 3, SDG 8
	403-10	Work-related ill health	2023 KPI Table				SDG 3, SDG 8

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Material topics							
Social							
TRAINING AND EDUCATION							
GRI 3: Material Topics 2021	3-3	Management of material topics	Employee Development (PDF pages 18-20)				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	2023 KPI Table				SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development (PDF pages 18-20)				SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
	404-3	Percentage of employees receiving regular performance and career development reviews	Diversity, Equity and Inclusion 2023 Report	2023 KPI Table			SDG 4, SDG 5, SDG 8, SDG 10, SDG 17
DIVERSITY AND EQUAL OPPORTUNITY							
GRI 3: Material Topics 2021	3-3	Management of material topics	We Create a More Inclusive World (PDF pages 23-24)	Diversity, Equity and Inclusion 2023 Report			SDG 5, SDG 10
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	We Create a More Inclusive World (PDF pages 23-24)	Diversity, Equity and Inclusion 2023 Report	2023 KPI Table	Colgate's 2024 Proxy Statement	SDG 5, SDG 10
	405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion 2023 Report				SDG 5, SDG 10

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Material topics								
Social								
LOCAL COMMUNITIES								
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement and Giving (PDF pages 27)	A Bright Future to Smile About (PDF pages 24-26)	Hand Washing Education (PDF pages 31)			SDG 3, SDG 4, SDG 14
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement and Giving (PDF pages 27)	A Bright Future to Smile About (PDF pages 24-26)	Hand Washing Education (PDF pages 31)			SDG 3, SDG 4, SDG 14, SDG 17
	413-2	Operations with significant actual and potential negative impacts on local communities				Omitted		
DIVERSITY AND EQUAL OPPORTUNITY								
GRI 3: Material Topics 2021	3-3	Management of material topics	Drive Sustainable Sourcing (PDF pages 47-50)	Respecting Human Rights and Labor Rights: Disclosure Statements	Procurement Policies			SDG 5, SDG 8, SDG 12, SDG 16
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Drive Sustainable Sourcing (PDF pages 47-50)	Our Commitment to No Deforestation (PDF pages 11, 46, 49-50)	2023 KPI Table			SDG 5, SDG 8, SDG 12, SDG 16
	414-2	Negative social impacts in the supply chain and actions taken				Omitted		
PUBLIC POLICY								
GRI 3: Material Topics 2021	3-3	Management of material topics	Business Integrity (PDF page 16)	Political Contribution Policy				SDG 16
GRI 415: Public Policy 2016	415-1	Political contributions	Business Integrity (PDF page 16)	Political Contribution Policy				