

# Colgate-Palmolive 2020 Sustainability Key Performance Indicators

## COLGATE-PALMOLIVE POLICIES AND COMMITMENTS

Environmental Policies and Commitments	Link to the policy
Climate Change Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 67-99.</a>
Energy Efficiency Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 72-86</a>
Environmental Supply Chain Management Policy	<a href="#">See Colgate's Procurement Policies</a>
Green Building Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / page 99</a>
Ingredient Safety Policy	<a href="#">See Colgate's Policies on Ingredient Safety</a>
New Product Design for Climate Change Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Performance Section / pages: 52-55</a>
No Deforestation Policy	<a href="#">See Colgate's Policies on No Deforestation</a>
Palm Oil Policy	<a href="#">See Colgate's Policies on Palm Oils</a>
Renewable Electricity Target Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 72-86</a>
Sustainable Packaging Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 55-65</a>
Waste Reduction Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 96-99</a>
Water Policy	<a href="#">See Colgate's Sustainability And Social Impact Report 2020 / Planet Section / pages: 86-96</a>
Social Policies and Commitments	Link to the policy
Conflict Minerals Policy	<a href="#">See Colgate's Policies on Conflict Materials</a>
Cookie Policy	<a href="#">See Colgate's Legal Privacy Policy for Cookies</a>
Diversity of Colgate People	<a href="#">See Colgate's Diversity, Equity and Inclusion Report</a>
Environment, Health and Safety Policy Statement	<a href="#">See Colgate's EHS Policy Statement</a>
Equal Opportunity Policy	<a href="#">See Colgate's Equal Opportunity Employer</a>
Hill's Commitment to Animal Welfare	<a href="#">Hill's Commitment to Animal Welfare</a>
HIV/AIDS Policy	<a href="#">See Colgate's Policies on Global AIDS/HIV</a>
Human Rights Policy	<a href="#">Respecting Human Rights and Labor Rights: Disclosure Statement</a>
Non-Retaliation Policy	<a href="#">Non Retaliation Policy</a>
Policy Against Child Labor	<a href="#">Respecting Human Rights and Labor Rights: Disclosure Statement</a>
Political Contributions Policy	<a href="#">Political Contributions Policy</a>
Privacy Policy	<a href="#">Legal Privacy Policy</a>
Procurement Policies	<a href="#">See Colgate's Procurement Policies</a>
Product Safety Research Policy	<a href="#">Product Safety Research Policy</a>
Quality Policy Statement	<a href="#">Global Quality Policy</a>
Social Supply Chain Management	<a href="#">Third Party Code of Conduct (https://www.colgatepalmolive.com/en-us/about/governance/third-party-code-of-conduct)</a> <a href="#">Respecting Human Rights and Labor Rights: Disclosure Statements (https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/respecting-human-rights-and-labor-rightsdisclosure-statement-2019.pdf)</a>
Training Policy	<a href="#">Why Work With Us?</a>
Valuing Colgate People	<a href="#">Valuing Colgate People</a>
Governance Policies and Commitments	Link to the policy
Anti-Bribery Ethics Policy	<a href="#">Anti-Bribery Policy</a>
Board Diversity Policy	<a href="#">Independent Board Candidate Qualifications</a>
Director Independence Standards	<a href="#">Director Independence Standards</a>
Corporate Governance Commitment	<a href="#">Governance Commitment in Action</a>
Business Ethics Policy	<a href="#">Colgate's the Code of Conduct (https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct)</a> <a href="#">Colgate's Global Business Practices Guidelines: https://www.colgatepalmolive.com/en-us/about/governance/business-practice-guidelines</a>
Clawback policy	<a href="#">https://www.colgatepalmolive.com/en-us/about/governance/governance-commitment-in-action; Colgate's 2021 Proxy Statement, page 17 https://investor.colgatepalmolive.com/static-files/06d247e7-f2cc-4753-91e1-8d404f42ca2f</a>
Code of Conduct	<a href="#">Code of Conduct</a>
Consumer Data Protection Policy	<a href="#">https://www.colgatepalmolive.com/en-us/legal-privacy-policy#personaldata ; 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 (page 28 Our Relationship With Consumers)</a>
Donation Policy	<a href="#">Our Policies</a>
Ethics Line	<a href="#">Ethics-Line</a>
Intellectual Property Rights Protection Policy	<a href="#">Code of Conduct, page 21 (https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct)</a> <a href="#">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</a>
Managing with Respect	<a href="#">Managing with Respect</a>
Online Privacy Policy	<a href="#">COLGATE-PALMOLIVE COMPANY PRIVACY POLICY</a>
Third Party Code of Conduct	<a href="#">Third Party Code of Conduct</a>

# Colgate-Palmolive 2020 Sustainability Key Performance Indicators

## KEY PERFORMANCE INDICATORS

Governance	Unit	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Corporate Governance</b>												
Size of the Board	Number	10	9	10	10	10	10	10	10	10	11	10
Number of Independent Directors	Number	9	8	9	9	9	9	9	9	9	9	9
% Independent Directors	Percentage	90.0%	89.0%	90.0%	90.0%	90.0%	90.0%	90.0%	90.0%	90.0%	81.80%	90.00%
Number of Women on Board	Number	2	2	2	2	2	2	3	3	3	3	4
% Women on Board	Percentage	20.0%	22.0%	20.0%	20.0%	20.0%	20.0%	30.0%	30.0%	30.0%	27%	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
People	Unit	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Colgate People</b>												
Total Number of employees	Number	39,200	38,600	37,700	37,400	37,700	37,900	36,700	35,900	34,500	34,300	34,200
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%
<b>Community Giving</b>												
Corporate citizenship/philanthropic related cash contributions (Annual)	\$MM	\$ 17.81	\$ 17.60	\$ 32.00	\$ 25.31	\$ 23.81	\$ 23.25	\$ 24.60	\$ 25.50	\$ 22.80	\$ 25.06	\$ 36.80
Corporate citizenship/philanthropic related contributions in kind (Annual)	\$MM	\$ 21.85	\$ 20.05	\$ 32.00	\$ 10.38	\$ 5.61	\$ 5.02	\$ 5.60	\$ 7.20	\$ 15.00	\$ 28.83	\$ 20.00
Employee volunteering during paid working hours	Hours	--	--	--	--	--	6,500	6,500	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
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
<b>Diversity</b>												
Number of Female Executives (2 levels away from the CEO)	Number	22	16	19	26	23	25	18	20	14	11	18
Percentage of Female Executives (2 levels away from the CEO)	Percentage	37.3%	37.2%	35.2%	43.3%	39.7%	46.3%	39.1%	39.2%	40.0%	30.6%	39.1%
Number of Female Executives (SG 21+)	Number	47	43	43	39	41	47	51	45	42	48	52
Percentage of Female Executives (SG 21+)	Percentage	22.9%	21.4%	21.5%	20.1%	22.3%	26.0%	27.6%	27.3%	26.9%	29.6%	32.1%
% Women in Workforce (Global)	Percentage	40.7%	39.4%	39.0%	39.0%	38.0%	37.0%	37.6%	37.5%	37.2%	38.3%	40.2%
Females in management positions (Global as % of total management workforce)	Percentage	36.6%	38.2%	33.0%	34.0%	35.0%	35.0%	36.0%	36.9%	38.6%	39.6%	40.7%
Females in management positions (US as % of total management workforce)	Percentage	36.6%	36.7%	36.8%	36.5%	38.3%	39.2%	40.7%	41.2%	41.5%	43.2%	45.3%
Minority managers (US)	Percentage	28.9%	28.5%	31.0%	31.0%	33.0%	33.0%	33.0%	36.6%	38.0%	38.5%	39.4%
Minorities in workforce (US)	Percentage	28.8%	29.3%	30.0%	30.0%	31.0%	32.0%	30.3%	31.2%	31.2%	30.9%	32.2%
<b>EHS</b>												
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	231	228	186	188	165	150	132	124	97	87	80
Fatalities - Employees	Number	0	0	0	0	1	0	0	1	0	0	0
Fatalities - Contractors	Number	0	0	0	0	2	1	0	0	0	0	1
Fatalities - Total	Number	0	0	0	0	3	1	0	1	0	0	1
Fatalities per 200 employees / 200,000 hrs.	Ratio	0	0	0	0	0.0064	0.0022	0	0.0022	0	0	0
Lost Time from Accidents	Hours	18,856	13,192	13,608	13,576	9,568	8,176	11,344	13,880	16,208	10,688	12,288
Lost Time Incident Rate	Ratio	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05	0.05
Total Recordable Incident Rate	Ratio	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2	0.19
Total Accidents - Contractors	Number	24	17	34	20	25	27	21	13	23	24	17
LTIFR: Employees (200,000 hrs/100 workers)	Ratio	0.59	0.56	0.4	0.5	0.52	0.43	0.05	0.08	0.06	0.05	0.05
LTIFR: Employees - DJSI Methodology (1000,0000 hrs/100 workers)	Ratio	--	--	--	--	0.52	0.43	0.26	0.41	0.28	0.29	0.26
LTIFR: Contractors - DJSI Methodology (1000,0000 hrs/100 workers)	Ratio	--	--	--	--	0.3	0.39	6.96	0	1.76	1.49	1.8
LTIFR: Employees Data Coverage	Percentage	--	--	--	--	100.0%	100%	100%	100%	100%	100%	100%
Lost day rate (LDR) for all employees	Ratio	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05	0.05
Total Workday Case Rate	Ratio	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2	0.19



## Colgate-Palmolive 2020 Sustainability Key Performance Indicators

Planet	Unit	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Packaging</b>												
Recycled Content Overall Packaging (Excludes recent acquisitions)	Percentage	--	--	--	40%	40%	40%	41%	42%	42%	45%	49%
Recycled content in fiber based packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	72%	74%	78%	83%
Total weight of fiber based packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	302,759	297,962	327,054	337,455
Total weight of fiber based transport related packaging: corrugates (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	215,974	229,975
Total weight of fiber based primary packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	111,080	107,480
Recycled content in metal packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	21%	24%	24%	25%
Total weight of metal packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	14,891	13,430	13,900	13,679
Recycled Content Plastic Packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	6%	7%	7%	11%
Post consumer Recycled Content Plastic Packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	--	7%	7%	10%
Total weight of plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	249,570	259,677	279,711	288,487
Total weight of PET (#1) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	81,804	87,680
Total weight of HDPE (#2) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	69,846	68,685
Total weight of PVC (#3) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	2,141	1,213
Total weight of LDPE (#4) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	2,599	3,026
Total weight of PP (#5) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	36,900	35,732
Total weight of PS (#6) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	604	569
Total weight of other plastics or multilayer materials (#7) plastic packaging (Excludes recent acquisitions)	Ton	--	--	--	--	--	--	--	--	--	85,817	91,582
Technically Recyclable Packaging (Excludes Oral Care including Toothbrush packaging and recent acquisitions)	Percentage	--	--	--	--	--	--	78%	80%	83%	88%	91%
Technically Recyclable Packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	--	77%	81%	83%
Technically Recyclable Plastic Packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	--	58%	64%	69%
Compostable plastic packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	0%	0%	0%	0%
Elimination of PVC Packaging (Excludes recent acquisitions)	Percentage	--	--	--	--	--	--	--	98.9%	99.2%	99.5%	99.7%

Recent acquisitions = hello, PCA Skin, EtiaMD, Florga

### Materials

Certified Palm Oil	Percentage	--	--	--	--	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Certified Palm Kernel Oil	Percentage	--	--	--	--	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Certified Palm Oil and PKO derivatives	Percentage	--	--	--	--	--	100.0%	55.0%	40.0%	42.0%	33.0%	62.0%
Total Certified Palm Oils (Palm, PKO, Derivatives)	Percentage	--	--	--	--	100.0%	100.0%	81.0%	70.0%	70.0%	62.0%	80%
Palm Oil traceable to the mill	Percentage	--	--	--	--	--	54.0%	95.0%	98.0%	100.0%	100.0%	97%
Palm Kernel Oil traceable to the mill	Percentage	--	--	--	--	--	68.0%	97.0%	91.0%	97.0%	96.0%	93.0%
Palm Oil traceable to Plantation	Percentage	--	--	--	--	--	--	3.0%	44.0%	64.0%	55.0%	55.0%
Palm Kernel Oil traceable to Plantation	Percentage	--	--	--	--	--	--	2.0%	21.0%	35.0%	53.0%	46.0%
Palm Derivatives Traceability to First Refiner	Percentage	--	--	--	--	--	--	--	57.0%	60.0%	69.0%	57.0%
Palm Derivatives Traceability to Mill	Percentage	--	--	--	--	--	--	--	59.0%	53.0%	60.0%	64.0%
Palm Suppliers with No Deforestation Policy	Percentage	--	--	--	--	--	--	46.0%	57.0%	76.0%	100.0%	100%
Palm Suppliers with Grievance Process	Percentage	--	--	--	--	--	--	33.0%	40.0%	39.0%	55.0%	94.0%
Certified Pulp and Paper	Percentage	--	--	--	--	--	73.0%	73.0%	73.0%	46.0%	48.0%	39%
Recycled Pulp and Paper	Percentage	--	--	--	--	--	--	--	--	30.0%	78.0%	84%
Tallow Compliance with IBAMA	Percentage	--	--	--	--	--	43.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Tallow Compliance with Amazon Minimum Criteria	Percentage	--	--	--	--	--	33.0%	90.0%	100.0%	100.0%	100.0%	100.0%
Certified Soy Oil and Soy bean (South America)	Percentage	--	--	--	--	0.0%	70.0%	100.0%	100.0%	100.0%	100.0%	100.0%

### Reporting

UN Global Compact Signatory	Y/N	--	--	--	--	--	--	--	Yes	Yes	Yes	Yes
UN CEO Water Mandate	Y/N	--	--	--	--	--	--	--	Yes	Yes	Yes	Yes
Percent of Disclosure	Percentage	--	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Number of (significant) Spills	Number	0	3	0	0	0	0	0	0	1	0	0

### Waste

Total Waste	Thousand MT	--	--	--	--	151	148	157	144	146	147	146
Waste to Landfill	Thousand MT	--	--	--	--	42	33	32	30	32	19	10
Waste to Landfill/ MT of Product Shipped	kgs/ MT	--	--	--	--	8.3	6.5	6.2	6	6.3	3.7	1.9
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	--	--	--	--	150	147	155	143	145	143	142
Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	--	--	--	--	1	1	1	1	1	4	4
Total Waste per Net Revenue	MT	--	--	--	--	8.8	9.2	10.3	9.3	9.4	9.3	8.9

### Water

Total Incoming Water	Million Cubic Meters	--	--	--	--	8.28	8.28	8.42	8.48	8.58	8.5	8.8
Municipal Water	Million Cubic Meters	--	--	--	--	5.04	4.92	4.97	4.98	5.09	5.14	5.3
Groundwater	Million Cubic Meters	--	--	--	--	3.22	3.25	3.35	3.37	3.31	3.18	3.2
(Total Incoming Water - Water in Products)/MT of Product Shipped	Cubic Meters/ MT	--	--	--	--	1.06	1.05	1.05	1.07	1.09	1	0.96
Chemical Oxygen Demand of Discharge/ Manufactured for Shipment	kgs/ MT	--	--	--	--	0.65	0.61	0.55	0.5	0.51	0.43	0.36
Total Water Use to Manufacture Product	Th Cubic Meters	--	--	--	--	5.29	5.27	5.35	5.42	5.5	5.2	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
Total Incoming Water Intensity per Net Revenue	Cubic meters / million revenue in cor	--	--	--	--	479	517	554	547	552	542	535

### Reductions

Absolute GHG reductions from consumers saving water (cumulative)	Million metric ton CO2-e	--	--	--	--	--	--	--	2.5	5.4	8.3	TBD
Absolute water reductions from consumers saving water (cumulative)	Million m3	--	--	--	--	--	--	--	170	377	586	TBD

# Colgate-Palmolive 2020 Sustainability Key Performance Indicators

## Definitions and Explanations on KPIs

### Governance

Committee has Responsibility for Climate Change	Indicates if a board committee or other executive body has overall responsibility for climate change.
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 oversight of CSR/sustainability activities.
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 Women on Board	Number of female directors on the company board, as of the fiscal year end wherever available, otherwise as at date of latest filing.
Percentage Independent Directors	Independent directors as a percentage of total board membership.
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 <a href="https://www.colgatepalmolive.com/en-us/about/governance/political-contribution-policy">https://www.colgatepalmolive.com/en-us/about/governance/political-contribution-policy</a>
Size of the Board	Number of Directors on the company's board, as reported by the company. Full time Directors only. Deputy members of the Board will not be counted.

### People

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.
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.
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.
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 200 employees / 200,000 hrs.	Total number of fatalities reported at the company, both employee and contractor, per 200 employees.
Females in management positions (Global as % of total management workforce)	Women at EICP level out of total EICP level employees worldwide
Females in management positions (US as % of total management workforce)	Women at EICP level out of total EICP level employees within US
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.
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.
LTIFR: Contractors - DJSI Methodology (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates. For contractors, we report total recordable rates and lost workday rates for temporary and tenant employees as 'contractors'; as we are able to report hours, and incidents in our IMS.
LTIFR: Employees - DJSI Methodology (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
LTIFR: Employees (200,000 hrs/100 workers)	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers
LTIFR: Employees Data Coverage	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million 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.
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.
Minorities in workforce (US)	All employees in the US who have identified under an "ethnic origin" other than "White(Not Hispanic/Latino)"
Minority managers (US)	All EICP level employees in the US who have identified under an "ethnic origin" other than "White(Not Hispanic/Latino)"

### People

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)	Monetary 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)
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 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.
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 (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
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.
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. 2020 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.
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 Workday Case Rate	Total Recordable Rate Reported
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of accidents at the company resulting in harm to employees during the reporting period.



# Colgate-Palmolive 2020 Sustainability Key Performance Indicators

## Performance

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 2020 supplier participation target for CDP Supply Chain Climate Program Climate Disclosures was 90%.
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.
Investments in Operational Sustainability	Amount of money spent by the company, in millions, on operational environmental and social compliance and other internal environmental and social initiatives, as defined by the company.
Markets served	Number of markets served around the world (bu country)
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.
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 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 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.
Total revenue	Revenues in your reporting currency.

## Planet

Absolute GHG reductions from consumers saving water (cumulative)	Absolute GHG reductions from consumers saving water: Estimated absolute GHG reductions from Scope 3, Category 11. Use of Sold Productions, resulting from consumers saving water. Emissions reductions baseline is calendar year 2016.
Absolute water reductions from consumers saving water (cumulative)	Absolute water reductions from consumers saving water: Estimated absolute water reductions from Scope 3, Category 11. Use of Sold Productions, resulting from consumers saving water. Emissions reductions baseline is calendar year 2016.
Amount of Spills (Th Tonnes)	Total Amount of Spills in Thousand Tonnes.
Business Travel Emissions/ Net Revenue	Emissions intensity calculated as metric tons of gases emitted from air and vehicle travel and overnight stay by company employees per million of sales revenue in the company's reporting currency.
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
Emission Reduction Initiatives	Indicates that the company has a plan for emission reduction initiatives.
Environmental notices of violation	An environmental violation or citation issued by a governmental authority with jurisdiction.
Environmental Quality Management	Indicates that the company has an environmental quality management system in place.
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 demolition debris from major projects are not included.
Municipal Water	Includes water obtained from the municipal water system. 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 demolition debris from major projects are not included.
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.
Percent of Disclosure	Percentage of the company's operations that are covered in its disclosures on emissions.
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.
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 Energy Usage (%)	Includes renewable energy that is generated onsite and is consumed onsite + purchased Renewable Energy Certificates (RECs) expressed as percentage of purchased electricity. Subject to final certification by third-party auditor.
Renewable Energy Use (Thousand MWh)	Includes renewable energy that is generated onsite and consumed onsite. This also includes purchased RECs (Renewable Energy Certificates).
Scope 1 (without fugitives)	Scope 1 emissions includes CO2-e emissions attributable to fossil fuels consumption from Manufacturing and GTC operations. Does not include fugitive emissions. Subject to final certification by third-party auditor.
Scope 1 (including fugitives)	Scope 1 emissions includes CO2-e emissions attributable to fossil fuels consumption from Manufacturing and GTC operations and fugitive emissions. Subject to final certification by third-party auditor.
Scope 1 + Scope 2	Scope 1 + Scope emissions Includes CO2-e emissions attributable to fossil fuels consumption, does not include fugitive emissions. Scope 2 emissions determined via the market based method. Includes the emissions associated with purchased electricity and purchased steam. Subject to final certification by third-party auditor.
Scope 1 + Scope 2 / Net Revenue	Scope 1 + Scope 2 emissions divided by Net Revenue
Scope 1 + Scope 2 / Product Manufactured for Shipment	Scope 1 + Scope 2 Emissions are divided by Net Manufactured for Shipment. Subject to final certification by third-party auditor.
Scope 2	Scope 2 emissions (CO2-e) were determined via the market based method. Includes the emissions associated with purchased electricity and purchased steam. Subject to final certification by third-party auditor.
Scope 3	Includes Scope 3 emissions from relevant categories. Includes impact of Save Water Campaign after 2016. Subject to final certification by third-party auditor.
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 consumption divided by Net Revenue. Subject to final certification by third-party auditor.
Total Energy Consumption/ Product Manufactured for Shipment	Includes total energy consumption divided by net manufactured for shipment. 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, groundwater, 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 manufactured 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 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 demolition debris from major projects are not included.
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.
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 quantity 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.

**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 data set each year based on acquisitions, divestitures, new plants, plant closures and updated GHG factors. There might be changes in this report made to the data that had been reported previously due to third-party validation, fugitive emissions and purchased electricity emission factors that become available late in the reporting cycle, adjustments in the Scope 2 emissions that resulted from these data updates and changes in the calculation methodology for Scope 2 emissions which occurred in May 2017.