2022 SUSTAINABILITY KPIs

COLGATE-PALMOLIVE COMPANY

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Environmental Policies, Strategies and Commitments	Link
Environmental Supply Chain Management Policy	Colgate's Procurement Policies
Commitment to Sustainable Buildings	Colgate's Sustainability And Social Impact Report 2022 / Preserving Our Environment / page 60
Ingredient Safety Policy	Colgate's Policies on Ingredient Safety
No Deforestation Policy	Colgate's Policies on No Deforestation
Palm Oil Policy	Colgate's Policies on Palm Oils
Eliminate Plastic Waste	Colgate's Sustainability And Social Impact Report 2022 / Preserving Our Environment / pages: 43 – 48
Accelerate Action on Climate Change	Colgate's Sustainability And Social Impact Report 2022 / Preserving Our Environment / pages: 49 – 58
Lead with Zero Waste Facilities	Colgate's Sustainability And Social Impact Report 2022 / Preserving Our Environment / pages: 59 – 60
Water Stewardship Strategy	Colgate's Sustainability And Social Impact Report 2022 / Preserving Our Environment / pages: 61 – 64

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

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

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Social Policies, Strategies and Commitments	Link
Policy Against Child Labor	Colgate's Respecting Human Rights and Labor Rights: Disclosure Statement
Political Contributions Policy	Colgate's Political Contributions Policy
Privacy Policy	Colgate's Privacy Policy
Procurement Policies	Colgate's Procurement Policies
Product Safety Research Policy	Product Safety Research Policy
Social Supply Chain Management	Colgate's Third Party Code of Conduct Colgate's Respecting Human Rights and Labor Rights: Disclosure Statements
Training Policy	Why Work With Us?
Valuing Colgate People	Valuing Colgate People
Program to Match Employee Giving	Launching Global Employee Matching Gifts Program to Support Relief
Human Rights Impact Assessment	Colgate's Respecting Human Rights and Labor Rights: Disclosure Statement
Human Rights Staff Training	Colgate's Code of Conduct

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Anti-Bribery Ethics Policy	Colgate's Anti-Bribery Policy
Board Diversity Policy	Colgate's Independent Board Candidate Qualifications
Director Independence Standards	Colgate's Director Independence Standards
Corporate Governance Commitment	Colgate's Governance Commitment in Action
Business Ethics Policy	Colgate's the Code of Conduct Colgate's Global Business Practices Guidelines
Clawback policy	Colgate's Clawback Policy / 2023 Proxy Statement / page 10
Code of Conduct	Colgate's Code of Conduct
Consumer Data Protection Policy	Colgate's Privacy Policy Colgate's Code of Conduct (page 28 "Our Relationship With Consumers")

COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Donation Policy	Colgate's Charitable Contributions Policy
Ethics Line	Colgate's EthicsLine
Intellectual Property Rights Protection Policy	Colgate's Code of Conduct, page 21
Managing with Respect	Managing with Respect
Online Privacy Policy	Colgate's Privacy Policy Colgate's Code of Conduct (page 28 "Our Relationship With Consumers")
Third Party Code of Conduct	Colgate's Third Party Code of Conduct
Human Rights Statement for Suppliers	Colgate's Respecting Human Rights and Labor Rights: Disclosure Statement
Board Oversight of Human Rights Issues	Colgate's Board Oversight of ESG issues / page 8

Governance	Unit	2018	2019	2020	2021	2022
Corporate Governance						
Size of the Board	Number	10	11	10	10	10
Percentage of Independent Directors	Percentage	90%	81.8%	90%	90%	90%
Number of Women on Board	Number	3	3	4	4	4
Percentage of Women on Board	Percentage	30%	27%	40%	40%	40%
Board Racial/Ethnic Diversity	Percentage	—	—	20%	20%	20%
Political Donations/Profit Before Tax	% Pre-Tax Profit	0	0	0	0	0

Business	Unit	2018	2019	2020	2021	2022
Business Strength						
Total revenue	$million	$15,544	$15,693	$16,471	$17,421	$17,967
Revenue from Oral, Personal & Home Care in FY (USD)	$million	$13,156	$13,168	$13,588	$14,110	$14,254
Revenue from Pet Nutrition in FY (USD)	$million	$2,388	$2,525	$2,883	$3,311	$3,713
Consumer Affairs Service Satisfaction						
Percentage of consumers surveyed for service satisfaction out of the total number of consumers who used our Consumer Affairs Service*	Percentage	80%	76%	80%	92%	92%
Percentage Satisfied with our Consumer Affairs Service out of those who used our consumer affairs service	Percentage	86%	80%	81%	85%	82%

* The data coverage for Percentage of consumers surveyed out of total number of consumers who used our Consumer Affairs Service does not include our Hill's, EltaMD, Filorga, hello and PCA SKIN businesses.

Business	Unit	2018	2019	2020	2021	2022
UN Engagement						
UN Global Compact Signatory	Yes/No	Yes	Yes	Yes	Yes	Yes
UN CEO Water Mandate	Yes/No	Yes	Yes	Yes	Yes	Yes
Environmental Management						
Environmental Notices of Violation	Number	5	1	0	1	4
Fines of Environmental Violations	$	$17,423	$3,375	$0	$0	$5,000
Number of (significant) Spills/Releases	Number	1	0	0	1	1

Driving Social Impact	Unit	2018	2019	2020	2021	2022
WE Inspire Our People to Make a Difference						
Colgate People						
Total Number of employees (approximately)	Number	34,500	34,300	34,200	33,800	33,800
Percentage of total employees covered by collective bargaining agreements.	Percentage	24.7%	24.7%	24.7%	32.3%	32.3%
EHS						
Total Recordable Incident Rate (TRIR)	Annual incidents per 100 FTE Employees	0.22	0.2	0.19	0.22	0.21
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	97	87	80	92	86
Total Accidents - Contractors	Number	23	24	17	17	6
Fatalities - Employees	Number	0	0	0	1	0
Fatalities - Contractors	Number	0	0	1	0	0
LTIFR: Employees - DJSI Methodology (1,000,0000 hrs)	Ratio	0.28	0.29	0.26	0.26	0.32
Data coverage LTIFR as % of employees	Percentage	—	100%	100%	100%	100%

Driving Social Impact	Unit	2018	2019	2020	2021	2022
EHS						
LTIFR: Contractors - DJSI Methodology (1,000,0000 hrs)	Ratio	1.76	1.49	1.8	0.86	2.49
Data coverage of LTIFR for contractors (as % of operations)	Percentage	100%	100%	100%	100%	100%
Total Workday Case Rate	Ratio	0.22	0.2	0.19	0.22	0.21
Number of cases of recordable work-related ill health for all employees	Number	—	—	—	—	0
Number of cases of recordable work-related ill health for all workers who are not employees but whose work and/or workplace is controlled by the organization	Number	—	—	—	—	0
Number of fatalities as a result of work-related ill health for all employees	Number	—	—	—	—	0
Number of fatalities as a result of work-related ill health for all workers who are not employees but whose work and/or workplace is controlled by the organization	Number	—	—	—	—	0
Number and rate of fatalities as a result of work related injury for all workers who are not employees but whose work and/or workplace is controlled by the organization	Number	—	—	—	—	0
Number and rate of recordable work-related injuries for all workers who are not employees but whose work and/or workplace is controlled by the organization	Number	—	—	—	—	0.07
Number of hours worked for all workers who are not employees but whose work and/or workplace is controlled by the organization	million Hours	—	—	—	—	14.74

Driving Social Impact	Unit	2018	2019	2020	2021	2022
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)	$	$27,028	$0	$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	4	0	0	0	0
Training						
Average hours per FTE of training and development	Hours	20.00	20.00	20.00	17.50	79.6*
Percentage of employees who received Annual Code of Conduct Training	Percentage	100%	100%	100%	100%	100%

* Large increase in number of hours due to a new data source for measrement as well as increased consumption across the organization.

Driving Social Impact	Unit	2018	2019	2020	2021	2022
WE Create a More Inclusive World						
Diversity, Equity and Inclusion						
Percentage of employees per employee Age Group Under 30 Years Old	Percentage	20%	19%	18%	18%	18%
Percentage of employees per employee Age Group 30 to 50 Years Old	Percentage	65%	64%	64%	65%	64%
Percentage of employees per employee Age Group Over 50 years Old	Percentage	16%	17%	18%	18%	19%
Share in total workforce (as % of total workforce) (U.S.) - White	Percentage	—	—	—	—	68%
Share in total workforce (as % of total workforce) (U.S.) – Minorities	Percentage	31%	31%	32%	32%	32%
Share in total workforce (as % of total workforce) (U.S.) - Asian	Percentage	—	—	—	—	9%
Share in total workforce (as % of total workforce) (U.S.) - Black or African American	Percentage	—	—	—	—	9%
Share in total workforce (as % of total workforce) (U.S.) - Hispanic or Latino	Percentage	—	—	—	—	12%
Share in total workforce (as % of total workforce) (U.S.) - Other	Percentage	—	—	—	—	2%

Driving Social Impact	Unit	2018	2019	2020	2021	2022
WE Create a More Inclusive World						
Diversity, Equity and Inclusion						
Minority managers (U.S.)	Percentage	38%	39%	39%	39%	42%
Percentage of Women in Workforce (Global)	Percentage	37%	38%	40%	41%	41%
Share of Females (Global) in Salaried and Clerical Positions (as % of salaried and clerical workforce)	Percentage	—	50%	50%	52%	53%
Females in management positions (Global as % of total management workforce)	Percentage	39%	40%	41%	40%	42%
Females in management positions (U.S. as % of total management workforce)	Percentage	42%	43%	45%	45%	46%
Number of Female Executives who are Vice President and above	Number	42	48	52	53	56
Percentage of Female Executives who are Vice President and above	Percentage	27%	30%	32%	34%	36%

Driving Social Impact	Unit	2018	2019	2020	2021	2022
WE Create a More Inclusive World						
Diversity, Equity and Inclusion						
Number of Female Executives who are 2 levels away from the CEO	Number	14	11	18	19	17
Percentage of Female Executives who are 2 levels away from the CEO	Percentage	40%	31%	39%	40%	40%
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees(U.S. Only)	Days	—	—	—	—	15
Weeks of Leave for Primary Caregivers (U.S. Only)	Weeks	—	—	—	—	8
Weeks of Leave for Secondary Caregivers (U.S. Only)	Weeks	—	—	—	—	8
Percentage of total employees by employee category who received a regular performance and career development review	Percentage	100%	100%	100%	100%	100%
Percentage of total employees by gender who received a regular performance and career development review	Percentage	100%	100%	100%	100%	100%
Internal Hiring Rate	Percentage	—	45%	46%	40%	41%

Driving Social Impact	Unit	2018	2019	2020	2021	2022
WE Help Children, Their Families and Communities Thrive						
Community Giving						
Corporate citizenship/philanthropic related cash contributions (Annual)	$Million	$22.80	$25.06	$36.80	$20.60	$28
Corporate citizenship/philanthropic related contributions in kind (Annual)	$Million	$15.00	$28.83	$20.00	$26.90	$21
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number (million)	1,000	1,050	1,300	1,400	1,600

Helping Millions of Homes	Unit	2018	2019	2020	2021	2022
Design Sustainable Products						
Product Stewardship						
Sustainability Product Index: Excellent and Good ratings	Percentage	—	—	—	56%	54%
Product Portfolio Biodegradability	Percentage	—	—	—	89%	89.4%
Foster Lifelong Relationships Between Pets and People						
Number of pets adopted through the Hill's Food, Shelter, & Love program (U.S. and Canada Only)	Number	718,780	753,558	603,444	651,924	750,862

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Eliminate Plastic Waste						
Packaging						
Overall packaging tonnage*	Ton	567,778**	620,665	639,621	638,692	618,173
Total weight of fiber based packaging*	Ton	297,898	327,054	337,455	345,046	342,964
Total weight of metal packaging*	Ton	13,430	13,900	13,679	15,008	15,236
Total weight of plastic packaging*	Ton	256,450**	279,711	288,487	278,638	259,973
Total weight of PET (#1) plastic packaging*	Ton	—	81,804	87,680	80,584	75,947
Total weight of HDPE (#2) plastic packaging*	Ton	—	69,846	68,685	67,918	64,584
Total weight of PVC (#3) plastic packaging*	Ton	—	2,620	1,676	847	93
Total weight of LDPE (#4) plastic packaging*	Ton	—	2,039	2,370	2,405	468
Total weight of PP (#5) plastic packaging*	Ton	—	36,900	35,732	32,514	30,705
Total weight of PS (#6) plastic packaging*	Ton	—	604	569	516	495
Total weight of other plastics or multilayer materials (#7) plastic packaging*	Ton	—	85,898	91,775	93,854	87,681

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Packaging						
Recycled Content Overall Packaging*	Percentage	42%	45%	49%	52.5%	53.1%
Recycled content in metal packaging*	Percentage	24%	24%	25%	24.7%	28.4%
Recycled content in fiber based packaging*	Percentage	74%	78%	83%	84.4%	82.5%
Total weight of fiber based transport related packaging: corrugates*	Ton	—	215,974	229,975	246,520	244,858
Total weight of fiber based primary packaging*	Ton	—	111,080	107,480	98,526	98,106
Elimination of 1/3 of new (virgin) plastics versus 2019 baseline (Target: - 33%)*	Percentage	—	—	-1.1%	-8.9%**	-16.4%
Recycled Content Plastic Packaging*	Percentage	6.5%**	6.4%**	11%	14.4%	15.6%
Post consumer Recycled Content Plastic Packaging*	Percentage	6.5%**	6.2%**	10%	14.2%	14.6%

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Packaging						
Technically Recyclable Packaging*	Percentage	77%	81%	83%	84.2%	87.6%
Technically Recyclable Plastic Packaging*	Percentage	58%	64%	69%	71.7%**	76.9%
Compostable plastic packaging*	Percentage	0%	0%	0%	0%	0%
Elimination of PVC Packaging*	Percentage	99.2%	99.5%	99.7%	99.9%	99.9%
Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	Percentage	—	—	—	—	0.0%
Percentage that is recyclable, reusable, and/or compostable	Percentage	—	—	—	—	87.6%
Total weight of glass packaging*	Percentage	—	—	—	—	0.0%

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

** Historical data updated due to additional data about raw materials provided from certain regions.

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Accelerate Action On Climate Change						
Emissions						
Nitrogen Oxides (NOx) Emissions	Metric Ton	273	340	303	299	188
Scope 1 (including fugitives)	Thousand MT of CO_2-e	196	198	204	219	196
Gross Global Scope 2 emissions - location based	Thousand MT of CO_2-e	—	—	—	—	369
Gross Global Scope 2 emissions(Market Based)	Thousand MT of CO_2-e	302	283	255	267	225
Scope 3 Emissions	Thousand MT of CO_2-e	48,299	48,680	45,721	40,539	41,435
Gross Global Scope 3 emissions Category 1 - Purchased goods and services	Thousand MT of CO_2-e	—	—	—	—	6,440
Gross Global Scope 3 emissions Category 2 - Capital Goods	Thousand MT of CO_2-e	—	—	—	—	173
Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Thousand MT of CO_2-e	—	—	—	—	138

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Emissions						
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Thousand MT of CO2-e	—	—	—	—	1,175
Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Thousand MT of CO2-e	—	—	—	—	35
Gross Global Scope 3 emissions Category 6 - Business travel	Thousand MT of CO2-e	—	—	—	—	27
Gross Global Scope 3 emissions Category 7 - Employee commuting	Thousand MT of CO2-e	—	—	—	—	48
Gross Global Scope 3 emissions Category 8 - Upstream leased assets	Thousand MT of CO2-e	—	—	—	—	71
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Thousand MT of CO2-e	—	—	—	—	746
Gross Global Scope 3 emissions Category 11 - Use of sold products	Thousand MT of CO2-e	—	—	—	—	31,499
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Thousand MT of CO2-e	—	—	—	—	1,085
Percentage of coverage for Emission Disclosures	Percentage	—	100%	100%	100%	100%

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.

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Energy						
Total Energy Consumption	Thousand MWh	1,799	1,819	1,819	1,895	1,816
Energy Consumption / MT Manufactured for Shipment	MWh/ MT of Product Shipped	0.36	0.35	0.33	0.35	0.34
Total Electricity Consumption	Thousand MWh	—	—	—	—	900
Total Renewable Energy Consumption	Thousand MWh	—	—	—	—	470
Renewable Electricity Consumption	Thousand MWh	220	230	290.2	281	470
Renewable Electricity Consumption (%)	Expressed as % of Total Electricity	27%	28%	35%	32%	52%

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Conserve Water						
Water						
Total Incoming Water	Million Cubic Meters (m³)	8.58	8.50	8.80	8.80	8.71
Groundwater	Million Cubic Meters (m³)	—	—	—	—	2.99
Rainwater	Million Cubic Meters (m³)	—	—	—	—	0.05
Municipal Water	Million Cubic Meters (m³)	—	—	—	—	5.50
Other incoming water	Million Cubic Meters (m³)	—	—	—	—	0.18
Total Incoming Water Intensity per Net Revenue	Cubic meters / million revenue in company's reporting currency	552	542	535	506	504
Total water consumed	Million Cubic Meters (m³)	—	—	—	—	4.76
Total Water Used to Manufacture Product	Million Cubic Meters (m³)	—	—	—	—	5.66
(Total Incoming Water - Water in Products) / MT Manufactured for Shipment	cubic meters (m³) /metric ton	—	—	—	—	0.99
Total volume of water discharged	cubic meters (m³)	—	—	—	—	3.89*

* Estimates were used for the wastewater discharges of a limited number of sites, which represent approximately 6% of our total wastewater discharges, due to incomplete data at the time of this report. Estimates were arrived at by extrapolating from the incoming water to discharge ratio of those sites in 2021.

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Lead with Zero Waste Facilities						
Waste						
Waste to Landfill	Thousand MT	32	19	10	9	8
Waste to Landfill/ MT Manufactured for Shipment	kgs/ MT Product Shipped	6.3	3.7	1.9	1.71	1.32
Total weight of waste generated	Metric Tons	—	—	—	—	179,193
Total weight of waste directed to disposal	Metric Tons	—	—	—	—	17,203
Total weight of hazardous waste directed to disposal	Metric Tons	—	—	—	—	653
Total weight of non-hazardous waste directed to disposal	Metric Tons	—	25,446	22,320	20,200	16,550
Total weight of waste diverted from disposal	Metric Tons	—	—	—	—	161,990
Total weight of hazardous waste diverted from disposal	Metric Tons	—	—	—	—	360
Total weight of non-hazardous waste diverted from disposal	Metric Tons	—	121,084	123,703	152,300	162,283
Waste incinerated with energy recovery	Metric Tons	—	6,432	11,793	11,100	9,244
Recycled Solid Waste	Percentage	—	37%	37%	33%	36%

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Drive Sustainable Sourcing						
Materials						
Total Certified Palm Oils (Palm, PKO, Derivatives)	Percentage	70%	62%	80%	86%	92%
Palm Oil traceable to the mill	Percentage	100%	100%	97%	100%	100%
Palm Kernel Oil traceable to the mill	Percentage	97%	96%	93%	100%	100%
Palm Oil traceable to Plantation	Percentage	64%	55%	55%	57%	84%
Palm Kernel Oil traceable to Plantation	Percentage	35%	53%	46%	65%	84%
Palm Derivatives Traceability to Mill	Percentage	53%	60%	64%	68%	80%
Palm Suppliers with No Deforestation Policy	Percentage	76%	100%	100%	100%	100%
Palm Suppliers with Grievance Process	Percentage	39%	55%	94%	94%	100%
Tallow Compliance with IBAMA	Percentage	100%	100%	100%	100%	100%

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Materials						
Tallow Compliance with Amazon Minimum Criteria	Percentage	100%	100%	100%	100%	100%
Percentage of Certified Palm oil & Derivatives - Target	Percentage	—	—	—	—	92%
Percentage of total production and/or consumption volume certified for palm oil	Percentage	—	—	—	—	92%
Percentage of total production and/or consumption volume certified for soy	Percentage	—	—	—	—	9%
Percentage of total production and/or consumption volume certified for timber products	Percentage	—	—	—	—	38%
Sustainable Paper/Fiber Sourcing - The percentage of the company's paper/fiber sourced from sustainable forests under certifications such as FSC or SFI	Percentage	—	—	—	—	38%
Amount of palm oil sourced	Metric Tons	—	—	—	—	220,698

Preserving Our Environment	Unit	2018	2019	2020	2021	2022
Materials						
Percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as Mass Balance,	Percentage	—	—	—	—	76%
Percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as Book & Claim	Percentage	—	—	—	—	9%
Percentage of total consumption volume traceable to the country for soy	Percentage	—	—	—	—	100%
Supply Chain						
Supplier Responsible Sourcing Assessment participation	Percentage	80%	82%	80%	80%	80%

Definitions and Explanations on KPIs

Amount of palm oil sourced	Total volume in MT or all palm oil, palm kernel oil and palm derivative fractions purchased by Colgate.
Average hours per FTE of training and development	An assessment of the average hours of training or career development annually per employee at the company globally. The average hours of training or career development per employee can also be calculated as Total Hours of Career Training or Development Overall at the organization/the number of employees at the organization.
Board Racial/Ethnic Diversity	The percentage of racially or ethnically diverse directors on a company's board.
Compostable plastic packaging*	Plastic packaging that is compostable when it is in compliance with relevant compostability standards. Both home-composting (European standard, no US standard exists) or industrial composting may be included.
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.
Data coverage LTIFR as % of employees	Percentage of Colgate employees covered in LTIFR Employee methodology.
Data coverage of LTIFR for contractors (as % of operations)	Percentage of operations covered by LTIFR contractors methodology.
Percentage of consumers surveyed for service satisfaction out of the total number of consumers who used our Consumer Affairs Service	Percentage of consumers surveyed (both respondents and non-respondents) out of total customers who used our consumer affairs service for their satisfaction of our consumer affairs service.
Elimination of 1/3 of new (virgin) plastics versus 2019 baseline (Target: - 33%)*	Our 2019 recycled content baseline has been updated to reflect a reclassification of reground resin.
Elimination of PVC Packaging*	Elimination of PVC Packaging target.
Energy Consumption per metric ton of product manufactured for shipment	Includes total energy consumption from owned manufacturing and global technology center (GTC) sites that manufacture intermediate or finished products, divided by net manufactured for shipment.
Environmental Notices of Violation	An environmental violation or citation issued by a governmental authority with jurisdiction.

Definitions and Explanations on KPIs

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.
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 (U.S. 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.
Fines resulting from environmental violations	Dollar amount of fines associated with environmental violations that occurred in the reporting year.
Gross Global Scope 2 emissions - location based	Location-based method: reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
Gross Global Scope 2 emissions (Market Based)	Scope 2 emissions (CO_2-e) were determined via the market-based method. Includes the emissions associated with purchased electricity and purchased steam.Market-based method: reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about energy generation, or for unbundled attribute claims.
Gross Global Scope 3 emissions Category 8 - Upstream leased assets	Emissions from the operation of leased vehicles, leased offices and leased warehouses.
Gross Global Scope 3 emissions Category 1 - Purchased goods and services	Emissions associated with the production of all purchased raw material, purchased packaging, purchased products and services not otherwise included in upstream scope 3 emissions, and production of goods by contract manufacturers.
Gross Global Scope 3 emissions Category 11 - Use of sold products	Emissions associated with the consumption of energy to power Colgate's electric toothbrushes and indirect consumption of electricity during the use of sold products.
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Emissions associated with the treatment and disposal of packaging sold and disposal of water used during consumer use of sold products.
Gross Global Scope 3 emissions Category 2 - Capital Goods	Upstream (i.e., cradle-to-gate) emissions from buildings & land improvements and machinery and equipment purchased/made, in the reporting year.

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Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Emissions related to the production of fuels and energy purchased and used , excluded from Scope 1 and 2 emissions.
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Emissions from third party transportation and distribution services purchased by Colgate, which includes inbound and outbound logistics, between Colgate's own facilities and between our Tier 1 suppliers and their own operations.

Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Emissions from waste sent to the following third-party treatment and disposal methods:		
	- landfill - recycling - treatment followed by disposal	- waste to energy - waste to fuel (anaerobic digestion) - waste to fuel (other)	- on-site reuse - off-site reuse - compost

Gross Global Scope 3 emissions Category 6 - Business travel	Emissions from all flights, rail, transportation in rental cars or those owned/taken by Colgate employees and hotel stays for business travel purposes.
Gross Global Scope 3 emissions Category 7 - Employee commuting	Emissions from the transportation of employees between their homes and worksites.
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Emissions from the estimated round-trip distances traveled by consumers to purchase Colgate products.
Internal Hiring Rate	The proportion of vacancies that have been filled from current employees.
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.
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees (US Only)	The minimum number of days that are available to exempt U.S. employees through its Paid Time Off (PTO) or paid vacation policy.
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 origin" other than "White (Not Hispanic/Latino)".

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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)	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).
Nitrogen Oxides (NOx) Emissions	Nitrogen Oxides (NOx) Emissions from Manufacturing, GTCs and vehicles.
Number and rate of fatalities as a result of work related injury for all workers who are not employees but whose work and/or workplace is controlled by the organization	Rate of fatalities as a result of work related injury =(Number of fatalities as a result of work-related injuries / Number of hours worked)x (200,000).
Number and rate of recordable work-related injuries for all workers who are not employees but whose work and/or workplace is controlled by the organization	Rate of recordable work related injuries =(Number of recordable work related injuries /Number of hours worked)x (200,000).
Number of (significant) Spills/Releases	Represents site-related spills or accidental releases that reach a water body, groundwater or soils or affect a third-party.
Number of cases of recordable work-related ill health for all employees	Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g. noise-induced hearing loss, vibration-caused diseases), and mental illnesses (e.g. anxiety, post-traumatic stress disorder).
Number of cases of recordable work-related ill health for all workers who are not employees but whose work and/or workplace is controlled by the organization	Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g. noise-induced hearing loss, vibration-caused diseases), and mental illnesses (e.g. anxiety, post-traumatic stress disorder).
Number of fatalities as a result of work-related ill health for all employees	Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g., noise-induced hearing loss, vibration-caused diseases), and mental illnesses (e.g. anxiety, post-traumatic stress disorder).
Number of fatalities as a result of work-related ill health for all workers who are not employees but whose work and/or workplace is controlled by the organization	Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. They include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (e.g. noise-induced hearing loss, vibration-caused diseases), and mental illnesses (e.g. anxiety, post-traumatic stress disorder).
Number of Female Executives who are 2 levels away from the CEO	Number of female executives who are 2 levels away from the CEO, as of the fiscal year end.

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Number of Female Executives who are Vice President and above	Number of female executives who are Vice Presidents and above, as of the fiscal year end.
Number of hours worked for all workers who are not employees but whose work and/or workplace is controlled by the organization	Hours worked is determined by month, organizational unit, employee and/or contingent/temporary worker, and calculated by:Adding actual hours worked (as taken from payroll records), including overtime (when applicable) and excluding scheduled hours not worked due to vacation, injury, illness, or voluntary absence. When actual hours worked cannot be calculated, 175 hours per month was used as the standard for the hours worked.
Number of pets adopted through the Hill's Food, Shelter, & Love program (U.S. and Canada Only)	Number of pets adopted through the Hill's Food, Shelter, & Love Program in the U.S. and Canada.
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 Women on Board	Number of female directors on the company's Board of Directors.
Overall packaging tonnage*	The weight of all packaging materials used in production.
Palm Derivatives Traceability to Mill	% palm derivative volume which can be traced back to the production mill.
Palm Kernel Oil traceable to Plantation	% palm kernel oil volumes which are traceability back to the land of fresh fruit bunch harvest.
Palm Kernel Oil traceable to the mill	% palm kernel oil volume which can be traced back to the mill production.
Palm Oil traceable to Plantation	% palm oil volumes which are traceability back to the land of fresh fruit bunch harvest.
Palm Oil traceable to the mill	% palm oil volume which can be traced back to the mill production.
Palm Suppliers with Grievance Process	% of all tier 1 palm oil & palm kernel oil suppliers which have established grievance management processes.
Palm Suppliers with No Deforestation Policy	% of all palm oil and palm kernel oil suppliers that have No Deforestation / NDPE policies implemented.
Percentage Independent Directors	Independent directors as a percentage of total board membership.
Percentage of Certified Palm oil & Derivatives - Target	% of all palm oil, palm kernel oil and palm derivatives as covered under any RSPO certification scheme (IP, SG, MB and B&C).

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Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	Compostable: A packaging or packaging component is compostable if it is in compliance with relevant international compostability standards and if its successful postconsumer collection, (sorting), and composting is proven to work in practice and at scale.
Percentage of coverage for Emission Disclosures	Percentage of the company's operations that are covered in its disclosures on emissions.
Percentage of employees per employee Age Group 30 to 50 Years Old	Number of employees between Age 30-50 years, as a percentage of total employees, as of the fiscal year end.
Percentage of employees per employee Age Group Over 50 Years Old	Number of employees between above 50 years, as a percentage of total employees, as of the fiscal year end.
Percentage of employees per employee Age Group Under 30 Years Old	Number of employees between below 30 years, as a percentage of total employees, as of the fiscal year end.
Percentage of Employees who received Annual Code of Conduct Training	Percentage of employees who received Annual Code of Conduct Training
Percentage of Female Executives who are 2 levels away from the CEO	Number of female executives who are 2 level away from from the CEO, as a percentage of total executives who are 2 level away from the CEO, as of the fiscal year end.
Percentage of Female Executives who are Vice President and above	Number of female executives who are Vice President & above, 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 palm oil certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as Book & Claim	% of all palm oil, palm kernel oil and palm based derivatives covered under the RSPO book and claim credit scheme.
Percentage of Palm oil certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as Mass Balance	% of all palm oil and palm kernel oil and palm derivatives certified as RSPO Mass Balance
Percentage of total consumption volume traceable to the country for soy	% of total soybean oil, meal and soy-based derivatives which can be traced back to the country of origin.
Percentage of total employees by employee category who received a regular performance and career development review	Measures the extent to which Colgate regularly appraises employee performance. This aids the personal development of individual employees. It also contributes to skills management and to the development of human capital within the organization.

Definitions and Explanations on KPIs

Percentage of total employees by gender who received a regular performance and career development review	This measures the extent to which we regularly appraises employee performance. This aids the personal development of individual employees. It also contributes to skills management and to the development of human capital within the organization. This disclosure also demonstrates the extent to which this system is applied throughout the organization, and whether there is inequity of access to these opportunities.
Percentage of total employees covered by collective bargaining agreements	Collective bargaining agreements: Written legal contracts between an employer and a union representing the employees. These agreements can be at the sector, national, regional, organizational, or workplace level. An independent trade union: A trade union which is not under the control of an employer or group of employers or of one or more employers' associations, and is free from interference by an employer or any such group or association.
Percentage of total production and/or consumption volume certified for palm oil	% of all palm oil, palm kernel oil and palm derivatives certified by any certification body.
Percentage of total production and/or consumption volume certified for soy	% of all soybean oil, meal or soy-based derivatives certified by any certification body.
Percentage of total production and/or consumption volume certified for timber products	% of all paper / fiber based packaging certified by any certification body.
Percentage of Women in Workforce (Global)	Number of women employed at the company expressed as a percentage of the total number of company employees.
Percentage Satisfied with our Consumer Affairs Service out of those who used our Consumer Affairs Service	Percentage of consumers who used our consumer affairs service surveyed satisfied with Colgate Palmolive's Consumer Affairs Service.
Percentage that is recyclable, reusable, and/or compostable	Percentage of packaging that is recyclable, reusable and/or compostable. The percentage is calculated as the total weight of recyclable, reusable and/or compostable packaging divided by the total weight of all packaging used.
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
Post consumer Recycled Content Plastic Packaging	2018 and 2019 data has been updated to reflect a reclassification of reground resin.
Product Portfolio Biodegradability	Product Portfolio Biodegradability: The median biodegradable value of all active formulas in each category (Oral, Personal & Home Care) weighted by business size.
Recycled content in fiber based packaging*	The total percentage of recovered fiber based materials used in packaging, including pre-consumer and post consumer materials.
Recycled content in metal packaging*	The total percentage of recovered metal materials used in packaging, including pre-consumer and post consumer materials.
Recycled Content Overall Packaging*	The total percentage of recovered materials used in packaging, including pre-consumer and post consumer materials.

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Recycled Content Plastic Packaging	Percentage of Recycled Plastic Packaging.
Recycled Solid Waste	Includes the total amount of recycled solid waste divided by the total amount of waste generated.
Renewable Electricity (%)	Until 2020, this KPI included renewable electricity generated onsite and consumed onsite, plus purchased Renewable Energy Certificates (RECs) expressed as a percentage of purchased electricity. As of 2021, this includes renewable electricity generated by Colgate and consumed onsite, renewable electricity 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. Until 2021 this KPI boundary covered owned manufacturing and GTC sites. Starting for the reporting year 2022, this KPI also includes owned offices and warehouses.
Renewable Electricity Consumption	Until 2020, this KPI included renewable electricity generated onsite and consumed onsite, plus purchased Renewable Energy Certificates (RECs). As of 2021, this includes renewable electricity generated by Colgate and consumed onsite, electricity purchased via Renewable Energy Credits, Utility Green Power products, physical Power Purchase Power Agreements, and Virtual Power Purchase Agreements. Until 2021, this KPI boundary covered owned manufacturing and GTC sites. Starting for the reporting year 2022, this KPI also includes owned offices and warehouses.
Revenue from Oral, Personal & Home Care in FY (USD)	Revenue generated from Colgate Palmolive's Oral, Personal & Home Care business in Fiscal Year.
Revenue from Pet Nutrition in FY (USD)	Revenue generated from Colgate Palmolive's Pet Nutrition business in Fiscal Year.
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 3 Emissions	Includes Scope 3 emissions from relevant categories. For 2016 through 2021, includes an estimate of the impact of our Save Water campaign. 2014 data does not include Scope 3 emissions from Use of Sold Product.Subject to final certification by third-party auditor.
Share in total workforce (as % of total workforce) (U.S.) - Hispanic or Latino	All employees in the U.S. who have self-identified as Hispanic/Latino.
Share in total workforce (as % of total workforce) (U.S.) - Minorities	All employees in the U.S. who have self-identified under an "ethnic origin" other than "White (Not Hispanic/Latino)".
Share in total workforce (as % of total workforce) (U.S.) - White	All employees in the U.S. who have self-identified as White (Not Hispanic/Latino).
Share in total workforce (as % of total workforce) (U.S.)- Black or African American	All employees in the U.S. who have self-identified as Black or African American.
Share in total workforce (as % of total workforce) (U.S.) - Asian	All employees in the U.S. who have self-identified as Asian.

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Share of Females (Global) in Salaried and Clerical Positions (as % of salaried and clerical workforce)	Share of Females (Global) in Salaried and Clerical Positions (as % of salaried and clerical workforce).
Size of the Board	Number of Directors on the company's Board of Directors, as reported by the company.
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.
Sustainability Product Index: Excellent or Good ratings	Sustainability Product Index (SPI) assesses progress at the product level, and is aligned with the 2025 Sustainability and Social Impact Strategy . The SPI translates results to a rating of Excellent, Good, Fair, or Poor. To be rated Excellent or Good, the product is meeting all or almost all the targets.
Sustainable Paper/Fiber Sourcing - The percentage of the company's paper/fiber sourced from sustainable forests under certifications such as FSC or SFI	The percentage of the company's paper/fiber sourced from sustainable forests under certifications such as FSC or SFI.
Tallow Compliance with Amazon Minimum Criteria	% of tallow suppliers compliant with the minimum criteria for industrial scale cattle operations in the Brazilian Amazon Biome.
Tallow Compliance with IBAMA	% Tallow suppliers compliant with the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA) requirements.
Technically Recyclable Packaging*	Packaging that is designed to be compatible with a recycling stream in terms of physical and chemical properties of the reprocessed item as feedstock. Definition aligned with industry associations such as the Association of Plastics Recyclers (APR).
Technically Recyclable Plastic Packaging	Packaging that is designed to be compatible with a recycling stream in terms of physical and chemical properties of the reprocessed item as feedstock. Definition aligned with industry associations such as the Association of Plastics Recyclers (APR).
The number of hours worked. for all workers who are not employees but whose work and/or workplace is controlled by the organization	Hours worked is determined by month, organizational unit, employee and/or contingent/temporary worker, and calculated by:Summing actual hours worked (as taken from payroll records), including overtime (when applicable) and Excluding scheduled hours not worked due to vacation, injury, illness, or voluntary absence. When actual hours worked cannot be calculated, use 175 hours per month as the standard for the hours worked.
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 Certified Palm Oils (Palm, PKO, Derivatives)	% total palm oil, palm kernel oil and palm based derivatives certified under any certification scheme.
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.

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Total Electricity Consumption	Includes renewable and conventional electricity and electricity from cogeneration for owned Manufacturing, GTCs, offices, and warehouses.
Total Energy Consumption	Includes energy attributable to fossil fuel consumption, renewable and conventional purchased electricity, purchased steam, utility-supplied hot water, and onsite renewable energy generated and consumed for owned manufacturing and GTC sites.
Total Incoming Water	Includes the sum of municipal water, goundwater, captured rainwater and other incoming water.
Total Incoming Water - Water in Products / MT Manufactured for Shipment	Includes the sum of municipal water, groundwater, captured rainwater and other incoming water and excludes water in products. It is divided by the metric tons of manufactured products. Includes data only from owned manufacturing and GTC sites that manufacture intermediate or finished products.
Total Incoming water: Municipal	Total Incoming water from Municipal sources
Total Incoming Water Intensity per Net Revenue	Includes the sum of municipal water, groundwater, captured rainwater and other incoming water per net revenue.
Total Incoming water: Ground water	Total incoming water from groundwater source.
Total Incoming water: other incoming water	Total incoming water from other sources.
Total Incoming water: Rainwater	Total incoming water from rainwater.
Total Number of employees	Provides the total approximate number of employees.
Total Recordable Incident Rate (TRIR)	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 Renewable Energy Consumption	Includes renewable electricity generated by Colgate and consumed onsite, renewable electricity purchased via Renewable Energy Credits, Utility Green Power products, physical Power Purchase Power Agreements, and Virtual Power Purchase Agreements for owned manufacturing and GTC sites.
Total Revenue	Revenues in your reporting currency.
Total volume of water discharged	Total water discharged off site.
Total water consumed	Total incoming water minus water discharged off site.
Total Water Used to Manufacture Product	Total Incoming Water minus the water that is added to Colgate Products.
Total weight of fiber based packaging*	The sum of: "fiber based primary packaging" and" fiber based transport related packaging: corrugates".
Total weight of fiber based primary packaging*	Total weight of fiber based primary packaging.
Total weight of fiber based transport related packaging: corrugates*	Total weight of fiber based transport related packaging for corrugates.

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Total weight of glass packaging	Total weight of packaging that is glass.
Total Weight of Hazardous Waste directed to disposal	Includes hazardous waste sent to landfill as defined in another footnote, hazardous wastes sent to other offsite treatment followed by disposal operations and hazardous wastes sent to energy facilities for mass burn and energy recovery.
Total Weight of Hazardous Waste directed from disposal	Includes the quantity of hazardous waste sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost and the quantity of solids contained in bulk wastewaters that are sent off site for treatment or recycle.
Total weight of HDPE (#2) plastic packaging*	Total weight of High Density Polyethylene.
Total weight of LDPE (#4) plastic packaging*	Total weight of Low Density Polyethylene.
Total weight of metal packaging*	Total weight of metal packaging.
Total Weight of Non-Hazardous Waste directed from disposal	Includes the quantity of Non-Hazardous Waste sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost and the quantity of solids contained in bulk wastewaters that are sent off site for treatment or recycle.
Total Weight of Non-Hazardous Waste directed to disposal	Includes Non-Hazardous Waste sent to landfill as defined in another footnote, wastes sent to other offsite treatment followed by disposal operations and wastes sent to energy facilities for mass burn and energy recovery.
Total weight of other plastics or multilayer materials (#7) plastic packaging*	Total weight of other plastics or multilayer materials plastic packaging.
Total weight of PET (#1) plastic packaging*	Total weight of Polyethylene terephthalate plastic packaging.
Total weight of plastic packaging	The 2018 data was updated because there were duplicated items from the report that have been removed. Plastic packaging refers to all plastic materials used in packaging goods. The total weight includes the sum of all the various grades/types of resins used in plastic packaging.
Total weight of PP (#5) plastic packaging*	Total weight of Polypropylene plastic packaging.
Total weight of PS (#6) plastic packaging*	Total weight of Polystyrene plastic packaging.
Total weight of PVC (#3) plastic packaging*	Total weight of Polyvinyl chloride plastic packaging.
Total Weight of Waste directed to disposal	Includes hazardous and non-hazardous wastes sent to landfill as defined in another footnote, wastes sent to other offsite treatment followed by disposal operations and wastes sent to energy facilities for mass burn and energy recovery. The quantity of solids contained in bulk wastewaters that are sent offsite for disposal are also included.

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Total Weight of waste diverted from disposal	Includes the quantity of hazardous and non-hazardous wastes sent to facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), recycling and materials sent to reuse and compost and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle.
Total Weight of Waste Generated	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 facilities where energy is recovered during the treatment of the wastes (ex: anaerobic digestion), and wastes sent to recycling, wastes sent to reuse, wastes sent to compost plus the quantity of solids (thousand MT) contained in bulk wastewaters that are sent off site for treatment or recycle. This includes waste generated from manufacturing facilities, global technology centers, and owned/operated warehouses.
Total Workday Case Rate	Total Recordable Rate Reported.
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 incinerated with energy recovery	Includes hazardous and non-hazardous wastes sent to energy facilities for mass burn and energy recovery.
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/MT Manufactured for Shipment	Includes the wastes sent to landfill as defined in another foot note divided by the net manufactured for shipment. The landfill wastes included in this KPI are those generated by just the manufacturing facilities.
Weeks of Leave for Primary Caregivers (U.S. Only)	The number of weeks of paid parental leavethat is available to primary caregivers.
Weeks of Leave for Secondary Caregivers (U.S. Only)	The number of weeks of paid parental leave that is available to secondary caregivers.
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of accidents at the company resulting in harm to employees during the reporting period.