

2023  
Colgate-Palmolive Sustainability Key Performance Indicators

2023  
SUSTAINABILITY  
**KPIs**



## COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Environmental Policies, Strategies and Commitments	Link
Environmental Supply Chain Management Policy	See <a href="#">Colgate's Procurement Policies</a>
Commitment to Green Buildings	See <a href="#">Colgate's 2023 Sustainability &amp; Social Impact Report</a> / Preserving Our Environment / Page 44
Ingredient Safety Policy	See <a href="#">Colgate's Policy on Ingredient Safety</a>
No Deforestation Policy	See <a href="#">Colgate's Policy on No Deforestation</a>
Palm Oil Policy	See <a href="#">Colgate's Policy on Palm Oils</a>
Eliminate Plastic Waste	See <a href="#">Colgate's 2023 Sustainability &amp; Social Impact Report</a> / Preserving Our Environment / Pages: 35-38
Accelerate Action on Climate Change	See <a href="#">Colgate's 2023 Sustainability &amp; Social Impact Report</a> / Preserving Our Environment / Pages: 39-44
Lead with Zero Waste Facilities	See <a href="#">Colgate's 2023 Sustainability &amp; Social Impact Report</a> / Preserving Our Environment / Pages: 42-43
Water Stewardship Strategy	See <a href="#">Colgate's 2023 Sustainability &amp; Social Impact Report</a> / Preserving Our Environment / Pages: 45-48

## COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Social Policies, Strategies and Commitments	Link
Conflict Minerals Policy	See <a href="#">Colgate's Policy on Conflict Materials</a>
Cookie Policy	See <a href="#">Colgate's Legal Privacy Policy for Cookies</a>
Diversity of Colgate People	See <a href="#">Colgate's 2023 Diversity, Equity &amp; Inclusion Report</a>
Environment, Health and Safety Policy Statement	See <a href="#">Colgate's EHS Policy Statement</a>
Equal Opportunity Policy	See <a href="#">Colgate's Equal Opportunity Employer</a>
Hill's Commitment to Animal Welfare	See <a href="#">Hill's Commitment to Animal Welfare</a>
HIV/AIDS Policy	See <a href="#">Colgate's Policy on Global AIDS/HIV</a>
Human Rights Policy	See <a href="#">Respecting Human Rights and Labor Rights: Disclosure Statement</a>
Non-Retaliation Policy	See <a href="#">Non Retaliation Policy</a>
Policy Against Child Labor	See <a href="#">Respecting Human Rights and Labor Rights: Disclosure Statement</a>

## COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

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

## COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Anti-Bribery Ethics Policy	See <a href="#">Anti-Bribery Policy</a>
Board Diversity Policy	See <a href="#">Independent Board Candidate Qualifications</a>
Director Independence Standards	See <a href="#">Director Independence Standards</a>
Corporate Governance Commitment	See <a href="#">Governance Commitment in Action / 2024 Proxy Statement</a> (Pages 6-11)
Business Ethics Policy	See <a href="#">Colgate's the Code of Conduct</a> See <a href="#">Colgate's Global Business Practices Guidelines</a>
Clawback policy	See <a href="#">Claw Back Policy /2024 Proxy Statement</a> (Page 10)
Code of Conduct	See <a href="#">Colgate's Code of Conduct</a>
Consumer Data Protection Policy	See <a href="#">Colgate's Privacy Policy</a> See <a href="#">Colgate's Code of Conduct</a> (Page 28 Our Relationship With Consumers)

## COLGATE-PALMOLIVE POLICIES, STRATEGIES AND COMMITMENTS

Governance Policies, Strategies and Commitments	Link
Donation Policy	See <a href="#">Charitable Contributions Policy</a>
Ethics Line	See <a href="#">Ethics-Line</a>
Intellectual Property Rights Protection Policy	See <a href="#">Colgate's Code of Conduct</a> (Pages 21 & 27)
Managing with Respect	See <a href="#">Managing with Respect</a>
Online Privacy Policy	See <a href="#">COLGATE-PALMOLIVE COMPANY PRIVACY POLICY</a>
Third Party Code of Conduct	See <a href="#">Third Party Code of Conduct</a>
Human Rights Statement for Suppliers	See <a href="#">Respecting Human Rights and Labor Rights: Disclosure Statement</a>
Board Oversight of Human Rights Issues	See <a href="#">Personnel and Organization Committee's Charter</a> (Page 3)

Governance						
Corporate Governance	Unit	2019	2020	2021	2022	2023
Size of the Board	Number	11	10	10	10	10
Percentage of Independent Directors	Percentage	82%	90%	90%	90%	90%
Number of Women on Board	Number	3	4	4	4	4
Percentage of Women on Board	Percentage	27%	40%	40%	40%	40%
Board Racial/Ethnic Diversity	Percentage	—	20%	20%	20%	20%
Business						
Business Strength	Unit	2019	2020	2021	2022	2023
Total revenue	Number	\$15,693	\$16,471	\$17,421	\$17,967	\$19,457

## Driving Social Impact

### WE inspire our people to make a difference

Colgate People	Unit	2019	2020	2021	2022	2023
Total Number of employees (approximately)	Number	34,300	34,200	33,800	33,800	34,000
EHS	Unit	2019	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)	Ratio (Annual incidents per 100 FTE Employees)	0.20	0.19	0.22	0.21	0.22
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	87	80	92	86	90
Total Accidents - Contractors	Number	24	17	17	6	12
Fatalities - Employees	Number	0	0	1	0	0
Fatalities - Contractors	Number	0	1	0	0	1
Days Away From Work Case Rate (DAFW CR)	Ratio	0.05	0.05	0.05	0.06	0.04
Workforce Accidents - Employees - (Days Away From Work Accidents)	Number	—	—	—	25	16
ASTM Level 1 Serious Injury/Illness Incident Case Rate (ASTM CR)	Ratio	—	—	—	34	19
Serious Incidents or Fatalities (SIF)	Number	14	19	14	10	2
Training	Unit	2019	2020	2021	2022	2023
Average hours per FTE of training and development	Hours	20	20	18	80*	31
Percentage of Employees who received Annual Code of Conduct Training	Percentage	100%	100%	100%	100%	100%

\* Large increase in number of hours in 2022 due to a major initiative in fundamental courses in Data Analytics and Digital. The subsequent optimization of learning plans led to a relative decrease in 2023.



## Driving Social Impact

### WE create a more inclusive world

Diversity, Equity and Inclusion	Unit	2019	2020	2021	2022	2023
Percentage of employees per employee Age Group Under 30 Years Old	Percentage	19%	18%	18%	18%	17%
Percentage of employees per employee Age Group 30 to 50 Years Old	Percentage	64%	64%	65%	64%	64%
Percentage of employees per employee Age Group Over 50 years Old	Percentage	17%	18%	18%	19%	19%
Racial/ethnic composition of our workforce (US) - White	Percentage	—	67%	67%	68%	67%
Racial/ethnic composition of our workforce (US) - Hispanic	Percentage	—	11%	9%	12%	12%
Racial/ethnic composition of our workforce (US) - Black	Percentage	—	9%	9%	9%	10%
Racial/ethnic composition of our workforce (US) - Asian	Percentage	—	8%	9%	9%	9%
Racial/ethnic composition of our workforce (US) - Other	Percentage	—	5%	2%	2%	2%
Percentage of Women in Workforce (Global)	Percentage	—	40%	40%	41%	41%
Percentage of Men in Workforce (Global)	Percentage	—	60%	60%	59%	59%
Women Representation in Salaried and Clerical Workforce	Percentage	—	—	53%	54%	54%

## Driving Social Impact

### WE create a more inclusive world

Diversity, Equity and Inclusion	Unit	2019	2020	2021	2022	2023
Women Representation in People Managers	Percentage	—	—	—	44%	46%
Women Representation in Colgate's Executives	Percentage	—	—	40%	42%	45%
Women Representation in Senior Leadership	Percentage	—	—	33%	36%	38%
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees (US Only)	Days	—	—	—	15	15
Weeks of Leave for Primary and Secondary Caregivers (US Only)	Weeks	—	—	—	8	8
Internal Hiring Rate	Percentage	45%	46%	40%	41%	37%

### WE help children, their families & communities thrive

Community Giving	Unit	2019	2020	2021	2022	2023
Corporate citizenship/philanthropic related cash contributions (Annual)	\$Million	\$25	\$37	\$21	\$28	\$28
Corporate citizenship/philanthropic related contributions in kind (Annual)	\$Million	\$29	\$20	\$27	\$21	\$26
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number (million)	1,050	1,300	1,400	1,600	1,700

## Helping Millions of Homes

### Design Sustainable Products

Product Stewardship	Unit	2019	2020	2021	2022	2023
Sustainability Product Index: Excellent and Good ratings	Percentage	—	—	56%	54%	50%

### Foster Lifelong Relationships Between Pets & People

	Unit	2019	2020	2021	2022	2023
Number of pets adopted through the Hill's global Food, Shelter, Love program (US and Canada Only)	Number	753,558	603,444	651,924	750,862	845,358

## Preserving Our Environment

### Eliminate Plastic Waste

Packaging	Unit	2019	2020	2021	2022	2023
Overall Packaging Tonnage	Ton	620,665	639,621	638,692	618,173	608,308
Total Weight of Plastic Packaging	Ton	279,711	288,487	278,638	259,973	256,152
Recycled Content Overall Packaging	Percentage	45%	49%	53%	53%	54%
Recycled Content in Metal Packaging	Percentage	24%	25%	25%	28%	24%
Recycled Content in Fiber Based Packaging	Percentage	78%	83%	84%	83%	82%
Elimination of 1/3 of New (Virgin) Plastics Versus 2019 Baseline (Target: - 33%)	Percentage	—	-1%	-9%	-16%	-20%
Recycled Content Plastic Packaging	Percentage	6%	11%	14%	16%	19%
Post Consumer Recycled Content Plastic Packaging	Percentage	6%	10%	14%	15%	18%
Technically Recyclable Packaging	Percentage	81%	83%	84%	88%	90%
Technically Recyclable Plastic Packaging	Percentage	64%	69%	72%	77%	81%
Elimination of PVC Packaging	Percentage	99.5%	99.7%	99.9%	99.9%	100%
Percentage that is Recyclable, Reusable, and/or Compostable	Percentage	—	—	—	88%	90%

## Preserving Our Environment

### Accelerate Action On Climate Change

Emissions	Unit	2019	2020	2021	2022	2023
Nitrogen Oxides (NOx) Emissions	Metric Ton	340	303	299	188	195
Scope 1 (including fugitives)*	Thousand MT of CO2-e	198	204	219	196	218
Gross Global Scope 2 emissions (Location-based)	Thousand MT of CO2-e	—	—	—	369	384
Gross Global Scope 2 emissions (Market-based)	Thousand MT of CO2-e	283	255	267	225	181
<b>Scope 3 Emissions**</b>	Thousand MT of CO2-e	48,680	45,721	40,539	41,435	41,749
Gross Global Scope 3 emissions Category 1 - Purchased goods and services****	Thousand MT of CO2-e	—	—	—	6,440	6,814
Gross Global Scope 3 emissions Category 2 - Capital Goods	Thousand MT of CO2-e	—	—	—	173	160
Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Thousand MT of CO2-e	—	—	—	138	136
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Thousand MT of CO2-e	—	—	—	1,175	1,086
Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Thousand MT of CO2-e	—	—	—	35	21
Gross Global Scope 3 emissions Category 6 - Business travel	Thousand MT of CO2-e	—	—	—	27	32
Gross Global Scope 3 emissions Category 7 - Employee commuting	Thousand MT of CO2-e	—	—	—	48	45

## Preserving Our Environment

### Accelerate Action On Climate Change

Emissions	Unit	2019	2020	2021	2022	2023
Gross Global Scope 3 emissions Category 8 - Upstream leased assets	Thousand MT of CO2-e	—	—	—	71	95
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Thousand MT of CO2-e	—	—	—	746	791
Gross Global Scope 3 emissions Category 11 - Use of sold products***	Thousand MT of CO2-e	—	—	—	31,499	31,467
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Thousand MT of CO2-e	—	—	—	1,085	1,104

\* 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.

\*\* For 2019 through 2021, includes an estimate of the impact of our Save Water campaign.

\*\*\* The Save Water Campaign is no longer assumed to impact consumer water use as of 2022 due to the decline of the campaign. Results from surveys on the campaign's impact were incorporated into emissions calculations for the 2019-2021 inventories.

\*\*\*\* 2023 results were impacted by the GHG accounting protocol associated with the acquisitions of pet food businesses.

Energy	Unit	2019	2020	2021	2022	2023
Total Energy Consumption	Thousand MWh	1,819	1,819	1,895	1,816	1,941
Energy Consumption per MT of Products Manufactured for Shipment	MWh/ MT of Product Shipped	0.35	0.33	0.35	0.34	0.35
Total Electricity Consumption	Thousand MWh	893	901	891	900	922
Renewable Electricity Consumption*	Thousand MWh	230	290	281	470	552
Renewable Electricity Consumption (%)	Percentage	28%	35%	32%	52%	60%

\* 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.

## Preserving Our Environment

### Conserve Water

Water	Unit	2019	2020	2021	2022	2023
<b>Total Incoming Water</b>	Million Cubic Meters (m <sup>3</sup> )	8.50	8.80	8.80	8.71	8.38
Groundwater	Million Cubic Meters (m <sup>3</sup> )	—	—	—	2.99	2.77
Rainwater	Million Cubic Meters (m <sup>3</sup> )	—	—	—	0.05	0.03
Municipal Water	Million Cubic Meters (m <sup>3</sup> )	—	—	—	5.50	5.40
Other incoming water	Million Cubic Meters (m <sup>3</sup> )	—	—	—	0.18	0.17
Total water consumed	Million Cubic Meters (m <sup>3</sup> )	—	—	—	4.76	4.37
Total volume of water discharged	Million Cubic Meters (m <sup>3</sup> )	—	—	—	3.89	4.57
Water per MT of Products Manufactured for Shipment	Cubic Meters/Metric Ton	—	—	—	0.99	1.00

## Preserving Our Environment

### Lead with Zero Waste Facilities

Waste	Unit	2019	2020	2021	2022	2023
Waste to Landfill	Thousand MT	19	10	9	8	17
Waste to Landfill/ MT Manufactured for Shipment	kgs/ MT Product Shipped	3.7	1.9	1.7	1.3	2.8
<b>Total weight of waste generated</b>	Metric Tons	—	—	—	179,193	179,531
<b>Total weight of waste directed to disposal</b>	Metric Tons	—	—	—	17,203	25,300
Total weight of hazardous waste directed to disposal	Metric Tons	—	—	—	653	692
Total weight of non-hazardous waste directed to disposal	Metric Tons	25,446	22,320	20,200	16,550	24,568
<b>Total weight of waste diverted from disposal</b>	Metric Tons	—	—	—	161,990	154,271
Total weight of hazardous waste diverted from disposal	Metric Tons	—	—	—	360	0
Total weight of non-hazardous waste diverted from disposal	Metric Tons	121,084	123,703	152,300	162,283	154,271
Waste incinerated with energy recovery	Metric Tons	6,432	11,793	11,100	9,244	8,566
Recycled Solid Waste	Percentage	37%	37%	33%	36%	37%



## Preserving Our Environment

### Drive Sustainable Sourcing

Materials	Unit	2019	2020	2021	2022	2023
Amount of Palm Oil sourced	Metric Tons	—	—	—	220,698	206,905
Percentage of total production and/or consumption volume certified for palm oil	Percentage	62%	80%	86%	92%	96%
Palm Oil traceable to the mill	Percentage	100%	97%	100%	100%	99%*
Palm Kernel Oil traceable to the mill	Percentage	96%	93%	100%	100%	95%*
Palm Oil traceable to Plantation	Percentage	55%	55%	57%	84%	79%*
Palm Kernel Oil traceable to Plantation	Percentage	53%	46%	65%	84%	79%*
Palm Derivatives Traceability to Mill	Percentage	60%	64%	68%	80%	82%
Palm Suppliers with No Deforestation Policy	Percentage	100%	100%	100%	100%	100%
Palm Suppliers with Grievance Process	Percentage	55%	94%	94%	100%	100%
Percentage of Certified Palm oil & Derivatives	Percentage	—	—	—	92%	96%
Percentage of total production and/or consumption volume certified for soy	Percentage	—	—	—	9%	3%
Percentage of total production and/or consumption volume certified for timber products	Percentage	—	—	—	38%	41%

\* Until 2022, these KPIs were calculated using supplier self-declared data. In 2023, the methodology was improved with satellite imagery and a more robust dataset.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Size of the Board	Number of Directors on Colgate-Palmolive's Board of Directors.
Percentage of Independent Directors	Percentage of Independent directors on Colgate-Palmolive's Board of Directors. See Colgate-Palmolive's 2024 Proxy Statement, "Director Independence," for additional information.
Number of Women on Board	Number of female directors on Colgate-Palmolive's Board of Directors.
Percentage of Women on Board	Percentage of female directors on Colgate-Palmolive's Board of Directors.
Board Racial/Ethnic Diversity	Percentage of racially or ethnically diverse directors on Colgate-Palmolive's Board of Directors.
Total revenue	Colgate-Palmolive's revenue.
Total Number of employees (approximately)	Total approximate number of Colgate-Palmolive's employees.
Total Recordable Incident Rate (TRIR)	Colgate-Palmolive's total recordable 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.
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of recordable accidents at Colgate-Palmolive resulting in harm to employees, including temporary employees.
Total Accidents - Contractors	Number of accidents at Colgate-Palmolive's facilities resulting in physical harm to contractors. This number includes all accidents, not just those that resulted in lost time from work.
Fatalities - Employees	Number of employees who have died on a Colgate-Palmolive site or on a Colgate-Palmolive facility or as a result of Colgate-Palmolive's operations.
Fatalities - Contractors	Number of contractors who have died on a Colgate-Palmolive site or on a Colgate-Palmolive facility or as a result of Colgate-Palmolive'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.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Days Away From Work Case Rate (DAFW CR)	Colgate-Palmolive's days away from work case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of days away from work case 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.
Workforce Accidents - Employees - (Days Away From Work Accidents)	Number of days away from work accidents at Colgate-Palmolive resulting in harm to employees, including temporary employees.
ASTM Level 1 Serious Injury/Illness Incident Case Rate (ASTM CR)	Colgate-Palmolive's ASTM Level 1 case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of ASTM Level 1 incidents, per 1,000,000 hours worked or per 500 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year.
Serious Incidents or Fatalities (SIF)	Number of serious incident or fatalities (SIF) for employees, contractors, temporaries, and/or tenant contractors that are sustained as a result of Colgate operations or on Colgate premises. SIF incidents are classified as life altering, life threatening or fatal.
Average hours per FTE of training and development	Average hours of training or career development annually per regular salaried and clerical (S&C) employee at Colgate-Palmolive globally.
Percentage of Employees who received Annual Code of Conduct Training	Percentage of salaried and clerical (S&C) employees who received Annual Code of Conduct Training.
Percentage of employees per employee Age Group Under 30 Years Old	Number of employees below 30 years old, as a percentage of total employees, as of the fiscal year end.
Percentage of employees per employee Age Group 30 to 50 Years Old	Number of employees between 30-50 years old, 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 above 50 years old, as a percentage of total employees, as of the fiscal year end.
Racial/ethnic composition of our workforce (US) - White	Percentage of employees in the U.S. who have self-identified as White (Not Hispanic/Latino).
Racial/ethnic composition of our workforce (US) - Hispanic	Percentage of employees in the U.S. who have self-identified as Hispanic/Latino.
Racial/ethnic composition of our workforce (US) - Black	Percentage of employees in the U.S. who have self-identified as Black or African American.
Racial/ethnic composition of our workforce (US) - Asian	Percentage of employees in the U.S. who have self-identified as Asian.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Racial/ethnic composition of our workforce (US) - Other	Percentage of employees in the U.S. who have self-identified as Other, which refers to American Indian/Alaska Native, two or more races or Native Hawaiian/other Pacific Islander.
Percentage of Women in Workforce (Global)	Percentage of women in Colgate-Palmolive's global workforce, including our consolidated joint ventures.
Percentage of Men in Workforce (Global)	Percentage of men in Colgate-Palmolive's global workforce, including our consolidated joint ventures.
Women Representation in Salaried and Clerical Workforce	Percentage of women in Colgate-Palmolive's global salaried and clerical workforce.
Women Representation in People Managers	Percentage of women among Colgate-Palmolive's People Managers, which refers to employees with roles that have at least one direct report.
Women Representation in Colgate's Executives	Percentage of women among Colgate-Palmolive's Executives, which refers to those employees who are eligible to participate in Colgate's equity incentive compensation plans.
Women representation in Senior Leadership	Percentage of women in Colgate-Palmolive's Senior Leadership, which refers to employees who are Senior Vice Presidents and above.
Minimum Days of Paid Time Off (PTO) or Vacation Time for Exempt Employees (US Only)	Minimum number of vacation days available to full-time and part-time non-union exempt employees at Colgate-Palmolive in the U.S.
Weeks of Leave for Primary and Secondary Caregivers (US Only)	Number of weeks of paid parental leave that is available to birth parents, spouses and domestic partners of birth parents, parents of an adopted or foster child, and parents of a child born via surrogacy. This period of paid parental leave is additive to any period of paid leave for birth parents under Colgate's Short-Term Disability Plan.
Internal Hiring Rate	Percentage of vacancies that have been filled from current employees.
Corporate citizenship/philanthropic related cash contributions (Annual)	Monetary amount paid in cash by Colgate-Palmolive globally in support of community projects. Contributions to and spending for community programs, including the Bright Smiles, Bright Futures program in Colgate's 20 largest subsidiaries (by oral care sales) and the Colgate Women's Games.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Corporate citizenship/philanthropic related contributions in kind (Annual)	Monetary amount paid in kind by Colgate-Palmolive globally in support of community projects. In-kind and product donations by Colgate-Palmolive to charitable organizations.
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number of children reached out through Colgate's Bright Smiles, Bright Futures program since 1991.
Sustainability Product Index: Excellent and Good ratings	Percentage of newly launched products that are rated as "Excellent" or "Good" using Colgate-Palmolive's Sustainability Product Index (SPI), which 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.
Number of pets adopted through the Hill's global Food, Shelter, Love program (US and Canada Only)	Number of pet adoptions facilitated through Hill's over 900 shelter partners. This is measured by the number of free Hill's Science Diet adopter bags distributed to new pet parents, as stipulated in the shelter contracts, which require shelters to provide these bags exclusively for supporting new pet adoptions.
Overall packaging tonnage	Total weight of all packaging materials used in Colgate-Palmolive production facilities.
Total weight of plastic packaging	Total weight of all types of plastic resin materials used in packaging at Colgate-Palmolive production facilities.
Recycled Content Overall Packaging	Percentage of recovered materials by weight, including pre-consumer and post-consumer materials, used in all types of packaging in Colgate-Palmolive production facilities.
Recycled content in metal packaging	Percentage of recovered metal materials by weight, including pre-consumer and post-consumer materials, used in metal packaging at Colgate-Palmolive production facilities.
Recycled content in fiber based packaging	Percentage of recovered fiber materials, including pre-consumer and post-consumer materials, used in fiber-based packaging at Colgate-Palmolive production facilities.
Elimination of 1/3 of new (virgin) plastics versus 2019 baseline (Target: - 33%)	Percentage reduction in virgin plastic usage by weight in Colgate-Palmolive production facilities, calculated by subtracting the tonnage of recycled plastic from the total plastic used annually and comparing it to the 2019 baseline.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Recycled Content Plastic Packaging	Percentage of recycled plastic materials by weight, including both post-industrial recycled (PIR) and post-consumer recycled (PCR) materials, used in plastic packaging at Colgate-Palmolive production facilities.
Post consumer Recycled Content Plastic Packaging	Percentage of post-consumer recycled (PCR) plastic materials used in plastic packaging by weight at Colgate-Palmolive production facilities.
Technically Recyclable Packaging	Percentage of all packaging tonnage used in Colgate-Palmolive production facilities that is designed to be compatible with recycling streams in terms of physical and chemical properties of the reprocessed item as feedstock.
Technically Recyclable Plastic Packaging	Percentage of plastic packaging tonnage used in Colgate-Palmolive production facilities that is designed to be compatible with recycling streams in terms of physical and chemical properties of the reprocessed item as feedstock. Design definitions are aligned with industry associations such as the Association of Plastics Recyclers (APR).
Elimination of PVC Packaging	Percentage of PVC rigid plastic by weight, used in plastic packaging at Colgate-Palmolive production facilities.
Percentage that is recyclable, reusable, and/or compostable	Percentage of all packaging tonnage used in Colgate-Palmolive production facilities that meets design criteria for recyclability, reusability, or compostability, calculated by dividing the total weight of such packaging by the total weight of all packaging used.
Nitrogen Oxides (NOx) Emissions	Weight of Nitrogen Oxides (NOx) Emissions from Colgate-Palmolive's manufacturing, Global Technology Centers (GTCs) and vehicles.
Scope 1 (including fugitives)	Weight of Colgate-Palmolive's Scope 1 emissions as defined by the GHG Protocol. This KPI includes GHG emissions from global operations (owned manufacturing, warehouses, and global technology centers (GTCs)), vehicles, and fugitives (refrigerants), and excludes co-manufactured or co-packaged products.
Gross Global Scope 2 emissions (Location-based)	Weight of Colgate-Palmolive's Scope 2 emissions associated with the generation of purchased electricity, steam, and utility-supplied hot water, reflecting the average emissions intensity of the grids where energy consumption occurs, in accordance with the GHG Protocol. This includes owned manufacturing, warehouses, and global technology centers (GTCs), and excludes co-manufactured or co-packaged products.
Gross Global Scope 2 emissions (Market-based)	Weight of Colgate-Palmolive's Scope 2 emissions associated with the generation of purchased electricity, steam, and utility-supplied hot water, reflecting emissions from electricity that companies have chosen or their lack of choice, and includes emissions factors derived from contractual instruments such as Renewable Energy Certificates (RECs) or Power Purchase Agreements (PPAs), in accordance with the GHG Protocol. This includes owned manufacturing, warehouses, and global technology centers (GTCs), and excludes co-manufactured or co-packaged products.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Scope 3 Emissions	Weight of Colgate-Palmolive's Scope 3 emissions from relevant categories as defined by the GHG Protocol.
Gross Global Scope 3 emissions Category 1 - Purchased goods and services	Weight of Colgate-Palmolive's Scope 3 Category 1 emissions as defined by the GHG Protocol, including purchased raw materials, packaging materials, indirect products and services not otherwise included in upstream scope 3 emissions, and goods produced by contract manufacturers.
Gross Global Scope 3 emissions Category 2 - Capital Goods	Weight of Colgate-Palmolive's Scope 3 Category 2 upstream (cradle-to-gate) emissions associated with the production of capital goods, including buildings, land improvements, machinery, and equipment purchased or made in the reporting year, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 3 - Fuel-and-energy-related activities (not included in Scope 1 or 2)	Weight of Colgate-Palmolive's Scope 3 Category 3 emissions related to the production of fuels and energy purchased and used, in accordance to the GHG Protocol, excluding those covered under Scope 1 and 2 emissions.
Gross Global Scope 3 emissions Category 4 - Upstream transportation and distribution	Weight of Colgate-Palmolive's Scope 3 Category 4 emissions from third-party transportation and distribution services purchased by Colgate-Palmolive, including inbound and outbound logistics between Colgate's facilities, and between Tier 1 suppliers and their operations, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 5 - Waste generated in operations	Weight of Colgate-Palmolive's Scope 3 Category 5 emissions from waste sent to third-party treatment and disposal methods, including landfill, recycling, treatment followed by disposal, waste to energy, waste to fuel (anaerobic digestion and other), on-site reuse, off-site reuse, and compost, in accordance with the GHG Protocol. Emissions from the disposal/treatment of chemicals and soils are excluded from the calculations.
Gross Global Scope 3 emissions Category 6 - Business travel	Weight of Colgate-Palmolive's Scope 3 Category 6 emissions from flights, rail transportation, rental cars, Colgate-owned vehicles, and hotel stays for business travel purposes, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 7 - Employee commuting	Weight of Colgate-Palmolive's Scope 3 Category 7 emissions from the transportation of employees between their homes and worksites, in accordance with the GHG Protocol. Well-to-wheel (WTW) impacts are included in the emissions calculations.
Gross Global Scope 3 emissions Category 8 - Upstream leased assets	Weight of Colgate-Palmolive's Scope 3 Category 8 emissions from upstream leased assets, including leased vehicles, non-CP controlled offices, and non-CP controlled warehouses, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 9 - Downstream transportation and distribution	Weight of Colgate-Palmolive's Scope 3 Category 9 emissions from downstream transportation and distribution activities, including consumer trips to retailers, in accordance with the GHG Protocol. Assumptions are made regarding the number of trips taken monthly, the average spend per trip, and the average consumer distance to retailers.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Gross Global Scope 3 emissions Category 11 - Use of sold products	Weight of Colgate-Palmolive's Scope 3 Category 11 emissions associated with the consumption of energy to power Colgate's electric toothbrushes and the indirect consumption of electricity during the use of sold products, in accordance with the GHG Protocol.
Gross Global Scope 3 emissions Category 12 - End of life treatment of sold products	Weight of Colgate-Palmolive's Scope 3 Category 12 emissions associated with the treatment and disposal of packaging and the disposal of water used during consumer use of sold products, in accordance with the GHG Protocol.
Total Energy Consumption	Amount of energy consumed by Colgate-Palmolive. This includes energy attributable to fossil fuel consumption, renewable and conventional purchased electricity, purchased steam, utility-supplied hot water, and onsite generated and consumed for owned manufacturing and global technology centers (GTCs).
Energy Consumption per MT of Products Manufactured for Shipment	Colgate-Palmolive's energy consumption intensity based on the weight of products manufactured for shipment.
Total Electricity Consumption	Amount of electricity consumed by Colgate-Palmolive. This includes renewable and conventional electricity and electricity from cogeneration for owned Manufacturing, global technology centers (GTCs), offices, and warehouses.
Renewable Electricity Consumption	Amount of renewable electricity sourced by Colgate-Palmolive from renewable energy sources.
Renewable Electricity Consumption (%)	Percentage of renewable electricity sourced out of total electricity consumed by Colgate-Palmolive.
Total Incoming Water	Amount of municipal water, groundwater, captured rainwater and other incoming water in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Groundwater	Amount of incoming water from groundwater source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Rainwater	Amount of incoming water from rainwater source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total Incoming Water: Municipal Water	Amount of incoming water from municipal water source in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).



## Definitions and Explanations on KPIs

KPI name	2024 Definition
Total Incoming Water: Other incoming water	Amount of other incoming water not included in groundwater, rainwater, or municipal water in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership). This includes, for example, trucked-in water.
Total water consumed	Amount of total incoming water minus water discharged off site in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Total volume of water discharged	Amount of water discharged off site in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership).
Water per MT of Products Manufactured for Shipment	Colgate-Palmolive's water usage intensity based on weight of products manufactured for shipment in Colgate-Palmolive's owned manufacturing sites (excludes co-manufactured or co-packaged products; includes joint ventures with more than 50% ownership). This is calculated as (Total Incoming Water - Water in Products) / MT Manufactured for Shipment.
Waste to Landfill	Weight 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/ MT Manufactured for Shipment	Waste to landfill intensity based on the weight of products manufactured for shipment. The landfill wastes included in this KPI are those generated by just the manufacturing facilities.
Total weight of waste generated	Weight of the waste 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 weight of solids contained in bulk wastewaters that are sent off site for treatment or recycle. This includes waste generated from manufacturing facilities, global technology centers (GTCs), and owned/operated warehouses.
Total weight of waste directed to disposal	Weight of hazardous and non-hazardous wastes sent to landfill as defined in "Waste to landfill", wastes sent to other offsite treatment followed by disposal operations, and wastes sent to energy facilities for mass burn and energy recovery. The weight of solids contained in bulk wastewaters that are sent offsite for disposal are also included.
Total weight of hazardous waste directed to disposal	Weight of hazardous wastes sent to landfill as defined in "Waste to landfill", 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.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Total weight of non-hazardous waste directed to disposal	Weight of non-hazardous wastes sent to landfill as defined in "Waste to landfill", 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.
Total weight of waste diverted from disposal	Weight 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 hazardous waste diverted from disposal	Weight of 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 non-hazardous waste diverted from disposal	Weight of 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.
Waste incinerated with energy recovery	Weight of hazardous and non-hazardous wastes sent to energy facilities for mass burn and energy recovery.
Recycled Solid Waste	Percentage of solid waste that is recycled out of the total amount of waste generated.
Total Certified Palm Oils (Palm, PKO, Derivatives)	Percentage of total palm oil, palm kernel oil, and palm-based derivatives that are certified under any certification scheme, including book and claim (B&C) credits, encompassing all palm-related materials based on Earthworm's TDD Analysis.
Palm Oil traceable to the mill	Percentage of palm oil volumes that can be traced back to the mill of production, based on supplier-provided data globally.
Palm Kernel Oil traceable to the mill	Percentage of palm kernel oil volumes that can be traced back to the mill of production, based on supplier-provided data globally.
Palm Oil traceable to Plantation	Percentage of our palm oil volumes globally traceable to the plantation of origin, calculated using supplier-provided data via Earthworm's geospatial analysis and No Deforestation Verification reports.
Palm Kernel Oil traceable to Plantation	Percentage of our palm kernel oil volumes globally traceable to the plantation of origin, calculated using supplier-provided data via Earthworm's geospatial analysis and No Deforestation Verification reports.

## Definitions and Explanations on KPIs

KPI name	2024 Definition
Palm Derivatives Traceability to Mill	Percentage of our palm kernel oil volumes globally traceable to the production mill of origin, based on supplier-provided data globally.
Palm Suppliers with No Deforestation Policy	Percentage of all palm oil and palm kernel oil suppliers that have implemented No Deforestation, No Peat, No Exploitation (NDPE) policies, as assessed using the Earthworm Engagement for Policy Implementation (EPI) method.
Palm Suppliers with Grievance Process	Percentage of all Tier 1 palm oil and palm kernel oil suppliers that have established grievance management processes, as assessed using the Earthworm Engagement for Policy Implementation (EPI) method.
Percentage of Certified Palm oil & Derivatives	Percentage of all palm oil, palm kernel oil and palm derivatives as covered under any RSPO certification scheme (Identity Preserved, Segregated, Mass Balance and Book & Claim).
Percentage of total production and/or consumption volume certified for soy	Percentage of all soybean oil, meal or soy-based derivatives certified by any certification body, as assessed by Earthworm.
Percentage of total production and/or consumption volume certified for timber products	Percentage of all paper / fiber based packaging certified by any certification body.
Amount of palm oil sourced	Weight of all palm oil, palm kernel oil and palm derivative fractions purchased by Colgate-Palmolive.