

Colgate-Palmolive 2019 Sustainability Key Performance Indicators

COLGATE-PALMOLIVE POLICIES AND COMMITMENTS

Environmental Policies and Commitments	Link to the policy
Climate Change Policy	See Colgate's Climate Strategy https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-2
Energy Efficiency Policy	See Colgate's Colgate's Energy Management and Investment Commitment (https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-2)
Environmental Supply Chain Management Policy	See Colgate's No Deforestation Commitment (https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-0)
Green Building Policy	See Colgate's Commitment to Sustainable Buildings https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-6
Ingredient Safety Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/ingredient-safety
New Product Design for Climate Change Policy	See Colgate's Low Carbon Products https://www.colgatepalmolive.com/en-us/core-values/sustainability/performance#accordion-content-118768398-2
No Deforestation Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/no-deforestation
Palm Oil Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/palm-oils-policy
Renewable Electricity Target Policy	See Colgate's Low-Carbon Energy Commitment (https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-2)
Sustainable Packaging Policy	See Colgate's Sustainable Packaging (https://www.colgatepalmolive.com/en-us/core-values/sustainability/performance#accordion-content-118768398-5)
Waste Reduction Policy	See Colgate's Zero Landfill Waste Commitment (https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-4)
Water Policy	See Colgate's Water Stewardship Strategy (https://www.colgatepalmolive.com/en-us/core-values/sustainability/planet#accordion-content-01668289005-3)
Social Policies and Commitments	Link to the policy
Conflict Minerals Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/policy-on-conflict-materials
Cookie Policy	https://www.colgatepalmolive.com/en-us/legal-privacy-policy/cookies
Diversity of Colgate People	https://www.colgatepalmolive.com/en-us/core-values/our-policies/colgatepeople
Environmental and Occupational Health and Safety Policy	https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/Colgate_EOHS_Policy_Statement.pdf
Equal Opportunity Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/equal-opportunity-employer-info
Hill's Commitment to Animal Welfare	https://www.hillspet.com/about-us/our-company/hills-commitment-to-animal-welfare
HIV/AIDS Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/global-aids-hiv-policy
Human Rights Policy	https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/Respecting%20Human%20Rights%20and%20Labor%20Rights_%20Disclosure%20Statement%202017_Final.pdf
Non-Retaliation Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/non-retaliation-policy
Policy Against Child Labor	https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/Supply_Chain_Transparency.pdf
Political Contributions Policy	https://www.colgatepalmolive.com/en-us/about/governance/political-contribution-policy
Privacy Policy	https://www.colgatepalmolive.com/en-us/legal-privacy-policy/privacy-policy
Procurement Policies	https://www.colgatepalmolive.com/en-us/core-values/our-policies/procurement-policies
Product Safety Research Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/product-safety-research-policy
Quality Policy Statement	https://www.colgate.com/Colgate/US/Corp_v2/LivingOurValues/Sustainability_v2/CP_Sustainability_quality_policy.pdf
Social Supply Chain Management	Third Party Code of Conduct (https://www.colgatepalmolive.com/en-us/about/governance/third-party-code-of-conduct) Respecting Human Rights and Labor Rights: Disclosure Statements (https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf)
Training Policy	See Colgate's the Professional Development (https://www.colgatepalmolive.com/en-us/core-values/sustainability/people#accordion-content-540724333-3) https://www.colgatepalmolive.com/en-us/core-values/sustainability/people#accordion-content-540724333-4)
Valuing Colgate People	https://www.colgatepalmolive.com/en-us/core-values/our-policies/valuing-colgate-people
Governance Policies and Commitments	Link to the policy
Anti-Bribery Ethics Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/anti-bribery-policy
Board Diversity Policy	https://www.colgatepalmolive.com/en-us/about/governance/independent-board-candidate-qualifications
Director Independence Standards	https://www.colgatepalmolive.com/en-us/about/governance/director-independence-standards
Business Ethics Policy	Colgate's the Code of Conduct (https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct) Colgate's Global Business Practices Guidelines: https://www.colgatepalmolive.com/en-us/about/governance/business-practice-guidelines
Clawback policy	Colgate's 2019 Proxy Statement, page-5 (https://investor.colgatepalmolive.com/sec-filings/sec-filing/def-14a/0001206774-19-001074) http://files.shareholder.com/downloads/CL/0x0x35265/2AFD4A6A-9804-4904-8F9D-C34F38995D9C/Colgate_2017_Proxy_Final.pdf
Code of Conduct	https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct
Consumer Data Protection Policy	Code of Conduct, page 21 (https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct) https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/common/pdf/2015-Code-of-Conduct-English.pdf
Donation Policy	https://www.colgatepalmolive.com/en-us/core-values/our-policies/donation-policy
Ethics Line	https://www.colgatepalmolive.com/en-us/core-values/our-policies/ethics-line
Intellectual Property Rights Protection Policy	Code of Conduct, page 21 (https://www.colgatepalmolive.com/en-us/core-values/code-of-conduct) https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/common/pdf/2015-Code-of-Conduct-English.pdf
Managing with Respect	https://www.colgatepalmolive.com/en-us/core-values/our-policies/managing-with-respect
Online Privacy Policy	https://www.colgatepalmolive.com/en-us/legal-privacy-policy/privacy-policy
Third Party Code of Conduct	https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/common/pdf/Third-Party-Code-of-Conduct-English-Final-2018.pdf

Colgate-Palmolive 2019 Sustainability Key Performance Indicators

KEY PERFORMANCE INDICATORS												
Governance	Unit	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Corporate Governance												
Size of the Board	Number	9	10	9	10	10	10	10	10	10	10	11
Number of Independent Directors	Number	8	9	8	9	9	9	9	9	9	9	9
% Independent Directors	Percentage	89.0%	90.0%	89.0%	90.0%	90.0%	90.0%	90.0%	90.0%	90.0%	90.0%	81.80%
Number of Women on Board	Number	2	2	2	2	2	2	2	3	3	3	3
% Women on Board	Percentage	22.0%	20.0%	22.0%	20.0%	20.0%	20.0%	20.0%	30.0%	30.0%	30.0%	27%
CSR/Sustainability Committee	Y/N	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Committee has Responsibility for Climate Change	Y/N	--	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Political Donations/Profit Before Tax	% Pre-Tax Profit	0	0	0	0	0	0	0	0	0	0	0
People												
Colgate People												
Total Number of employees	Number	38,100	39,200	38,600	37,700	37,400	37,700	37,900	36,700	35,900	34,500	34,300
Percentage of total employees covered by collective bargaining agreements.	Percentage	--	--	--	41.0%	44.5%	47.0%	24.0%	24.0%	24.7%	24.7%	24.7%
Community Giving												
Corporate citizenship/philanthropic related cash contributions (Annual)	\$MM	\$ 20.94	\$ 17.81	\$ 17.60	\$ 32.00	\$ 25.31	\$ 23.81	\$ 23.25	\$ 24.60	\$ 25.50	\$ 22.80	\$ 25.06
Corporate citizenship/philanthropic related contributions in kind (Annual)	\$MM	\$ 26.33	\$ 21.85	\$ 20.05	\$ 32.00	\$ 10.38	\$ 5.61	\$ 5.02	\$ 5.60	\$ 7.20	\$ 15.00	\$ 28.83
Employee volunteering during paid working hours	Hours	--	--	--	--	--	--	6,500	6,500	7,100	7,100	7,100
Management overheads related to community affairs function	\$MM	--	--	--	--	--	--	\$ 0.33	\$ 0.42	\$ 0.67	\$ 0.67	\$ 0.67
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number (million)	--	--	650	700	750	800	850	900	950	1,000	1,050
Diversity												
Number of Female Executives (2 levels away from the CEO)	Number	25	22	16	19	26	23	25	18	20	14	11
Percentage of Female Executives (2 levels away from the CEO)	Percentage	31.3%	37.3%	37.2%	35.2%	43.3%	39.7%	46.3%	39.1%	39.2%	40.0%	30.6%
Number of Female Executives (SG 21+)	Number	46	47	43	43	39	41	47	51	45	42	48
Percentage of Female Executives (SG 21+)	Percentage	21.6%	22.9%	21.4%	21.5%	20.1%	22.3%	26.0%	27.6%	27.3%	26.9%	29.6%
% Women in Workforce (Global)	Percentage	40.7%	40.7%	39.4%	39.0%	39.0%	38.0%	37.0%	37.6%	37.5%	37.2%	38.3%
Females in management positions (Global as % of total management workforce)	Percentage	36.2%	36.6%	38.2%	33.0%	34.0%	35.0%	35.0%	36.0%	36.9%	38.6%	39.6%
Females in management positions (US as % of total management workforce)	Percentage	34.7%	36.6%	36.7%	36.8%	36.5%	38.3%	39.2%	40.7%	41.2%	41.5%	43.2%
Minority managers (US)	Percentage	27.2%	28.9%	28.5%	31.0%	31.0%	33.0%	33.0%	33.0%	36.6%	38.0%	38.5%
Minorities in workforce (US)	Percentage	29.0%	28.8%	29.3%	30.0%	30.0%	31.0%	32.0%	30.3%	31.2%	31.2%	30.9%
OHS												
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	218	231	228	186	188	165	150	132	124	97	87
Fatalities - Employees	Number	1	0	0	0	0	1	0	0	1	0	0
Fatalities - Contractors	Number	0	0	0	0	0	2	1	0	0	0	0
Fatalities - Total	Number	1	0	0	0	0	3	1	0	1	0	0
Fatalities per 200 employees / 200,000 hrs.	Ratio	0.0022	0	0	0	0	0.0064	0.0022	0	0.0022	0	0
Lost Time from Accidents	Hours	12,672	18,856	13,192	13,608	13,576	9,568	8,176	11,344	13,880	16,208	10,688
Lost Time Incident Rate	Ratio	0.11	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05
Total Recordable Incident Rate	Ratio	0.49	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2
Total Accidents - Contractors	Number	23	24	17	34	20	25	27	21	13	23	24
LTIFR: Employees (200,000 hrs/100 workers)	Ratio	0.57	0.59	0.56	0.4	0.5	0.52	0.43	0.05	0.08	0.06	0.05
LTIFR: Employees - DJSI Methodology (1000,000 hrs/100 workers)	Ratio	--	--	--	--	--	0.52	0.43	0.26	0.41	0.28	0.29
LTIFR: Contractors - DJSI Methodology (1000,000 hrs/100 workers)	Ratio	--	--	--	--	--	0.3	0.39	6.96	0	1.76	1.49
LTIFR: Employees Data Coverage	Percentage	--	--	--	--	--	100%	100%	100%	100%	100%	100%
OIFR: Employees - DJSI Methodology (1000,000 hrs/100 workers)	Ratio	--	--	--	--	--	0.06	0.12	0.12	0.04	0.15	0.09
OIFR: Employees - Data Coverage	Percentage	--	--	--	--	--	100%	100%	100%	100%	100%	100%
Lost day rate (LDR) for all employees	Ratio	0.11	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08	0.06	0.05
Total Workday Case Rate	Ratio	0.49	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27	0.22	0.2

Colgate-Palmolive 2019 Sustainability Key Performance Indicators

Planet	Unit	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
Packaging													
Recycled Content Overall Packaging (Excludes Hello, PCA, Elta-MD, Filorga)	Percentage	--	--	--	--	40.0%	40.0%	40.0%	41.0%	42.0%	42.0%	45.0%	
Recyclable Packaging (Excludes Oral Care including Hello, PCA, Elta-MD, Filorga)	Percentage	--	--	--	--	--	--	--	78.0%	80.0%	83.0%	88.0%	
Recyclable Packaging (Excludes Hello, PCA, Elta-MD, Filorga)	Percentage	--	--	--	--	--	--	--	--	--	77.0%	81.0%	
Total weight of paper fiber packaging	Ton	--	--	--	--	--	--	--	--	302,759	297,962	324,140	
Recycled content in wood / paper fiber packaging	Percentage	--	--	--	--	--	--	--	--	72.0%	73.5%	78.0%	
Total weight of metal packaging	Ton	--	--	--	--	--	--	--	--	14,891	13,430	13,900	
Recycled content in metal packaging	Percentage	--	--	--	--	--	--	--	--	21.0%	24.0%	24.0%	
Total weight of plastic packaging	Ton	--	--	--	--	--	--	--	--	249,570	259,670	275,440	
Recycled Content Plastic Packaging (Excludes Oral Care, PCA, Elta-MD, Filorga)	Percentage	--	--	--	--	--	--	--	--	6.0%	7.0%	7.0%	
Technically Recyclable plastic packaging	Percentage	--	--	--	--	--	--	--	--	--	58.0%	64.0%	
Compostable plastic packaging	Percentage	--	--	--	--	--	--	--	--	0.0%	0.0%	0.0%	
Elimination of PVC Packaging	Percentage	--	--	--	--	--	--	--	--	98.9%	99.2%	99.5%	
Materials													
Certified Palm Oil	Percentage	--	--	--	--	--	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Certified Palm Kernel Oil	Percentage	--	--	--	--	--	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Certified Palm Oil and PKO derivatives	Percentage	--	--	--	--	--	--	100.0%	55.0%	40.0%	42.0%	33.0%	
Total Certified Palm Oils (Palm, PKO, Derivatives)	Percentage	--	--	--	--	--	100.0%	100.0%	81.0%	70.0%	70.0%	62.0%	
Palm Oil traceable to the mill	Percentage	--	--	--	--	--	--	54.0%	95.0%	98.0%	100.0%	100.0%	
Palm Kernel Oil traceable to the mill	Percentage	--	--	--	--	--	--	68.0%	97.0%	91.0%	97.0%	96.0%	
Palm Oil traceable to Plantation	Percentage	--	--	--	--	--	--	--	3.0%	44.0%	64.0%	55.0%	
Palm Kernel Oil traceable to Plantation	Percentage	--	--	--	--	--	--	--	2.0%	21.0%	35.0%	53.0%	
Palm Derivatives Traceability to First Refiner	Percentage	--	--	--	--	--	--	--	--	57.0%	60.0%	69.0%	
Palm Derivatives Traceability to Mill	Percentage	--	--	--	--	--	--	--	--	59.0%	53.0%	60.0%	
Palm Suppliers with No Deforestation Policy	Percentage	--	--	--	--	--	--	--	46.0%	57.0%	76.0%	100.0%	
Palm Suppliers with Grievance Process	Percentage	--	--	--	--	--	--	--	33.0%	40.0%	39.0%	55.0%	
Certified Pulp and Paper	Percentage	--	--	--	--	--	--	73.0%	73.0%	73.0%	46.0%	48.0%	
Recycled Pulp and Paper	Percentage	--	--	--	--	--	--	--	--	--	30.0%	78.0%	
Tallow Compliance with IBAMA	Percentage	--	--	--	--	--	--	43.0%	100.0%	100.0%	100.0%	100.0%	
Tallow Compliance with Amazon Minimum Criteria	Percentage	--	--	--	--	--	--	33.0%	90.0%	100.0%	100.0%	100.0%	
Certified Soy Oil and Soy bean (South America)	Percentage	--	--	--	--	--	0.0%	70.0%	100.0%	100.0%	100.0%	100.0%	
Reporting													
UN Global Compact Signatory	Y/N	--	--	--	--	--	--	--	--	--	Yes	Yes	Yes
UN CEO Water Mandate	Y/N	--	--	--	--	--	--	--	--	--	Yes	Yes	Yes
Percent of Disclosure	Percentage	95.0%	--	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	Yes	Yes	
Number of (significant) Spills	Number	--	0	3	0	0	0	0	0	0	1	0	
Waste													
Total Waste	Thousand MT	--	--	--	--	--	151	148	157	144	146	147	
Waste to Landfill	Thousand MT	--	--	--	--	--	42	33	32	30	32	19	
Waste to Landfill/ MT of Product Shipped	kgs/ MT	--	--	--	--	--	8.3	6.5	6.2	6	6.3	3.7	
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	--	--	--	--	--	150	147	155	143	145	143	
Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	--	--	--	--	--	1	1	1	1	1	4	
Total Waste per Net Revenue	MT	--	--	--	--	--	8.8	9.2	10.3	9.3	9.4	9.3	
Water													
Total Incoming Water	Million Cubic Meters	--	--	--	--	--	8.28	8.28	8.42	8.48	8.58	8.5	
Municipal Water	Million Cubic Meters	--	--	--	--	--	5.04	4.92	4.97	4.98	5.09	5.14	
Groundwater	Million Cubic Meters	--	--	--	--	--	3.22	3.25	3.35	3.37	3.31	3.18	
(Total Incoming Water - Water in Products)/MT of Product Shipped	Cubic Meters/ MT	--	--	--	--	--	1.06	1.05	1.05	1.07	1.09	1	
Chemical Oxygen Demand of Discharge/ Manufactured for Shipment	kgs/ MT	--	--	--	--	--	0.65	0.61	0.55	0.5	0.51	0.43	
Total Water Use to Manufacture Product	Th Cubic Meters	--	--	--	--	--	5.29	5.27	5.35	5.42	5.5	5.2	
Reduction of Incoming Water due to Water Recycle and Reuse	Million Cubic Meters	--	--	--	--	--	--	--	0.47	0.6	0.56	0.49	
Total Incoming Water Intensity per Net Revenue	Cubic meters / million revenue in comp	--	--	--	--	--	479	517	554	547	552	542	
Reductions													
Absolute GHG reductions from consumers saving water (cumulative)	Million metric ton CO2-e	--	--	--	--	--	--	--	--	2.5	5.4	8.3	
Absolute water reductions from consumers saving water (cumulative)	Million m3	--	--	--	--	--	--	--	--	170	377	586	

Colgate-Palmolive 2019 Sustainability Key Performance Indicators

Definitions and Explanations on KPIs

Governance	
Committee has Responsibility for Climate Change	Indicates if a board committee or other executive body has overall responsibility for climate change.
CSR/Sustainability Committee	Indicates whether the company has a corporate social responsibility (CSR)/sustainability (or equivalent) committee that reports directly to the board and/or one of the committee's responsibilities explicitly includes oversight of CSR/sustainability activities.
Number of Independent Directors	Number of Independent Directors on the company's board, as reported by the company. Independence is defined according to the company's own criteria.
Number of Women on Board	Number of female directors on the company board, as of the fiscal year end wherever available, otherwise as at date of latest filing.
Percentage Independent Directors	Independent directors as a percentage of total board membership.
Percentage Women on Board	Percentage of Women on the Board of Directors.
Political Donations/Profit Before Tax	Political donations as a percentage of pre-tax profit. Colgate-Palmolive does not make political contributions, for details please see https://www.colgatepalmolive.com/en-us/about/governance/political-contribution-policy
Size of the Board	Number of Directors on the company's board, as reported by the company. Full time Directors only. Deputy members of the Board will not be counted.

People	
Annual Code of Conduct Training	Salaried and clerical people participating in annual training on and certification of the Company's Code of Conduct.
Average hours per FTE of training and development	FTEs (Full-Time Equivalents), is the number of working hours that represents one full-time employee during a fixed time period, such as one month or one year. The concept is used to convert the hours worked by several part-time employees into the hours worked by full-time employees. Average hours of training and development per FTE refers to the total number of hours of training and development provided in the last fiscal year divided by the total number of FTEs. Average amount spent on training and development per FTE refers to the total amount spent on training and development in the last fiscal year divided by the total number of FTEs.
Corporate citizenship/philanthropic related cash contributions (Annual)	Monetary amount paid in cash by a company in support of community projects. Contributions to charitable organizations, including spending for the Bright Smiles, Bright Futures program in Colgate's 20 largest subsidiaries (by oral care sales).
Corporate citizenship/philanthropic related contributions in kind (Annual)	Monetary amount paid in kind by a company in support of community projects. In-kind and product donations by Colgate to charitable organizations.
Employee CSR Training	Discloses whether the company conducts training courses for employees on Corporate Social Responsibility (CSR).
Employee volunteering during paid working hours	Refers to the cost to the company of the time that an employee spends on a community program during working hours.
Fatalities - Contractors	Number of contractors who have died on a company site or on a company facility or as a result of a company's operations. (A person or business that may or may not reside on Colgate premises and provides goods or services under specific terms of a contract to Colgate, e.g., canteen, warehouse (logistics), housekeeping, security, landscaping, etc.) Third Party Contractors also include companies that provide construction, demolition, renovation, equipment installation, repair or other similar services that are covered by the Contractor Safety Standard, 97-045.
Fatalities - Employees	Number of employees who have died on a company site or on a company facility or as a result of a company's operations.
Fatalities - Third Party	Number of third party fatalities at the company. Third party fatalities are those that are neither employees nor contractors who have died on a company site or on a company facility or as a result of a company's operations.
Fatalities - Total	Total number of employees and contractors who have died on a company site, at a company facility, or as a result of a company's operations. Field part of Environmental, Social or Governance (ESG) group of fields.
Fatalities per 200 employees / 200,000 hrs.	Total number of fatalities reported at the company, both employee and contractor, per 200 employees.
Females in management positions (Global as % of total management workforce)	Women at EICP level out of total EICP level employees worldwide
Females in management positions (US as % of total management workforce)	Women at EICP level out of total EICP level employees within US
Lost day rate (LDR) for all employees	Colgate total recordable rate and lost workday case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details.
Lost Time from Accidents	Total number of hours out of work by employees who suffered accidents. Accident days are converted to hours (A day equals 8 hours).
Lost Time Incident Rate	Total number of incidents resulting in lost time from work, per 200,000 hours worked or per 100 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year.
LTIFR: Contractors - DJSI Methodology (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates. For contractors, we report total recordable rates and lost workday rates for temporary and tenant employees as 'contractors; as we are able to report hours, and incidents in our IMS.
LTIFR: Employees - DJSI Methodology (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
LTIFR: Employees (200,000 hrs/100 workers)	Last-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers
LTIFR: Employees Data Coverage	Last-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers.
Management overheads related to community affairs function	Refers to the costs associated with having in place a community affairs function; for example, providing salaries and benefits to community affairs staff, and paying for their overheads and costs related to research and communications.
Minorities in workforce (US)	All employees in the US who have identified under an "ethnic origin" other than "White(Not Hispanic/Latino)"
Minority managers (US)	All EICP level employees in the US who have identified under an "ethnic origin" other than "White(Not Hispanic/Latino)"

People	
Monetary value of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (Safety Fines Paid)	Monetary value of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area. Fines associated with Safety Notices of Violations (NOVs)
Number of Female Executives	Number of female executives, as of the fiscal year end wherever available, otherwise as of the date of the latest filing.
Number of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (Safety Notices of Violation)	Number of significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area. A violation or citation issued by a governmental authority with jurisdiction.
OIFR: Employees - Data Coverage	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
OIFR: Employees - DJSI Methodology (1000,000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
Percentage of Female Executives	Number of female executives, as a percentage of total executives, as of the fiscal year end wherever available, otherwise as of the date of the latest filing.
Percentage of total employees covered by collective bargaining agreements.	Report the percentage of total employees covered by collective bargaining agreements.
Percentage Women in Workforce (Global)	Number of women employed at the company expressed as a percentage of the total number of company employees.
Supplier Responsible Sourcing Assessment participation	Percentage of Colgate's high risk spend covered in the Supplier Responsible Sourcing Assessment Program. Suppliers requested to participate join Sedex and complete a responsible sourcing self-assessment questionnaire following which they are risk assessed against company established risk criteria to determine if a social compliance audit is required. 2019 Target of 80 percent.
Total Accidents - Contractors	Number of accidents at the company's facilities resulting in physical harm to contractors during the reporting period. This number includes all accidents, not just those that resulted in lost time from work.
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	The number of children reached out through Colgate's Bright Smiles, Bright Futures program since 1991.
Total Number of employees	Provides the total number of employees
Total Recordable Incident Rate	Colgate total recordable rate and lost workday case rate statistics include employees, temporary workers and tenant manufacturing employees, including hours worked and incident details. Total number of recordable incidents, per 200,000 hours worked or per 100 full time equivalent employees, assuming employees work 40 hours per week and 50 weeks per year.
Total Workday Case Rate	Total Recordable Rate Reported
Workforce Accidents - Employees - (Total Recordable Accidents)	Number of accidents at the company resulting in harm to employees during the reporting period.

Colgate-Palmolive 2019 Sustainability Key Performance Indicators

Performance	
CDP Supply Chain Climate Program Climate Disclosure Participation (by spent)	Percentage by spend of Tier I suppliers and suppliers of carbon or water intensive materials, including our largest raw material suppliers and contract manufacturers, responding to the CDP Supply Chain Program Climate or Water Disclosures. Our 2019 supplier participation target for CDP Supply Chain Climate Disclosures was 82%.
CDP Supply Chain Climate Program Water Disclosure Participation (by spent)	Percentage by spend of Tier I suppliers and suppliers of carbon or water intensive materials, including our largest raw material suppliers and contract manufacturers, responding to the CDP Supply Chain Program Climate or Water Disclosures.
Investments in Operational Sustainability	Amount of money spent by the company, in millions, on operational environmental and social compliance and other internal environmental and social initiatives, as defined by the company.
Markets served	Number of markets served around the world (by country)
More Sustainable Products	The performance results are based on representative products from the product portfolio evaluated against comparable Colgate products across seven impact areas to characterize likely improvement in the sustainability profile, based on review of quantitative and qualitative data.
Number of countries where the organization operates	a. Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.
Number of Supplier Audits Conducted	Total number of supplier audits conducted. Supplier audits can be conducted by company or by third party. Audits include first time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
Number of Suppliers Audited	Number of suppliers audited. Suppliers can be audited by the company or by third party. Audits include first-time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
Number Supplier Facilities Audited	Number of supplier facilities audited. Suppliers can be audited by company or by third party. Audits include first-time and repeat audits. Audits are concerned specifically with the management of environmental and social risks.
Total revenue	Revenues in your reporting currency.

Planet	
Absolute GHG reductions from consumers saving water (cumulative)	Absolute GHG reductions from consumers saving water: Estimated absolute GHG reductions from Scope 3, Category 11. Use of Sold Productions, resulting from consumers saving water. Emissions reductions baseline is calendar year 2016.
Absolute water reductions from consumers saving water (cumulative)	Absolute water reductions from consumers saving water: Estimated absolute water reductions from Scope 3, Category 11. Use of Sold Productions, resulting from consumers saving water. Emissions reductions baseline is calendar year 2016.
Amount of Spills (Th Tonnes)	Total Amount of Spills in Thousand Tonnes.
Business Travel Emissions/ Net Revenue	Emissions intensity calculated as metric tons of gases emitted from air and vehicle travel and overnight stay by company employees per million of sales revenue in the company's reporting currency.
Chemical Oxygen Demand of Discharge/ Product Manufactured for Shipment	Includes the quantity of Chemical Oxygen Demand that is discharged from Colgate's manufacturing sites divided by Product Manufactured for Shipment
Emission Reduction Initiatives	Indicates that the company has a plan for emission reduction initiatives.
Environmental notices of violation	An environmental violation or citation issued by a governmental authority with jurisdiction.
Environmental Quality Management	Indicates that the company has an environmental quality management system in place.
Groundwater	Includes water obtained from wells. Subject to final certification by third-party auditor.
Hazardous Waste Treated, Recycled, Reused or Disposed	Includes the quantity of hazardous wastes sent to landfill, wastes to other offsite treatment followed by disposal operations, wastes to waste to energy facilities for energy recovery, wastes to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and materials sent to reuse and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolition debris from major projects are not included.
Municipal Water	Includes water obtained from the municipal water system. Subject to final certification by third-party auditor.
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Includes the quantity of non-hazardous wastes sent to landfill, wastes to other offsite treatment followed by disposal operations, wastes to waste to energy facilities for energy recovery, wastes to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and materials sent to reuse and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolition debris from major projects are not included.
Number of (significant) Spills	Represents site-related spills or accidental releases that reach a water body, groundwater or soils or affect a third-party. As of 2012, significant spills are reported, which are defined as any spills that are included in our financial statement.
Percent of Disclosure	Percentage of the company's operations that are covered in its disclosures on emissions.
Purchased Electricity	Includes purchased electricity. Subject to final certification by third-party auditor.
Recyclable Packaging	Percent of packaging formats that are recyclable. Packages meeting all three criteria are considered recyclable: 1) the package is made of a material that is widely accepted for recycling, 2) the package can be separated into material(s) that can be recycled, and 3) the package material can be reprocessed into a preferred valuable feedstock. This percentage represents the percentage of our packaging by weight that is considered recyclable in the personal, home, and pet care categories combined. It does not include Oral Care, PCA and Eta-MD.
Recycled Content	Average percent of post-consumer recycled content by mass across all categories.
Reduction of Incoming Water due to Water Recycle and Reuse	Includes the quantity of water that is captured and reused and recycled within Colgate facilities.
Renewable Energy Usage (%)	Includes renewable energy that is generated onsite and is consumed onsite + purchased Renewable Energy Certificates (RECs) expressed as percentage of purchased electricity. Subject to final certification by third-party auditor.
Renewable Energy Use (Thousand MWh)	Includes renewable energy that is generated onsite and consumed onsite. This also includes purchased RECs (Renewable Energy Certificates).
Scope 1 (without fugitives)	Scope 1 emissions includes CO2-e emissions attributable to fossil fuels consumption from Manufacturing and GTC operations. Does not include fugitive emissions. Subject to final certification by third-party auditor.
Scope 1 (including fugitives)	Scope 1 emissions includes CO2-e emissions attributable to fossil fuels consumption from Manufacturing and GTC operations and fugitive emissions. Subject to final certification by third-party auditor.
Scope 1 + Scope 2	Scope 1 + Scope 2 emissions includes CO2-e emissions attributable to fossil fuels consumption, does not include fugitive emissions. Scope 2 emissions determined via the market based method. Includes the emissions associated with purchased electricity and purchased steam. Subject to final certification by third-party auditor.
Scope 1 + Scope 2 / Net Revenue	Scope 1 + Scope 2 emissions divided by Net Revenue
Scope 1 + Scope 2 / Product Manufactured for Shipment	Scope 1 + Scope 2 Emissions are divided by Net Manufactured for Shipment. Subject to final certification by third-party auditor.
Scope 2	Scope 2 emissions (CO2-e) were determined via the market based method. Includes the emissions associated with purchased electricity and purchased steam. Subject to final certification by third-party auditor.
Scope 3	Includes Scope 3 emissions from relevant categories. Includes impact of Save Water Campaign after 2016. Subject to final certification by third-party auditor.
Total Energy Consumption	Includes energy attributable to fossil fuel consumption + purchased electricity + purchased steam + onsite renewable energy that is generated and consumed. Subject to final certification by third-party auditor.
Total Energy Consumption / Net Revenue	Includes total energy consumption divided by Net Revenue. Subject to final certification by third-party auditor.
Total Energy Consumption/ Product Manufactured for Shipment	Includes total energy consumption divided by net manufactured for shipment. Subject to final certification by third-party auditor.
Total Fuel Consumption from Non-Renewable Sources	Includes energy attributable to the consumption of natural gas, light heating oil, residual oil, LPG and bituminous coal. Subject to final certification by third-party auditor.
Total Incoming Water	Includes the sum of municipal water, groundwater, captured rainwater and surface water. Subject to final certification by third-party auditor.
Total Incoming Water - Water in Products / MT of Product Shipped	Includes total incoming water minus the water that is added to Colgate Products divided by the net manufactured product shipped.
Total Incoming Water/ Net Revenue	Total Incoming Water (defined in another footnote) divided by Net Revenue.
Total monetary value of significant fines	Fines associated with Environmental Notices of Violations (NOVs).
Total Waste	Includes the wastes sent off-site to landfill, to other offsite treatment followed by disposal facilities, to waste to energy facilities for mass burn and energy recovery, to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and wastes sent to reuse plus the quantity of solids (thousand MT) contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolition debris from major projects are not included.
Total Waste/ Net Revenue	Includes Total Waste (total waste is defined in another footnote) divided by Net Revenue.
Total Water Use to Manufacture Product	Includes Total Incoming Water minus the water that is added to Colgate Products.
UN CEO Water Mandate	Indicates whether the company is a signatory of the UN CEO Water Mandate.
UN Global Compact Signatory	Indicates whether the company is a signatory of the United Nations Global Compact (UNGC).
Waste to Landfill	Colgate has defined Waste to Landfill as the quantity of non-hazardous plus hazardous wastes sent off-site to landfill plus wastes sent to other offsite treatment followed by disposal operations plus the quantity of solids contained in bulk wastewaters that are sent offsite for treatment followed by disposal.
Waste to Landfill/ Product Manufactured for Shipment	Includes the wastes sent to landfill as defined in another footnote divided by the net manufactured for shipment.

Note: We created a data management protocol in alignment with the GHG Protocol developed by World Resources Institute (WRI) and World Business Council on Sustainable Development (WBCSD). This protocol is used to recalculate our data set each year based on acquisitions, divestitures, new plants, plant closures and updated GHG factors. There might be changes in this report made to the data that had been reported previously due to third-party validation, fugitive emissions and purchased electricity emission factors that become available late in the reporting cycle, adjustments in the Scope 2 emissions that resulted from these data updates and changes in the calculation methodology for Scope 2 emissions which occurred in May 2017.