



EQUIVALENCY STATEMENT

Colgate-Palmolive Company (Colgate) Environmental, Occupational Health, and Safety Management System to ISO Standards ISO 14001:2015 and ISO 45001:2018

Bureau Veritas North America, Inc. (BVNA) was engaged to conduct an independent gap assessment of Colgate-Palmolive's (Colgate's) Environmental, Occupational Health, and Safety (EOHS) Management system against the requirements of ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System, to assess the Colgate system for equivalency to these standards. BVNA understands that the Colgate management system has been prepared as a global standard for managing EOHS programs at Colgate facilities.

The conformance of the Colgate EOHS program to ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System is the sole responsibility of Colgate. BVNA's sole responsibility was to provide independent assessment (gap analysis) of the existing programs against ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System standards.

Boundaries of the program covered by the equivalency:

- Colgate's corporate EOHS MS
- Colgate facilities worldwide operating under Colgate's Global EOHS MS
- Individual operating facility procedures or documentation were not included in the gap assessment

Equivalency Methodology:

- Interviews with relevant personnel of Colgate; and
- Review of documented evidence produced by Colgate for their global EOHS Programs

Assurance Opinion:

Based on the processes, programs and procedures reviewed, no major deviations were found between the Colgate EOHS Management System to the ISO Standards referenced above. There were minor deviations identified against the requirements of the ISO Standards. By definition, a minor deviation is when the ISO elements are implemented but a management system weakness is detected, but it does not affect the capability of the EOHS to achieve its intended outcomes.



It is our opinion that Colgate has established appropriate systems for the management of Environmental, Occupational Health, and Safety systems at Colgate.

Statement of independence, impartiality and competence:

BVNA is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 185 years history in providing independent assurance services.

No member of the verification team has a business relationship with Colgate its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

BVNA has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 50 years combined experience in this field and an excellent understanding of the gap assessment process.

Attestation:

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