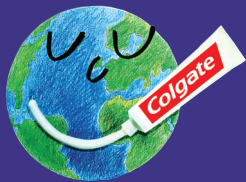


Building a Future to Smile About

COLGATE 2017
KEY PERFORMANCE
INDICATORS AND
GLOBAL REPORTING
INITIATIVE INDEX



Colgate-Palmolive 2017 Key Performance Indicators

Environmental Policies and Commitments	Link to the policy
Climate Change Policy	See Colgate's Climate Strategy (2017 Sustainability Report p. 65 - 72)
Energy Efficiency Policy	See Colgate's Colgate's Energy Management and Investment Commitment (2017 Sustainability Report p. 65 - 72)
Environmental Supply Chain Management Policy	See Colgate's Low-Carbon Supply Chain Commitment (2017 Sustainability Report p. 58 - 64, 71)
Green Building Policy	See Colgate's Commitment to Sustainable Buildings (2017 Sustainability Report p. 83)
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 (2017 Sustainability Report p. 48, 53)
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 (2017 Sustainability Report p. 66)
Sustainable Packaging Policy	See Colgate's Sustainable Packaging (2017 Sustainability Report p. p. 51 - 54)
Waste Reduction Policy	See Colgate's Zero Landfill Waste Commitment (2017 Sustainability Report page 81 - 82)
Water Policy	See Colgate's Water Stewardship Strategy (2017 Sustainability Report page 73 - 79)

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	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/Supply_Chain_Transparency.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 & 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 (2017 Sustainability Report, page 21)
Valuing Colgate People	https://www.colgatepalmolive.com/en-us/core-values/our-policies/valuing-colgate-people

Social 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 2018 Proxy Statement (page-5) http://files.shareholder.com/downloads/CL/0x0x935265/2AFD4A6A-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/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/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

Governance	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
CORPORATE GOVERNANCE											
Size of the Board	Number	10	9	10	9	10	10	10	10	10	10
Number of Independent Directors	Number	8	8	9	8	9	9	9	9	9	9
% Independent Directors	%	80	89	90	90	90	90	90	90	90	90
Number of Women on Board	Number	2	2	2	2	2	2	2	2	3	3
% Women on Board	%	20	22	20	22	20	20	20	20	30	30
CSR/Sustainability Committee	Y/N	-	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
Political Donations / Profit Before Tax	% Pre-Tax Profit	-	0	0	0	0	0	0	0	0	0

People	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
COLGATE PEOPLE											
Total Number of employees	Number	36,600	38,100	39,200	38,600	37,700	37,400	37,700	37,900	36,700	35,900
Percentage of total employees covered by collective bargaining agreements	%	-	-	-	-	41	44.5	47	24	24	24.7
COMMUNITY GIVING											
Corporate citizenship/philanthropic related cash contributions (Annual)	\$MM	9.68	20.94	17.81	17.6	32	25.31	23.81	23.25	24.6	25.5
Corporate citizenship/philanthropic related contributions in kind (Annual)	\$MM	-	26.33	21.85	20.05	32	10.38	5.61	5.02	5.6	7.2
Employee volunteering during paid working hours	Hours	-	-	-	-	-	-	-	6500	6500	7100
Management overheads related to community affairs function	\$MM	-	-	-	-	-	-	-	0.33	0.42	0.67
Total children reached through Colgate's Bright Smiles, Bright Futures program since 1991	Number (million)	-	-	-	650	700	750	800	850	900	950
DIVERSITY											
Number of Female Executives	Number	-	4	5	4	5	4	4	4	2	1
Percentage of Female Executives	%	-	18	22	18	23	17	29	31	18	9
% Women in Workforce (Global)	%	39	41	41	39	39	39	38	37	38	38
Females in management positions (Global as % of total management workforce)	%	33	36	37	38	33	34	35	35	36	37
Females in management positions (US as % of total management workforce)	%	34	35	37	37	37	37	38	39	41	41
Minority managers (US)	%	26	27	29	29	31	31	33	33	33	37
Minorities in workforce (US)	%	30	29	29	29	30	30	31	32	30	31
OHS											
Workforce Accidents - Employees - (Total Recordable Accidents)	Number	211	218	231	228	186	188	165	150	132	124
Fatalities - Employees	Number	0	1	0	0	0	0	1	0	0	1
Fatalities - Contractors	Number	0	0	0	0	0	0	2	1	0	0
Fatalities - Total	Number	0	1	0	0	0	0	3	1	0	1
Fatalities per 200 employees / 200,000 hrs.	Ratio	0	0.0022	0	0	0	0	0.0064	0.0022	0	0.0022
Fatalities - Third Party	Number	0	0	0	0	0	1	0	0	0	0
Lost Time from Accidents	Hours	14,320	12,672	18,856	13,192	13,608	13,576	9,568	8,176	11,344	13,880
Lost Time Incident Rate	Ratio	0.12	0.11	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08
Total Recordable Incident Rate	Ratio	0.47	0.49	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27
Total Accidents - Contractors	Number	26	23	24	17	34	20	25	27	21	14
LTIFR: Employees (200,000 hrs/100 workers)	Ratio	0.61	0.57	0.59	0.56	0.4	0.5	0.52	0.43	0.26	0.27
LTIFR: Employees - DJSI Methodology (1000,0000 hrs/100 workers)	Ratio	-	--	-	-	-	-	0.52	0.43	0.23	0.44
LTIFR: Contractors - DJSI Methodology (1000,0000 hrs/100 workers)	Ratio	-	-	-	-	-	-	0.3	0.39	0.37	0.3
LTIFR: Employees Data Coverage	%	-	-	-	-	-	-	100	100	100	100
OIFR: Employees - DJSI Methodology (1000,0000 hrs/100 workers)	Ratio	-	-	-	-	-	-	0.06	0.12	0	0
OIFR: Employees - Data Coverage	%	-	-	-	-	-	-	100	100	100	100
Lost day rate (LDR) for all employees	Ratio	0.12	0.11	0.12	0.11	0.08	0.1	0.1	0.09	0.05	0.08
Total Workday Case Rate	Ratio	0.47	0.49	0.49	0.48	0.4	0.39	0.35	0.32	0.28	0.27

People	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
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)	\$	16,899	7,800	0	4,032	0	250	7,800	0	2000	937
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	5	2	0	2	0	3	0	0	2	2
SUPPLY CHAIN											
Supplier Responsible Sourcing Assessment participation	%	-	-	-	-	46	57	62	73	75	80
TRAINING											
Employee CSR Training	Y/N	-	-	-	-	-	-	-	-	Yes	Yes
Average hours per FTE of training and development	Hours	-	-	-	-	-	-	-	-	20	20
Annual Code of Conduct Training	%	-	-	-	100	100	100	100	100	100	100

Performance	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
BUSINESS STRENGTH											
Total revenue	\$	15,330	15,327	15,564	16,734	17,085	17,420	17,277	16,034	15,195	15,454
Investments in Operational Sustainability	\$	-	-	-	27.1	31.3	26.1	24.7	28.5	37	28.1
Number of countries where the organization operates	Number	223	223	221	223	223	225	225	227	227	227
Markets served	Number	-	-	-	-	-	-	-	-	200	200
PRODUCT STEWARDSHIP											
More Sustainable Products	%	-	-	-	-	24	48	72	85	78	82
SUPPLY CHAIN											
Number of Suppliers Audited	Number	-	-	-	-	24	47	54	95	115	119
Number of Supplier Audits Conducted	Number	-	-	-	-	24	47	54	103	121	128
Number Supplier Facilities Audited	Number	-	-	-	-	24	47	54	103	121	128
CDP Supply Chain Climate Program Climate Disclosure Participation (by spent)	%	-	-	-	-	-	-	37	39	44	46
CDP Supply Chain Climate Program Water Disclosure Participation (by spent)	%	-	-	-	-	-	-	27	33	31	38

Planet	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
EMISSIONS											
Scope-1 + Scope-2	Thousand MT of CO2-e	-	-	-	-	-	-	627	592	526	511
Scope 1	Thousand MT of CO2-e	-	-	-	-	-	-	209	203	203	195
Scope 2	Thousand MT of CO2-e	-	-	-	-	-	-	418	389	324	316
Scope 3 Emissions (Scope 1 + Scope 2)/	Thousand MT of CO2-e	-	-	-	-	-	-	1,256	54,155	54,710	TBD
Manufactured for Shipment	kgs CO2-e/ MT	-	-	-	-	-	-	125	117	103	101
(Scope-1 + Scope-2)/ Net Sales	MT CO2-e/ Million Dollars	-	-	-	-	-	-	36	37	35	33
ENERGY											
Total Energy Consumption	Thousand MWh	-	-	-	-	-	-	1,888	1,862	1,847	1,828
Total Fuel Consumption from Non-Renewable Sources	Thousand MWh	-	-	-	-	-	-	1,013	986	978	943
Purchased Electricity	Thousand MWh	-	-	-	-	-	-	813	816	814	827
Renewable Energy Usage	Expressed as % of Purchased Electricity	-	-	-	-	-	-	1%	8%	22%	24%
Total Energy Consumption/MT	MWh/ MT of Product Shipped	-	-	-	-	-	-	0.38	0.37	0.36	0.36
Total Energy Consumption / Net Sales	MWh/ Million Dollars	-	-	-	-	-	-	109	116	122	118
ENVIRONMENTAL MANAGEMENT											
Environmental notices of violation	Number	8	7	2	5	5	5	8	2	7	8
Total monetary value of significant fines	\$	9,057	1,000	0	50,094	1,065	38,582	128,600	4,900	21,600	77
Emission Reduction Initiatives	Y/N	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Environmental Quality Management	Y/N	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MATERIALS											
% Recycled Content (footnote for packaging)	%	-	-	-	-	-	40	40	40	41	42
Recyclable Packaging	%	-	-	-	-	-	-	-	-	78	80
Certified Palm Oil	%	-	-	-	-	-	-	100	100	100	100
Certified Palm Kernel Oil	%	-	-	-	-	-	-	100	100	100	100
Certified Palm Oil and PKO derivatives	%	-	-	-	-	-	-	-	100	55	40
Total Certified Palm Oils (Palm, PKO, Derivatives)	%	-	-	-	-	-	-	100	100	81	70
Palm Oil traceable to the mill	%	-	-	-	-	-	-	-	54	95	98
Palm Kernel Oil traceable to the mill	%	-	-	-	-	-	-	-	68	97	91
Palm Oil traceable to Plantation	%	-	-	-	-	-	-	-	-	3	44
Palm Kernel Oil traceable to Plantation	%	-	-	-	-	-	-	-	-	2	21
Palm Derivatives Traceability to First Refiner	%	-	-	-	-	-	-	-	-	-	57
Palm Derivatives Traceability to Mill	%	-	-	-	-	-	-	-	-	-	59
Palm Suppliers with No Deforestation Policy	%	-	-	-	-	-	-	-	-	46	57
Palm Suppliers with Grievance Process	%	-	-	-	-	-	-	-	-	33	40
Certified Pulp and Paper	%	-	-	-	-	-	-	-	73	73	73
Tallow Compliance with IBAMA	%	-	-	-	-	-	-	-	43	100	100
Tallow Compliance with Amazon Minimum Criteria	%	-	-	-	-	-	-	-	33	90	100
Certified Soy Oil and Soy bean (South America)	%	-	-	-	-	-	-	0	70	100	100

Planet	Unit	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
REPORTING											
UN Global Compact Signatory	Y/N	-	-	-	-	-	-	-	-	-	Yes
UN CEO Water Mandate	Y/N	-	-	-	-	-	-	-	-	-	Yes
Percent of Disclosure	%	-	95	-	95	100	100	100	100	100	100
Number of (significant) Spills	Number	-	-	0	3	0	0	0	0	0	0
WASTE											
Total Waste	Thousand MT	-	-	-	-	-	-	151	148	157	144
Waste to Landfill	Thousand MT	-	-	-	-	-	-	42	33	32	30
Waste to Landfill/ MT of Product Shipped	kgs/ MT	-	-	-	-	-	-	8.3	6.5	6.2	6
Non-Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	-	-	-	-	-	-	150	147	155	143
Hazardous Waste Treated, Recycled, Reused or Disposed	Thousand MT	-	-	-	-	-	-	1	1	1	1
WATER											
Total Incoming Water	Million Cubic Meters	-	-	-	-	-	-	8.28	8.28	8.42	8.48
Municipal Water	Million Cubic Meters	-	-	-	-	-	-	5.04	4.92	4.97	4.98
Groundwater	Million Cubic Meters	-	-	-	-	-	-	3.22	3.25	3.35	3.37
(Total Incoming Water - Water in Products)/ MT of Product Shipped	Cubic Meters/ MT	-	-	-	-	-	-	1.06	1.05	1.05	1.07
Chemical Oxygen Demand of Discharge/Manufactured for Shipment	kgs/ MT	-	-	-	-	-	-	0.65	0.61	0.55	0.5

Definitions and Explanations for KPIs

Governance	
DEFINITIONS	EXPLANATIONS
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	
DEFINITIONS	EXPLANATIONS
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) subsidiaries(by oral care sales).	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
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 (U.S. as % of total management workforce)	Women at EICP level out of total EICP level employees within U.S.
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 (1000,0000 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 (1000,0000 hrs/100 workers)	We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
LTIFR: Employees (200,000 hrs/100 workers)	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers.

People	
DEFINITIONS	EXPLANATIONS
LTIFR: Employees Data Coverage	Lost-time injuries frequency rate (LTIFR): The LTIFR is the number of lost-time injuries per million hours worked, calculated using the following equation: We use the industry standard: 200,000 hrs/100 workers. We report 'employee' data as only Colgate employee incidents, accidents, and hours for lost workday and total recordable rates.
Management overheads related to community affairs function	Refers to the costs associated with having in place a community affairs function; for example, providing salaries and benefits to community affairs staff, and paying for their overheads and costs related to research and communications.
Minorities in workforce (U.S.)	All employees in the US who have identified under an "ethnic origin" other than "White (Not Hispanic/Latino)"
Minority managers (U.S.)	All EICP level employees in the US who have identified under an "ethnic origin" other than "White (Not Hispanic/Latino)".
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 (1000,0000 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. 2017 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.

Performance	
DEFINITIONS	EXPLANATIONS
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 2017 supplier participation target for CDP Supply Chain Climate Program 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	
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	
DEFINITIONS	EXPLANATIONS
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.
% Recycled Content	Average percent of post-consumer recycled content by mass across all categories.
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.

Planet	
DEFINITIONS	EXPLANATIONS
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.
Scope 1	Scope 1 emissions includes CO2-e emissions attributable to fossil fuels consumption, does not include fugitive emissions. Subject to final certification by third-party auditor.
Scope 2	Scope 2 emissions (CO2-e) were determined via the market based method. Subject to final certification by third-party auditor.
Scope 3 Emissions	Includes Scope 3 emissions from relevant categories. Subject to final certification by third-party auditor.
Scope-1 + Scope-2	Scope 1 + Scope emissions Includes CO2-e emissions attributable to fossil fuels consumption, does not include fugitive emissions. Scope 2 emissions determined via the market based method. 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 Sales	Includes total energy consumption divided by net sales. Subject to final certification by third-party auditor.
Total Energy Consumption/MT	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 quantity of Chemical Oxygen Demand that is discharged from Colgate's manufacturing sites. 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 monetary value of significant fines	Fines associated with Environmental Notices of Violations (NOVs).
Total Waste	Includes the quantity of wastes sent to landfill, wastes to other offsite treatment followed by disposal facilities, wastes to waste to energy facilities for mass burn and energy recovery, wastes to other facilities where energy is recovered during the treatment of the wastes, and wastes sent to recycling and wastes sent to reuse and the quantity of solids (MT) contained in bulk wastewaters that are sent offsite for treatment or recycle. Construction and demolition debris from major projects are not included.
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	Includes the quantity of wastes sent to landfill, wastes sent to other offsite treatment followed by disposal operations, and the quantity of solids contained in bulk wastewaters that are sent offsite for treatment followed by disposal.
Waste to Landfill/ MT of Product Shipped	includes the wastes sent to landfill as defined above 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.

Colgate-Palmolive 2017 Global Reporting Initiative (GRI) Index

General Disclosures				
GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
ORGANIZATIONAL PROFILE				
GRI 102:	102-1	Name of the organization	p. 9	
General	102-2	Activities, brands, products, and services	p. 9, 45	
Disclosures	102-3	Location of headquarters	p. 9	
2016	102-4	Location of operations	p. 9	
	102-5	Ownership and legal form	p. 9	
	102-6	Markets served	p. 9, 10	
	102-7	Scale of the organization	p. 9, 10	
	102-8	Information on employees and other workers	p. 9 and Colgate's 2017 KPI Table	
	102-9	Supply chain	p. 9	
	102-10	Significant changes to the organization and its supply chain	p. 10 Colgate's SEC 10-K filing, p. 18-20	
	102-11	Precautionary Principle or approach	p. 65	
	102-12	External initiatives	p. 85	
	102-13	Membership of associations	p. 85	
STRATEGY AND ANALYSIS				
GRI 102:	102-14	Statement from senior decision-maker	p. 3	
General	102-15	Key impacts, risks, and opportunities	p. 11-13	
Disclosures				
2016				
ETHICS AND INTEGRITY				
GRI 102:	102-16	Values, principles, standards, and norms of behavior	p. 11	
General				
Disclosures	102-17	Mechanisms for advice and concerns about ethics	p. 16, 17	
2016				
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GRI 102:	102-18	Governance structure	p. 14, 15 10-K Report (p. 3) https://www.colgatepalmolive.com/en/us/corp/about/governance	
General				
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2016	102-20	Executive-level responsibility for economic, environmental, and social topics	p. 15	
	102-21	Consulting stakeholders on economic, environmental, and social topics	p. 13	
	102-22	Composition of the highest governance body and its committees	p. 14, 15 10-K Report (p. 3) https://www.colgatepalmolive.com/en/us/corp/about/governance https://www.colgatepalmolive.com/en-us/about/governance/governance-commitment-in-action Colgate's 2018 Proxy Statement (p. 16, 17)	

General Disclosures (continued)

GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
GOVERNANCE (continued)				
GRI 102: General Disclosures 2016	102-23	Chair of the highest governance body	p. 14, 15 10-K Report (p.3) https://www.colgatepalmolive.com/en/us/corp/about/governance https://www.colgatepalmolive.com/en-us/about/governance/governance-commitment-in-action Colgate's 2018 Proxy Statement (p. 16, 17)	
	102-24	Nominating and selecting the highest governance body	https://www.colgatepalmolive.com/en-us/about/governance/governance-commitment-in-action Colgate's 2018 Proxy Statement (p. 19)	
STAKEHOLDER ENGAGEMENT				
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	p. 13	
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	102-42	Identifying and selecting stakeholders	p. 13	
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	102-44	Key topics and concerns raised	p. 12, 13	
REPORTING PRACTICE				
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	p. 9, 10 10-K Report (p 1-4, 72, 107-110)	
	102-46	Defining report content and topic Boundaries	p. 11-13	
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	102-49	Changes in reporting	p. 87	
	102-50	Reporting period	p. 87	
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Topic-Specific Disclosures

Economic

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	103-3	Evaluation of the management approach	p. 9, 10	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	p. 9, 10 10-K Report (p. 1-2, 21-25)	
	201-2	Financial implications and other risks and opportunities due to climate change	p. 65-72	
	201-3	Defined benefit plan obligations and other retirement plans	10-K Report (p. 38, 51, 80, 91, 92, 94, 97)	
	201-4	Financial assistance received from government	10-K Report	
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 36	
	103-2	The management approach and its components	p. 36	
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GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	p. 40, 76, 82, 83	
	203-2	Significant indirect economic impacts	p. 37-40, 42, 77	

Category: Environmental

GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 48 Colgate's Policy on Ingredient Safety: https://www.colgatepalmolive.com/en-us/core-values/our-policies/ingredient-safety	
	103-2	The management approach and its components	p. 49, 51, 52 Colgate's Policy on Ingredient Safety: https://www.colgatepalmolive.com/en-us/core-values/our-policies/ingredient-safety	
	103-3	Evaluation of the management approach	p. 49-56	
GRI 301: Materials 2016	301-2	Recycled input materials used	p. 51-54	
ENERGY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 65	
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GRI 302: Energy 2016	302-1	Energy consumption within the organization	p. 69, Colgate's 2017 KPI Table	
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	302-3	Energy intensity	p. 69, Colgate's 2017 KPI Table	
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Category: Environmental (continued)

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GRI 303: Water 2016	303-1	Water withdrawal by source	Colgate's 2017 KPI Table	Colgate's 2017 CDP Water Information Request
	303-2	Water sources significantly affected by withdrawal of water	Colgate's 2017 CDP Water Information Request	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 65	
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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Colgate's 2017 KPI Table	
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	305-3	Other indirect (Scope 3) GHG emissions	Colgate's 2017 KPI Table	
	305-4	GHG emissions intensity	p. 67	
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	305-6	Emissions of ozone-depleting substances (ODS)	p. 70, Colgate's 2017 KPI Table	
EFFLUENTS AND WASTE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 81-82	
	103-2	The management approach and its components	p. 81-82	
	103-3	Evaluation of the management approach	p. 81-82	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	Colgate's 2017 KPI Table	
	306-3	Significant spills	Colgate's 2017 KPI Table	
ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 57, 65	
	103-2	The management approach and its components	p. 57, 65	
	103-3	Evaluation of the management approach	p. 57, 65, Colgate's 2017 KPI Table	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Colgate's 2017 KPI Table	
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 58	
	103-2	The management approach and its components	p. 59-64	
	103-3	Evaluation of the management approach	p. 59-64	
GRI 308: Supplier Environmental Assesment 2016	308-1	New suppliers that were screened using environmental criteria	Colgate's 2017 KPI Table	

Topic-Specific Disclosures (continued)

Category: Social

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 30	
	103-2	The management approach and its components	p. 30	EOHS Statement: https://www.colgatepalmolive.com/content/dam/cp-sites/corporate/corporate/en_us/corp/locale-assets/pdf/Colgate_EOHS_Policy_Statement.pdf
	103-3	Evaluation of the management approach	p. 30-33	
GRI 403: Occupational Health and Safety 2017	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	p. 31, Colgate's 2017 KPI Table	
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	103-2	The management approach and its components	p. 21	
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GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	p. 21	Colgate's 2017 KPI Table
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 21	Colgate's 2017 KPI Table
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 21	Colgate's 2017 KPI Table
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 20	
	103-2	The management approach and its components	p. 20	
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GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Colgate's 2017 KPI Table	
CHILD LABOR				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 34	
	103-2	The management approach and its components	p. 34	
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GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	p. 34-35	

Topic-Specific Disclosures (continued)

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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 26	
			Respecting Human Rights and Labor Rights: https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf	
	103-2	The management approach and its components	p. 26	
			Respecting Human Rights and Labor Rights: https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf	
	103-3	Evaluation of the management approach	p. 26	
			Respecting Human Rights and Labor Rights: https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf	
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	p. 34-35, 58-64	Colgate's 2017 KPI Table
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 36	
	103-2	The management approach and its components	p.36	
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GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	p. 36-44	
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	p. 26	
			Respecting Human Rights and Labor Rights: https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf Procurement Policies: https://www.colgatepalmolive.com/en-us/core-values/our-policies/procurement-policies	
	103-2	The management approach and its components	p. 26	
			Respecting Human Rights and Labor Rights: https://www.colgate.com/Colgate/US/HomePage_v2/Supply_Chain_Transparency.pdf Procurement Policies: https://www.colgatepalmolive.com/en-us/core-values/our-policies/procurement-policies	
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GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	p. 34-35, 58-64	Colgate's 2017 KPI Table
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GRI 415: Public Policy 2016	415-1	Political contributions	p. 16-17	Colgate's 2017 KPI Table