

COLGATE PALMOLIVE'S ENVIRONMENT, HEALTH & SAFETY POLICY STATEMENT

Colgate-Palmolive is a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. Colgate People around the world are committed to maintaining healthy and safe working conditions in our facilities and to keeping our business operations environmentally sound.

Strict standards define environmental performance at Colgate; all our facilities have a fully implemented Environmental Management System covering a wide range of categories, including incident prevention, energy efficiency, climate change, water stewardship and zero waste operations. We seek to continuously improve our practices in light of advances in technology, controls and new understandings in environmental science, health and safety.

Our worldwide policy is to comply with or exceed all applicable environmental, health and safety rules and regulations relating to the operation of our facilities - manufacturing, distribution, technology centers and offices. The health and safety of our customers, our employees and the communities in which we operate must be paramount in all we do.



Noel Wallace
Chairman, President
and Chief Executive Officer

Governance & Compliance

- Colgate-Palmolive is committed to protecting the health and safety of our employees, temporary employees, tenant contractors, contractors, and/or visitors to our sites, and the environments in the communities in which we operate.
- We establish and maintain programs for the operation and design of our facilities to meet or exceed applicable environment, health and safety laws and regulations. We leverage control strategies to mitigate critical risk tasks, functions, and processes.
- Colgate sites are expected to self-assess conformance with our EHS standards and local regulations at 18-month intervals. Corporate EHS audits are conducted every three to five years, in partnership with a respected, third party EHS consultant. Closure progress is reported quarterly, and verification audits are conducted to provide closure assurance.

Health & Safety

- Colgate respects the health and safety of our workers and our business partners. Suppliers who do business with Colgate are encouraged to maintain a focus on health and safety that is consistent with ours and must provide a safe and healthy work environment for all employees working at their site. In addition, any supplier representative providing on-site services in a Colgate facility must adhere to both applicable regulations and Colgate safety standards.
- Our goal is zero harm. Colgate people around the world are committed and trained to maintain a robust safety culture and healthy and safe working conditions. We have

improved our safety-related incentive mechanisms by linking compensation to leading indicating metrics to drive a robust safety culture. These metrics include training completion, physical inspections, corrective action completion, behavioral observations, and participation in activities that engage employees. We do not link compensation to recordable rates or lost-time accidents.

- To continue to maintain our world-class safety performance, we have evolved our critical risk programs to focus on identification, mitigation, and elimination of critical risk incidents, accidents, and tasks. Our approach involves establishing foundational culture and engagement, ensuring visible and active leadership, having sound technical programs and solutions to control hazards and reduce/mitigate risks.
- Third-party industrial hygiene firms review our operations annually to ensure occupational health exposures are well controlled. Any identified exposures are managed using the hierarchy of controls. Closure of previously identified exposures is verified by the third-party industrial hygiene provider.
- We have a robust training program that consists of many e-learning courses available in many different languages. Courses cover a range of topics such as EHS incident management, hearing conservation, ergonomics in the workplace, confined space entry, fire safety emergency, safe work practices and industrial hygiene. We augment e-learning with site- and operational-specific on-the-job training to ensure thorough understanding of expectations and requirements. We also conduct evacuation and emergency preparedness drills across our sites ensuring we are prepared in the event of unforeseen circumstances.

- We receive independent third party verification of our health and safety data collection and reporting processes as well as the data itself. As part of this project, the number of hours worked, number of lost-time incidents, number of recordable incidents and number of occupational fatalities were verified.
- Colgate maintains a Health Incident Management Plan that addresses global, regional, and/or local outbreaks of pandemics, diseases, infections, and/or flu. The plan was developed in partnership with a 3rd party pandemic consultant, and is periodically revised and updated as appropriate.

Environment

- Our goal is zero environmental incidents. Colgate is committed to operate our facilities so that we conform to, and often exceed, applicable environmental rules and regulations. We strive to minimize our impact on the environment and the communities in which we operate.
- Colgate is committed to reducing the impacts of climate change. In response to this we are working towards net zero carbon and 100% renewable electricity in our global operations, and improving the energy efficiency of our global operations.
- Colgate is committed to water stewardship. In response to this we will continue to improve the water efficiency in our global operations and commit to drive towards net zero water, prioritizing operations in water-stressed regions.

- We commit to reducing waste generation in our global operations and to driving towards Zero Waste using industry-leading tools such as the Green Business Certification Inc. (GBCI) TRUE Zero Waste certification. This includes minimizing the generation of and striving to eliminate the use of hazardous materials in our operations.
- Colgate is committed to the design and construction of sustainable buildings around the world, using industry-leading tools such as the U.S. Green Building Council (USGBC) Leadership in Energy and Environmental Design (LEED) certification.
- We are committed to stakeholder transparency and will continue to report our environmental and sustainability results publicly.

To learn more, visit [Colgate-Palmolive's Sustainability website](#).

Sustainability is integrated into Colgate's business model and aligned with our core values: Caring, Global Teamwork and Continuous Improvement. Our sustainability efforts help ensure our business grows consistently and responsibly, benefits those we serve and promotes the well-being of future generations. Our Caring Value means Colgate People are committed to maintaining healthy and safe working conditions in our facilities and keeping our business operations environmentally sound.

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