



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of Colgate-Palmolive Company.

Introduction and objectives of work

Apex Companies LLC, (Apex) was engaged by Colgate-Palmolive Company (Colgate-Palmolive) to conduct an independent assurance of select occupational health and safety data to be included in Colgate-Palmolive's internal and external reporting. This Assurance Statement applies to the related information included within the scope of work described below for the time period of January 1, 2021 to December 31, 2021. The intended users of the assurance statement are the stakeholders of Colgate-Palmolive. The overall aim of this process is to provide assurance to Colgate-Palmolive stakeholders on the accuracy, reliability, and objectivity of select Colgate-Palmolive occupational health and safety information.

This information and its presentation in Colgate-Palmolive's internal and external reports (Reports) are the sole responsibility of the management of Colgate-Palmolive. Apex was not involved in the gathering of data, development of content and/or the drafting of the Reports. Our sole responsibility was to provide independent assurance on the accuracy of information included in the stated scope of work. This is the third year in which we have provided verification over selected Colgate-Palmolive occupational health and safety data.

Boundaries of the reporting company covered by the verification:

- Operational control
- Worldwide facilities and operations

Scope of work

Colgate-Palmolive requested Apex to include in its independent review the following:

- Assure the accuracy of the following data for the 2021 calendar year reporting period for employees, temporary employees / dependent contractors, and tenant / independent employees:
 - Hours worked (total number)
 - Lost time incidents (total number)
 - Recordable incidents (total number)
- Assure the accuracy of the following data for the 2021 calendar year reporting period for employees, temporary employees / dependent contractors, tenant / independent employees and third parties:
 - Occupational fatalities (total number)
- Appropriateness and reliability of underlying reporting systems and processes used to collect, analyze, and review the occupational health and safety information reported; and
- Evaluation of the reported data against Colgate-Palmolive's internal reporting procedures.



Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Text or other written statements associated with Colgate-Palmolive reporting
- Activities outside the defined reporting period and operations

This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at the site level. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Methodology

Apex undertook the following activities:

1. Interviews with relevant personnel of Colgate-Palmolive (including individuals at the facility, regional and corporate levels);
2. Review of internal and external documentary evidence produced by Colgate-Palmolive;
3. Review of Colgate-Palmolive occupational health and safety performance data by conducting remote meetings and review of sample source data generated at seven (7) manufacturing, warehouse and distribution activities locations in Africa, Asia, Europe, North America, and South America.
4. Review of Colgate-Palmolive information systems for collection, aggregation, analysis and internal verification and review of occupational health and safety data.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ± 5 -percent was set for the assurance process.

Our Findings

On the basis of our methodology and the activities described above, it is Apex's opinion that:

- Nothing has come to our attention to indicate that the reviewed information within the scope of our verification is not materially correct.
- Nothing has come to our attention to indicate that the reviewed information is not a fair representation of the actual data for calendar year 2021.
- It is our opinion that Colgate-Palmolive has established appropriate systems for the collection, aggregation and analysis of quantitative data within the boundaries of the reporting for employees, temporary employees / dependent contractors, and tenant / independent employees for:
 - Hours worked
 - Lost time incidents
 - Recordable incidents



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- It is our opinion that Colgate-Palmolive has established appropriate systems for the collection, aggregation and analysis of quantitative data within the boundaries of the reporting for employees, temporary employees / dependent contractors, tenant / independent employees and third parties for:
 - Occupational fatalities

Statement of independence, impartiality, and competence

Apex is an independent professional services company that specializes in Environmental, Health, Safety, and Sustainability management services, including independent assurance, with over 30 years history in providing these services.

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

No member of the assurance team has a business relationship with Colgate-Palmolive, its Directors or Managers beyond that of verification and assurance of occupational health and safety data and reporting. We have conducted this verification independently and we believe there to have been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, having over 15 years of combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of sustainability and non-financial data and reports.

A handwritten signature in black ink that reads 'Julie Chavez'.

Julie Chavez, Lead Verifier
Auditing Manager
Apex Companies, LLC
Lakewood, Colorado

A handwritten signature in blue ink that reads 'John A. Stangline'.

John A. Stangline, Technical Reviewer
National Program Manager
Apex Companies, LLC

March 10, 2022

This verification statement, including the opinion expressed herein, is provided to Colgate-Palmolive Company and is solely for the benefit of Colgate-Palmolive Company in accordance with the terms of our agreement. We consent to the release of this statement by you to your stakeholders in order to satisfy disclosure requirements but without accepting or assuming any responsibility or liability on our part to the stakeholders or to any other party who may have access to this statement.