HIV/AIDS POLICY STATEMENT
At Colgate-Palmolive we remain committed to helping employees, their loved ones and those in our communities combat HIV/AIDS. Colgate’s commitment to doing our part in the fight against HIV/AIDS is based on our values and our 2015 Sustainability commitments to Promote Healthier Lives and Contribute to the Communities Where We Live and Work.

Colgate operates in over 200 countries and adheres to the policies set forth in every place we do business. This helps ensure a fair and respectful approach to the effective prevention and treatment of HIV/AIDS and demonstrates our shared commitment to fight this epidemic.

Through programs around the world, we are working to limit the impact of HIV/AIDS and maintaining an environment at Colgate that is conducive to openness and acceptance. We will continue to work together to combat this disease.

Ian Cook
Chairman, President and Chief Executive Officer
BACKGROUND

HIV (Human Immunodeficiency Virus) is the virus that causes AIDS (Acquired Immune Deficiency Syndrome). HIV is an infection that weakens the body’s natural ability to fight off diseases. As HIV progresses, it leads to AIDS, a condition in which the normal immune system becomes depressed, rendering the affected person unable to fight serious and fatal infections.

In 2011 the Joint United Nations Program on HIV/AIDS estimated that 34.2 million people were living with HIV/AIDS and that 2.5 million people were newly infected each year. In some countries with high HIV prevalence, rates of new infection have gone down dramatically in the past decade, demonstrating the importance and success of HIV/AIDS prevention and treatment. But there is still more to do.

Colgate-Palmolive’s first HIV/AIDS program began in 1986 in Brazil. In 1990, a group of interested South African Colgate employees developed what has become the model for Colgate’s global HIV/AIDS initiatives. Colgate’s model includes 1) our global policy; 2) a commitment to education and awareness training for employees and their families; 3) promoting access to treatment; 4) developing partnerships with third parties; and 5) ensuring non-discrimination.

Colgate’s global HIV/AIDS strategy is based upon Colgate’s three shared values of Caring, Global Teamwork and Continuous Improvement, and our 2015 Sustainability commitments to Promote Healthier Lives and Contribute to the Communities Where We Live and Work. Our policy has the flexibility for each geographical region to plan and implement programs based upon the needs of local employees, their families and the surrounding communities we serve.

FACTS

- New HIV infections have fallen by 33% since 2001.
- Globally over 34 million people are currently living with HIV.
- About one out of five Americans who are living with HIV do not know they are HIV positive.
- HIV transmission is increasing in a number of Eastern European countries.
- 23.5 million people are living with HIV in sub-Saharan Africa.
- Almost five million people are living with HIV in Asia.
- An estimated 1.4 million people are living with HIV in Latin America.

Adults and children estimated to be living with HIV, 2011

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- World Health Organization 2013
OUR POLICY

Colgate is committed to combatting HIV/AIDS among Colgate people and their families around the world. We understand that we cannot confront this epidemic alone. Colgate acts in accordance with local, national and regional medical practices, laws and resources.

The Colgate-Palmolive Global HIV/AIDS Policy is modeled on the framework of the International Labor Organization’s (ILO) code of practice on HIV/AIDS.

Our policy:

- Limits the impact of HIV/AIDS in the workplace and personal lives of Colgate people and their families;
- Helps create an environment that is conducive to openness, disclosure and acceptance among all employees;
- Ensures non-discrimination;
- Identifies and protects individual rights and outlines the responsibilities of Colgate people related to HIV/AIDS;
- Promotes access to treatment;
- Details awareness and preventive training programs to reduce the possibility of contracting HIV/AIDS.

COMMUNICATION IN ACTION

Colgate’s Latin America Division conducts internal HIV/AIDS awareness campaigns in each of the Division’s Subsidiaries.

In Brazil, Colgate partners with CENAIDS (National Business Council on HIV/AIDS), and participates in monthly meetings with a group of companies and businesses to set strategies and campaigns. C-P Brazil also holds educational programs for employees throughout the year coinciding with holidays such as Carnival, International Woman’s Day, Mother’s Day, Father’s Day, Valentine’s Day and World AIDS Day.

In Central America, Colgate educates employees and their families through training and awareness campaigns. The topic of HIV/AIDS is included in the “onboarding” program for new hires. Central America has launched a new goal to increase training for family members of Colgate employees by 2015.
OUR COMMITMENT TO NON-DISCRIMINATION

Consistent with the Colgate-Palmolive Code of Conduct, it is Colgate’s policy to select, place and pay on the basis of qualifications for the work to be performed and without discrimination on the basis of any characteristic unrelated to the requirements of the position. Therefore:

- Colgate treats HIV/AIDS in the same manner as all other illnesses in terms of employee benefits and policies. This includes health and life insurance, disability benefits and leaves of absence.

- Colgate will not discriminate against Colgate people having, perceived as having, living with or otherwise affected by HIV or AIDS. If someone feels s/he has been discriminated against, s/he should immediately contact Colgate’s Global Ethics & Compliance organization.

- Colgate prohibits the requirement of HIV testing as a condition of recruitment or as a condition of continued employment.

- Colgate encourages employees with AIDS- or HIV-related illnesses to work as long as medically able. This is consistent with Colgate’s policy of providing reasonable accommodations for Colgate people affected by any illnesses or disabilities.

OUR COMMITMENT TO CONFIDENTIALITY

HIV-infected employees, their families and job applicants are under no obligation to disclose their status to the Company. However, if an employee chooses to disclose his/her status, HIV/AIDS is treated confidentially as a medical condition, in accordance with applicable laws and Colgate-Palmolive policies. No medical or health care provider may provide Colgate any information relative to an employee’s status without that employee’s written consent.

OUR COMMITMENT TO EDUCATION AND AWARENESS

Effective education and AIDS awareness are vital to preventing the spread of HIV. Throughout the Colgate world, we continue to expand our information and awareness campaigns, health promotion programs and community awareness campaigns. We provide training for all workers who may come into contact with body fluids; we also provide voluntary counseling and AIDS testing in some regions. In some areas Colgate also offers a toll-free telephone employee assistance program for employees not comfortable with on-site facilities. Where feasible, Colgate links HIV/AIDS awareness programs to other health fairs and education programs, including Colgate’s health and wellness program, Live Better.

Education and Training

Throughout Colgate, periodic education and training is available to:

- Encourage safe behavior at the workplace and in the community;

- Improve understanding of HIV/AIDS and available treatment options;

- Reduce the stigma of HIV/AIDS;

- Improve understanding of Colgate policies and programs to combat HIV/AIDS.
The training programs are based on current knowledge and are designed to be culturally appropriate. Links with external or internal health promotion campaigns are encouraged.

In certain regions, the following are also available:

- Specialized training for employees and for family members conducted at least once a year;
- Peer educator training and implementation;
- Support of community information and awareness campaigns

**COMMUNICATION IN ACTION**

December 1st is World AIDS Day, a day to increase awareness, fight prejudice and improve education on the subject of HIV/AIDS. In many locations, Colgate holds events to increase awareness as well as provide free, confidential testing on or around World AIDS Day.

Colgate headquarters in New York City holds World AIDS Day events each year. The event is webcast to other C-P sites across the U.S. A section of the AIDS Memorial Quilt is also on display in the building lobby. In Papua New Guinea, free and confidential HIV/AIDS testing is available on World AIDS Day, along with information sessions throughout the year. Venezuela provides free, confidential testing and holds workshops for employees.

**PREVENTION**

Medical guidelines to prevent the spread of infection follow Colgate’s EOHS Standards and Guidelines “universal precautions” approach. This approach is designed to protect people from exposure to blood-borne pathogens through body fluids. In certain regions, free condoms are available to employees at workplace health facilities and/or dispensers, and through peer educators.

**Voluntary Testing and Counseling**

A key aspect of education and awareness is knowledge of one’s HIV status. Colgate encourages Colgate people to determine their HIV status. This reflects our belief that this knowledge provides important benefits to individuals.

- If an employee is negative, s/he can take precautions to remain that way.
- Access to antiretroviral or other HIV treatment can help infected people live more productive lives.
- Family members can be protected from HIV.
- Individuals can plan for the future.

While not required to do so, employees can inform Colgate medical personnel should they test positive. This information may not be used as a basis for any adverse employment action, but may be used to assist in treatment or to provide a reasonable accommodation.
OUR COMMITMENT TO ACCESS TO TREATMENT

Helping provide access to treatment is an integral element of our global strategy to eradicate HIV/AIDS. Colgate reviews benefit plans regularly to identify opportunities for improvement and to ensure we are continuously improving our ability to access treatment for HIV/AIDS, where available for all Colgate people and their families. Throughout the world, Colgate provides the same application of benefit plans to employees with HIV/AIDS as for any other medical treatment. Thanks to the assistance of local governments, Colgate is able to provide medical and life insurance coverage in most areas in conjunction with Colgate-supported insurance.

OUR POLICY IN ACTION

Partnerships with Third Parties

Working together, government, non-governmental organizations and businesses like Colgate-Palmolive can make a greater impact on the fight against HIV/AIDS. Colgate subsidiaries are encouraged to partner with local public or non-governmental agencies or business coalitions to ensure that current, culturally appropriate education, training and treatment programs are in place. In addition, through volunteering, financial contributions and in-kind donations, Colgate people around the world are encouraged to partner with local organizations.

A partial list of partners includes:

- Baha - Business Coalition Against HIV/AIDS (Papua New Guinea);
- CENAIDS - National Business Council on HIV/AIDS (Brazil);
- Ministries of Health around the world;
- Medical Insurance providers around the world;
- NTP+ - Network in Thane of People Living with HIV/AIDS (Thane, India);
- UNAIDS

CARING IN ACTION: SOUTH AFRICA

To ensure continued awareness of the disease, reduce stigma and provide testing, C-P South Africa holds an AIDS Week in early December each year, coinciding with World AIDS Day. The site organizes events such as a performance by a local drama group and singers, testimony from an HIV-infected public speaker, a candle-lighting commemoration, a “Family Day” with employees and their families, and free, confidential testing.
CARING IN ACTION: POSITIVE STEP INDIA

Children living with HIV/AIDS have special needs that are different from those of adults. Under the “Positive Step” program in India, the Company supports a group of children by providing special nutrition and sponsoring their school fees. The program has evolved to provide an opportunity for Colgate People to contribute to their community: Colgate’s employees sponsor 50 percent of the funds for a child in the program and Colgate matches the rest. Children who have gone through the program are healthier, more confident and are doing better in school.

Including Colgate Families

Many World AIDS Day events and testing opportunities across the Colgate world are currently available to Colgate families. Colgate will increasingly include families in HIV/AIDS events and programming, and provide information related to parenting, as well as information related to prevention of mother-to-child transmission of HIV/AIDS.

For more information about Colgate-Palmolive please go to www.ColgatePalmolive.com or call our Consumer Affairs Department at 1 (800) 468-6502

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