

# Global Reporting Initiative (GRI) Index

This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines.

GRI Indicator	Indicator Description	Colgate Sustainability Report Reference or Direct Answer	Other Reference
<b>General Standard Disclosures</b>			
<b>Strategy and Analysis</b>			
G4-1	Statement from the most senior decision-maker of the organization	Message from Ian Cook (p. 3)	—
G4-2	Description of key impacts, risks, and opportunities	Throughout Report, Sustainability Management (p. 6)	Annual Report on Form 10-K
<b>Organizational Profile</b>			
G4-3	Name of the organization	Company Profile (p. 4)	—
G4-4	Primary brands, products, services	Company Profile (p. 4)	Annual Report on Form 10-K
G4-5	Headquarters location	Company Profile (p. 4)	—
G4-6	Country operations	Company Profile (p. 4)	Annual Report on Form 10-K
G4-7	Nature of ownership and legal form	Company Profile (p. 4)	Annual Report on Form 10-K
G4-8	Markets served	Company Profile (p. 4)	Annual Report on Form 10-K
G4-9	Scale of the reporting organization	Company Profile (p. 4)	Annual Report on Form 10-K
G4-11	Percentage of total employees covered by collective bargaining agreements	Approximately 24%	—
G4-12	Significant changes during the reporting period	—	Annual Report on Form 10-K
G4-15	Externally developed charters, principles to which organization subscribes or endorses	Partnerships (p. 121)	—
G4-16	Memberships of associations	Partnerships (p. 121)	—
<b>Identified Material Aspects and Boundaries</b>			
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents	—	Annual Report on Form 10-K
G4-18	Process for defining report content	Sustainability Management (p. 6)	—
G4-19-21	Material aspects	Sustainability Management (p. 6)	—

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<b>Stakeholder Engagement</b>			
G4-24	Stakeholders	Sustainability Management (p. 8)	—
G4-27	Key topics and concerns raised through stakeholder engagement and response	Sustainability Management (p. 7)	—
<b>Report Profile</b>			
G4-28	Reporting period	About This Report (p. 2)	—
G4-29	Date of most recent report	—	ColgatePalmolive.com/ Sustainability
G4-30	Reporting cycle	—	ColgatePalmolive.com/ Sustainability
G4-31	Contact point for questions about report	csr@colpal.com	—
<b>Governance</b>			
G4-34	Governance structure	Sustainability Management (p. 8)	ColgatePalmolive.com - Governance
G4-38	Composition of highest governance body and committees	—	ColgatePalmolive.com - Governance
G4-39	Chairman as executive officer	—	ColgatePalmolive.com - Governance
<b>Ethics and Integrity</b>			
G4-56	Organization's values, principles, standards and norms of behavior	Company Profile (p. 5), People (p. 26)	—
<b>Specific Standard Disclosures</b>			
<b>Economic</b>			
Disclosure on Management Approach	Economic Performance, Market Presence, Procurement Practices	Company Profile (p. 5), People (p. 26), Performance (p. 60)	Annual Report on Form 10-K
EC1	Direct economic value generated and distributed	Company Profile (p. 5), Performance (p. 60)	Annual Report on Form 10-K
EC2	Financial implications, risks and opportunities due to climate change	Planet (p.86, 95)	CDP Climate Change, CDP Water
EC3	Defined benefit plan obligations	—	Annual Report on Form 10-K
EC4	Significant financial assistance received from government	—	Annual Report on Form 10-K

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GRI Indicator	Indicator Description	Colgate Sustainability Report Reference or Direct Answer	Other Reference
<b>Environmental</b>			
Disclosure on Management Approach	Materials, Energy, Water, Biodiversity, Emissions, Effluents and Waste, Products and Services, Compliance, Transport, Overall	Performance - Product Sustainability (p. 65), Planet (p. 84)	—
EN2	Percentage of materials used that are recycled input materials	Performance - Packaging (p. 73)	—
EN3	Energy consumption within the organization	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN4	Energy consumption outside of the organization	Planet - Our Climate Commitment (p. 87)	CDP Climate Change
EN5	Energy Intensity	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN6	Reduction of energy consumption	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN8	Total water withdrawal by source	—	CDP Water
EN9	Water sources significantly affected by withdrawal of water	—	CDP Water
EN15	Direct greenhouse gas emissions (Scope 1)	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN16	Energy indirect greenhouse gas emissions (Scope 2)	Planet - Our Climate Commitment (p. 87)	CDP Climate Change
EN17	Other indirect greenhouse gas emissions (Scope 3)	Planet - Our Climate Commitment (p. 87)	CDP Climate Change
EN18	Greenhouse gas emissions intensity	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN19	Reduction of greenhouse gas emissions	Planet - Our Climate Commitment (p. 87), Key Performance Indicators (p. 124)	CDP Climate Change
EN22	Water discharge by quality and destination	Key Performance Indicators (p. 124)	CDP Water
EN23	Amount of waste by type/destination	Planet - Reducing Waste (p. 108)	—
EN24	Number/volume of significant spills	Key Performance Indicators (p. 124)	—
EN27	Extent of impact mitigation of environmental impacts of products and services	Performance - Product Sustainability (p. 65), Planet (p. 84)	—
EN29	Incidents/fines for non-compliance with environmental regulations	Key Performance Indicators (p. 124)	—
EN30	Significant environmental impacts of transportation or logistics	Planet - Our Climate Commitment (p. 87)	CDP Climate Change

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GRI Indicator	Indicator Description	Colgate Sustainability Report Reference or Direct Answer	Other Reference
<b>Labor Practices and Decent Work</b>			
Disclosure on Management Approach	Employment, Labor/Management Relations, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Equal Remuneration	People (p. 26)	—
LA5	Notice period regarding operational changes	Comply with regulations	—
LA6	Health and safety data	People - Health and Safety (p. 36), Key Performance Indicators (p. 124)	—
LA9	Average hours of training per year per employee	People - Supporting Colgate People (p. 28)	—
LA10	Programs for skills management/lifelong learning	People - Supporting Colgate People (p. 28)	—
LA12	Employee and governance body demographics	People (p. 26), Key Performance Indicators (p. 124)	—
<b>Human Rights</b>			
Disclosure on Management Approach	Investment and procurement practices, non-discrimination, freedom of association and collective bargaining, child labor, prevention of forced and compulsory labor, security practices, indigenous rights, assessment, remediation	People - Business Integrity, Social Responsibility (p. 43)	Code of Conduct; Third Party Code of Conduct
<b>Society</b>			
Disclosure on Management Approach	Local communities, corruption, public policy, anti-competitive behavior, compliance	People - Business Integrity (p. 43)	Code of Conduct; ColgatePalmolive.com - Governance
SO6	Political contributions to political parties or candidates	\$0	Code of Conduct; ColgatePalmolive.com - Governance
<b>Product Responsibility</b>			
Disclosure on Management Approach	Customer health and safety, product and service labeling, marketing communications, customer privacy, compliance	Performance - Product Safety and Quality (p. 66)	Product Safety Research Policy
PR5	Results of surveys measuring customer satisfaction	Performance - Consumer Driven Innovation (p. 63), Partnering with Customers (p. 81)	Consumer Affairs