

Careers Privacy Statement

This Careers Privacy Statement describes Colgate-Palmolive Company's and its subsidiaries' and related companies' (collectively, "we", "us" or "Colgate") privacy practices relating to your creation and submission of a job profile on our website.

This Statement is supplemental to the Privacy Policy, found at <http://www.colgate.com/app/Colgate/US/Corp/LegalPrivacy.cvsp>, the terms of which apply to this part of the website. This Statement is also incorporated into and part of the Terms of Use, found at <http://www.colgate.com/app/Colgate/US/Corp/LegalPrivacy.cvsp> that governs your access to and use of this website. By creating a job profile you agree to be bound by our Privacy Policy, including this Statement, and Terms of Use.

What Data is Collected?

The data collected by Colgate when you create a job profile includes all information, including personal data, that you voluntarily provide to Colgate ("Your Data") including, but not limited to:

- Name, address, email address, telephone number or other contact information;
- Resume or CV, cover letter, previous work experience, education, transcripts or other information you provide to us in connection with the job application process;
- Type of employment sought, desired salary, willingness to relocate or other job preferences;
- How you heard about the position;
- Sensitive information (race/ethnic origin) if you choose to submit it as part of the applications process; and
- Names and contact information for referrals.

It is your responsibility to obtain consent from references before providing their personal information to us.

How will Your Data be used?

Your Data will be used for the following purposes:

- To assess your skills, qualifications and interests against our career opportunities;
- To verify Your Data and conduct reference checks;
- To communicate with you about and/or inform you of current job opportunities and qualifications required;
- To create and submit reports to government bodies as required by law or regulation;
- To improve our recruitment process;
- To meet any applicable legal and regulatory requirement; and
- To conduct a candidate experience survey by a third party vendor.

If you accept employment with Colgate, Your Data will become part of your employment record and will be used for employment purposes.

Due to the volume of applications received, we regret that we may not be able to notify you if your application is unsuccessful.

Colgate is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, national origin, disability status, protected veteran status or any other characteristic protected by law.

Who Do We Share Your Data With?

Colgate employees, affiliated companies or entities acting on our behalf process Your Data for the purposes listed in this Statement. Affiliated companies or entities acting on our behalf of with whom we share Your Data will be bound by terms of confidentiality and this Statement.

We have in place reasonable physical, administrative and technical safeguards to help protect Your Data against loss, theft and unauthorised access, disclosure, copying, use, modification or disposal.

What Are Your Rights?

Submitting Your Data is voluntary. However, if you choose not to submit Your Data, our ability to consider you as a candidate may be limited.

We will, if not already received, ask for your consent before we obtain additional information about you from third parties, and will, where required by law, notify you of the information received from those third parties.

You can access and correct Your Data at any time by logging in to your job profile and making any changes directly to Your Data. Questions or concerns regarding Your Data and this Statement may be directed to CP_Global_Recruitment@colpal.com.

How Long Does Colgate Keep Your Data?

Your Data is retained in accordance with local law. We may also retain Your Data to consider you for other jobs for which you may be qualified as permitted by applicable law.

Your Confirmation of this Statement

By providing Your Data to Colgate you confirm that:

- Your Data is complete and correct to the best of your knowledge;
- You have reviewed this Statement and agree that Colgate may process Your Data in accordance with this Statement; and
- You have provided Colgate with any notices and obtained any consents needed to provide us with information concerning others (e.g. information about employment references).

Your Consent

Your consent to the provisions of this Statement is required in order to submit Your Data.

By providing Your Data to Colgate you consent to:

- Your Data being processed in accordance with this Statement, unless in conflict with requirements of applicable law, in which case applicable law will prevail; and

Your Data being transferred and processed worldwide, including the US and other countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified in this Statement.