



## Colgate-Palmolive India paves the way for equal parenting with 12 weeks of supportive caregiver leave for new parents

- *An industry-leading move aimed to promote gender equality & fostering an inclusive culture*
- *Revised policy extends paternity leave from 4 weeks to 3 months*
- *It applies to all new parents - birth, adoptive and surrogacy*

**Mumbai, India, 21 May 2024:** Colgate-Palmolive (India) Limited, the leader in Oral Care, has announced an industry-leading step to extend its parental leave policy reflecting its commitment to fostering a more inclusive and equitable workplace. Under the new policy, supportive caregivers previously entitled to 4 weeks of fully paid leave will now get 12 weeks, setting a new standard in the industry.

Primary caregivers are primarily responsible for the day-to-day care of the child. Secondary caregivers, such as partners, spouses, or other family members, support them in caring for the child. This policy covers biological parents, adoptive parents, and those involved in surrogacy.

This move reinforces Colgate-Palmolive India's commitment to driving gender equality at workplace and encouraging shared parenting responsibilities. Caregivers will have the flexibility to take their leave in up to 3 tranches, with no more than 2 months per tranche. The time period for availing leave has also been extended from within 6 months to within 12 months of the child's birth or adoption. This change aims to address the issue of women dropping out of the workforce by encouraging shared parenting. By allowing caregivers more flexibility in how they take their leave, we hope to support a better balance between work and family responsibilities, ultimately retaining more women in the workforce.

**Balaji Sreenivasan, Executive Vice-President, HR, Colgate-Palmolive India**, expressed, "This policy change is one step further in our journey of making Colgate a more inclusive workplace. Becoming a parent is often a daunting & life-changing event and through this move, we want to promote shared parenting - where both the partners get a chance to be a part of the child's infancy journey and can support each other in early childcare, without work related anxieties."



Furthermore, the revised policy extends the option of additional remote working days under Colgate-Palmolive's WIN (Workplace Inclusivity) policy. To ensure smooth planning, caregivers are required to provide a 3-month advance notice for leaves of 4 weeks or more, which is a new addition to the policy.

At the root of Colgate-Palmolive India's employee-focused culture is a commitment to attracting and developing the best talent, with diverse backgrounds, skills and perspectives. This commitment to diversity, equity and inclusion is a critical factor in the organisation's growth and success.

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**About Colgate-Palmolive (India) Limited**

Colgate-Palmolive is a caring, innovative growth company committed to reimagining a healthier future for all people and the planet. Colgate-Palmolive (India) Limited is the market leader in Oral Care in the country, dedicated to delivering sustainable, profitable growth for its shareholders while fostering an inclusive workplace for its people. With a primary focus on Oral Care & Personal Care in the Indian market, the company is also recognized for its leadership and innovative efforts in advancing sustainability and community well-being.

For more information about Colgate's global business and its efforts in building a future to smile about, visit: [www.colgatepalmolive.co.in](http://www.colgatepalmolive.co.in)

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