



Vasco, Goa

A FUTURE TO **SMILE** ABOUT

ESG
ENVIRONMENTAL
SOCIAL & GOVERNANCE
REPORT

2021-22

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CAUTIONARY STATEMENT ON FORWARD-LOOKING STATEMENTS

All statements in this report that are not historical, including targets for and projections for future results, the expected achievement and effect of our sustainability strategies and initiatives, including our 2025 Sustainability & Social Impact Strategy, and the amounts and timing of their expected impact and the specific ESG goals and targets are “forward-looking statements”. Forward looking statements generally can be identified by words such as “believes,” “expects,” “estimates,” “intends,” “plans,” “strives,” “may,” “could,” “projects,” “should,” “will,” “continue,” “targets” and other similar expressions, and are based on management’s views and assumptions as of the date they were made. This report is issued as of 11th August 2022 with data upto the period ended March 31, 2022, and except as required by law, we undertake no obligation to update these statements as a result of new information and we make no representation, express or implied, that the information is still accurate or complete. We caution that such forward-looking statements are not guarantees of future performance and that actual events or results may differ materially from those statements because of factors that affect international businesses and global economic conditions, as well as matters specific to our Company and the markets it serves. We based on any of the above factors are free to modify, amend, alter or take necessary corrective changes in such manner that the forward-looking statements contained herein may alter, and we undertake no obligation to update these statements whether as a result of new information, future events or otherwise, except as required by law or by the rules and regulations.

Reimagining
a healthier future for
all people and our planet





MESSAGE FROM OUR MANAGING DIRECTOR



Power of a SMILE: Delivering on our stakeholders' expectations

Dear Stakeholders,

Our purpose of “Reimagining a healthier future for all people and our planet” is the fundamental belief of our organization and foundation for our business model from the beginning, ensuring we remain at the forefront of stakeholders’ expectations. This purpose is shared by Colgate People around the world and in India, it guides our ambitions to help people develop habits that improve their health, homes, and to preserve and enhance our environment. Our activities and products have always aimed to make a positive difference to our consumers, communities and planet in order to foster Colgate’s ongoing success. We have not wavered in that commitment.

Our maiden ESG report provides us an opportunity to share the progress we have achieved in this journey and our continued commitment to taking a leadership role in reimagining a healthier future for all people and our planet.

The opportunity to make a difference..

We are really proud that the Colgate brand is in more homes than any other, and this trust drives our commitment to create a healthier, more sustainable future for all. In keeping with our commitments, I am pleased to introduce you to our 2025 Sustainability & Social Impact Strategy, which focuses on three key ambitions: Driving Social Impact, Helping Millions of Homes and Preserving our

Environment. These key ambitions are supported by actionable targets, which are designed to manage both risks and opportunities for our business and to bring our brand purpose to life; not to forget, it also gives us a reason to smile.

We also believe a strong governance and sustainability management approach are the foundations for delivering on our 2025 Sustainability and Social Impact Strategy. All these elements create a robust ESG framework at Colgate, which is well integrated into our business and the way we deliver our business results. Also, we see it as our opportunity to influence millions of Indian consumers and stakeholders to embrace and support a more sustainable way of living.

By growing sustainably, caring for the environment, and preserving it for generations to come, we intend to create a healthy future, a future filled with optimism, a future that makes you smile. Because when you smile the world smiles with you.

Going forward, we are committed to strengthening our efforts through collective action and values-based partnerships. I am thankful to our excellent team and our partners within the ecosystem in which we operate, for their commitment to our vision. Together, we are constantly energized by our belief that we are creating a future to smile about.

Best Wishes,

Ram Raghavan*
Managing Director,
Colgate-Palmolive (India) Limited

*Resigned effective April 15, 2022



MESSAGE FROM OUR SUSTAINABILITY AND CSR LEAD



Making sustainability a daily habit, transforming lives

Sustainability at Colgate is a way of life and is core to our company's purpose - Reimagining a healthier future for all people and our planet. The period during and post the COVID-19 pandemic has shaped a deeper understanding of human vulnerability, the importance of health & well-being and resilience despite all the odds. Sustainable Impact has become a top priority across agencies, authorities, organizations and our fellow citizens. We are inspired to see people, especially young people making conscious and responsible choices for the environment and the society at large. This makes organizations like us step up our efforts even more.

This sets the context for our first ESG report at Colgate Palmolive India Limited. It is a step forward in the direction of communicating our ambitions and actions to our key stakeholders. It is also a means of seeking their support in our endeavor to mobilize collective action towards creating a healthier future for all.

Our 2025 Sustainability and Social Impact Strategy guides our approach on ESG through three important pillars of **S-MIL-E**: Driving Social Impact, Helping Millions of Homes and Preserving our Environment. Our commitments and associated measurable targets under these three pillars coupled with sustainability governance perfectly blend in the way we work.

Our evolving policies and structures reflect that all our employees have a holistic well-being and inclusive work culture that they are comfortable at. As part of our Corporate Social Responsibility (CSR) initiatives, we work

closely with our NGO partners and communities to bring a sustainable impact in their lives through our community programs on water access, water augmentation for livelihoods and women empowerment, empowering children and young people, oral health elevation and cleft surgeries.

We are empowering people with healthier habits by choosing our sustainable, good quality products and helping millions of households in making informed choices for their lives. Our Actions on climate change are accelerated more than ever and through our operations and partners, we have clear goals on eliminating waste, reducing plastic usage, recyclability and saving water to help preserve the environment.

Our 2025 Sustainability and Social Impact Strategy translates into creating a positive impact for millions of people across India. Let me take this opportunity to thank the ESG Task Force, my colleagues, our stakeholders and partners for their support and collaboration in delivering this report. Our Board and Leadership team have been a guiding force throughout this journey. Together, each day, We can and We will make our contribution towards a healthier future for all people and our planet.

Poonam Sharma
Head Sustainability & CSR,
Colgate-Palmolive (India) Limited

ABOUT THIS REPORT



OUR MAIDEN ESG REPORT SHOWCASES COLGATE-PALMOLIVE (INDIA) LIMITED'S (CPIL) APPROACH TOWARDS ESG VALUE-GENERATION AS WELL AS OUR EFFORTS TO LEVERAGE INITIATIVES AND DEDICATION TO TRANSLATE PROMISE INTO ACTION.



Reporting Content

This report highlights our initiatives, achievements, and performance against Environment, Social and Governance (ESG) parameters for the reporting period of 1st April 2021 to 31st March 2022 unless otherwise stated. In an effort towards ensuring transparency and integrity in our sustainability disclosures, we aim to foster trust among all our stakeholders.

Reporting Frameworks

This report is prepared in accordance with the following frameworks:

- Global Reporting Initiative (GRI) Standards: Core Option
- United Nations Sustainable Development Goals (SDGs)

Reporting Boundary

This report encompasses the performance of Colgate-Palmolive (India) Limited (hereinafter referred to as "we", "our", "us", "the Company", and "Colgate") across all four manufacturing sites and our headquarters in Mumbai. Details of all the locations are covered in our Annual Report FY 2021-22 on the Company's website.

Feedback

We are fully committed to listening to our stakeholders and welcome your feedback on our report. Kindly reach out for any comments or clarifications at feedbackesg@colpal.com



OUR COMPANY



A Trusted Leader in oral care

About Us

At Colgate-Palmolive (India) Limited, we are a caring and innovative growth company offering a highly-diversified, premium quality product portfolio ranging from oral care to personal care products. Our parent company is headquartered in New York, USA, and has its presence across more than 80 countries with products marketed in more than 200 countries and territories. With a commitment to long-term value creation and doing business sustainably, we are ‘reimagining a healthier future for all people and our planet’.

The Company was incorporated in the year 1937. Headquartered in Mumbai, India, we manufacture and market toothpastes, toothpowder, toothbrushes, oil pulling products and mouthwashes under the ‘Colgate’ brand, and a specialized range of personal care products under the ‘Palmolive’ brand. Our products are available pan India and in 18 international countries.

For decades, we have continued to lead the oral care category in India. We have been taking care of healthy smiles and continue to dedicate ourselves to championing optimism and making the world a better place through the power of SMILE. As we continue this mission, our company purpose and values serve as guiding principles for every action we take at Colgate.

Most Trusted Oral Hygiene Brand

Ranked by TRA’s Brand Trust India Study Report for nine consecutive years (2011 to 2019)

OUR PURPOSE

WE ARE **COLGATE**, A **CARING, INNOVATIVE GROWTH COMPANY** THAT IS REIMAGINING A HEALTHIER FUTURE **FOR ALL PEOPLE AND OUR PLANET**

Nikhil Babbar/Kea/Amr



Values



Caring

Our Company has always cared about people: Colgate people, customers, consumers, shareholders and business partners. Our Company is committed to act with compassion, integrity, honesty and the highest ethical standards in all situations, to listen with respect to others and to value differences. The Company is also committed to protect the environment, to enhance the communities where Colgate people live and work, and to comply with all laws and regulations.



Global Teamwork

All Colgate people are part of a global team, committed to working together across countries and throughout the world. Only by sharing ideas, technologies and talents can the Company achieve and sustain profitable growth.



Continuous Improvement

Colgate is committed to getting better every day in everything it does, as individuals and as teams. Our Company will be successful by better understanding consumers' and customers' expectations and continuously working to innovate and improve products, services and processes.

Brand Purpose

A smile is the simplest form of optimism: something we need now more than ever. At Colgate-Palmolive (India) Limited, we have been taking care of healthy smiles for more than 85 years. We continue to dedicate ourselves to championing optimism and making the world a better place through the power of a smile because we strongly believe that 'Everyone deserves a future to smile about.'

Through our diverse range of offerings, we aim to evoke sentiments of confidence, courage and hope, as symbolized by a bright smile. In line with our credo 'Smile karo aur Shuru ho Jao.' Our commitment to helping others harness the power of a smile can be compared with the success stories of people who had to walk on the unbeaten path on their way to success. They triumphed over all odds... with a smile! These are the kind of stories our brand campaign Smile Karo Aur Shuru Ho Jao celebrates. As we endeavor to empower people across India and pave the way for a healthier future, our mission, goals, and values act as the building blocks of who we are and what we aim to achieve.

Campaigns on Real People Real Stories



Kiran Kanojia *India's first woman blade-runner*

Pushed off a train by a band of robbers trying to snatch her bag, 25-year-old Kiran Kanojia had one leg crushed under the wheels of the train. It had to be amputated for her to live.

She decided to do better than that. Live proud and make the country proud as a champion blade-runner; also, India's first woman blade runner.

Her smile is the smile of a winner who has won life!



(Late) Sindhutai Sapkal *Mother to the homeless*

Turned out to the streets by her husband in her 20s, Sindhutai Sapkal found herself living among beggars on a railway station. When she saw orphans around her, she begged more vigorously for food and fed the children. Later, they became her mission in life.

Slowly and gradually, she became 'mai' or mother to thousands of orphans, whom she cared for and brought up. Many of them went on to become doctors, teachers, engineers, and more, and had loving families of their own. Sindhutai passed away in January 2022, but her legacy of optimism in action lives on and inspires millions of us everyday.

Our Geographical Presence



Sanand (Gujarat)



Kundaim (Goa)

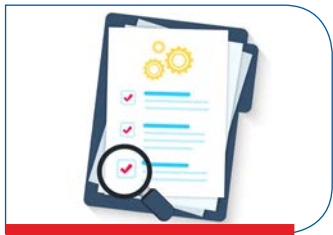
100% of our manufacturing sites are TRUE® Zero Waste Platinum certified and our Sanand & Sri City sites are LEED* Gold certified

* Leadership in Energy and Environmental Design (LEED) certification





CORPORATE GOVERNANCE



80+ years of delivering excellence, growing trust

AS A COMPANY WITH A LEGACY OF NEARLY 200 YEARS OF VALUE CREATION GLOBALLY; MORE THAN EIGHTY YEARS OF STEWARDING THE GROWTH OF A CATEGORY IN INDIA, WE CONTINUE TO GROW THROUGH OUR COMMITMENT TO INNOVATION, CUSTOMER AWARENESS AND EDUCATION, AND A STRONG FOUNDATION OF GOVERNANCE.

In all our endeavours, we are ably guided by our values-driven leadership and vision provided by our Board of Directors.

Our highly experienced Board comprises industry veterans and experts who play a critical role in framing our business strategy and directing our focus on key business priorities. Staunch governance is a key responsibility of the Board. Our Board members model our organizational values in letter and spirit.

As the highest decision-making body in the organization, they ensure our policies and various strategic frameworks adhere to our core organizational purpose and values, maintain oversight on our operations and various functions involved therein, and are responsible for fostering an organizational culture of excellence, care, and collaboration while ensuring long-term value creation. Our Board views sustainability as critical to our overall business and growth strategy, and is deeply involved in the framing of our ESG strategy, its implementation and monitoring, as well as reporting.



Our Board Composition

Our Board has been a leader in bolstering good corporate governance initiatives with uncompromised accountability. As the stewards of the Company's long-term success and value creation, the Board's delegation of duties is underpinned by values of trust, integrity, and transparency.

OUR BOARD



Mukul Deoras, Chairman

Non-Executive & Independent Directors



Vikram Singh Mehta



Indu Shahani



Sekhar Natarajan



Shyamala Gopinath

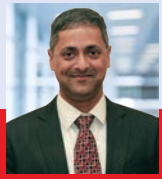


Sukanya Kripalu



Gopika Pant

Whole-time Directors



Ram Raghavan*
(Managing Director)



M. Chandrasekar**
(Executive Vice President – Sales)



Surender Sharma***
(Vice President-Legal & Company Secretary)



M.S. Jacob
(Chief Financial Officer)

*Resigned effective April 15, 2022.

**Resigned effective June 30, 2022.

*** Appointed as Company Secretary effective February 22, 2022

Committee Details

- Nomination & Remuneration Committee
- ESG and Corporate Social Responsibility Committee
- Risk Management Committee
- Audit Committee
- Stakeholders' Relationship Committee

Committee Memberships as on June 30, 2022



Top Board Skills



Board-Level Committees

The Board has formed various committees to help fulfil its responsibilities and the discharge of their duties. These Board-level committees are in charge of strategy, implementation, and oversight of key business functions.

Committees of the Board



Highlights

36%

Board gender diversity

55%

Board independence

Board tenure

Executive Directors - 5 years
Independent Directors - two terms of 5 years,* retirement at the age of 75

*As per the requirements of the Companies Act, 2013 and the SEBI Regulations

Our Policies

We foster a culture of responsible, ethical, and sustainable business through the implementation of diverse board, corporate, and sustainability policies.

Board Policies



- Nomination & Remuneration Policy
- Corporate Social Responsibility ('CSR') Policy
- Risk Management Policy
- Related Party Transactions Policy
- Policy on Determination of Materiality of Event or Information
- Records Management Policy
- Code of Conduct for prevention of Insider Trading
- Dividend Distribution Policy
- Board Diversity Policy
- Public Policy Advocacy
- Vigil Mechanism
- Code of Conduct for Independent Directors

Corporate Policies



- Anti-Bribery Policy
- Equal Opportunity Employer Information
- Managing with Respect
- Non-Retaliation Policy
- Procurement Policies
- Charitable Contributions Policy
- Anti-Harassment Policy

Sustainability Policies



- Our Policy on Ingredient Safety
- Committed to Responsible Sourcing
- Colgate HIV/AIDS Policy
- Policy on Conflict Minerals
- Environmental, Health & Safety Policy Statement
- Respecting Human Rights and Labor Rights: Modern Slavery Statement

For more details please click here

<https://www.colgatepalmolive.com/en-us/who-we-are/our-policies>

<https://www.colgateinvestors.co.in/policies>



ESG FRAMEWORK



Our ESG approach is integral to our long-term, globally aligned strategic imperatives and operational priorities. It is ingrained in our vision, mission and values as an organization. We continuously strive to broaden our commitments to our ESG efforts and make progress on our purpose of “reimagining a healthier future for all people and our planet”. The central theme of the ESG framework is our 2025 Sustainability & Social Impact Strategy, focusing on three key ambitions: Driving Social Impact, Helping Millions of Homes and Preserving our Environment. These ambitions follow our brand’s philosophy of “SMILE” and are supported by actionable

targets that are designed to manage both risks and opportunities for our business and to bring our purpose to life.

In addition, we believe a strong governance and robust sustainability management approach are the foundation for delivering on our 2025 Sustainability & Social Impact Strategy. All these elements are seamlessly weaved in to develop our ESG framework at Colgate, which is well built into our business. This also upholds our continued commitment to building environmental and social consciousness into every decision we make at our Company.

2025 Sustainability & Social Impact Strategy



Driving **S**ocial Impact



We are committed to helping to ensure the well-being of all people and communities, building an equitable and inclusive culture and creating meaningful opportunities for all people to succeed inside and outside of Colgate.

- We Inspire Our People to Make a Difference
- We Create a More Inclusive World
- We Help Children, Young people and Communities thrive

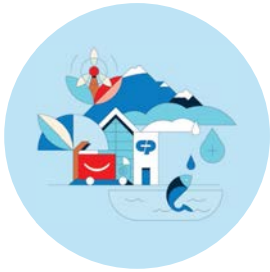
Helping **M**illions of Homes



We are empowering people to develop healthier habits by choosing sustainable products that improve their lives and homes, from oral care to personal care.

- Design Sustainable Products
- Build Sustainable Habits for Life

Preserving Our **E**nvironment



We are accelerating action on climate change and reducing our environmental footprint, working with our partners and operations to eliminate waste, decrease plastic usage, save water and conserve natural resources.

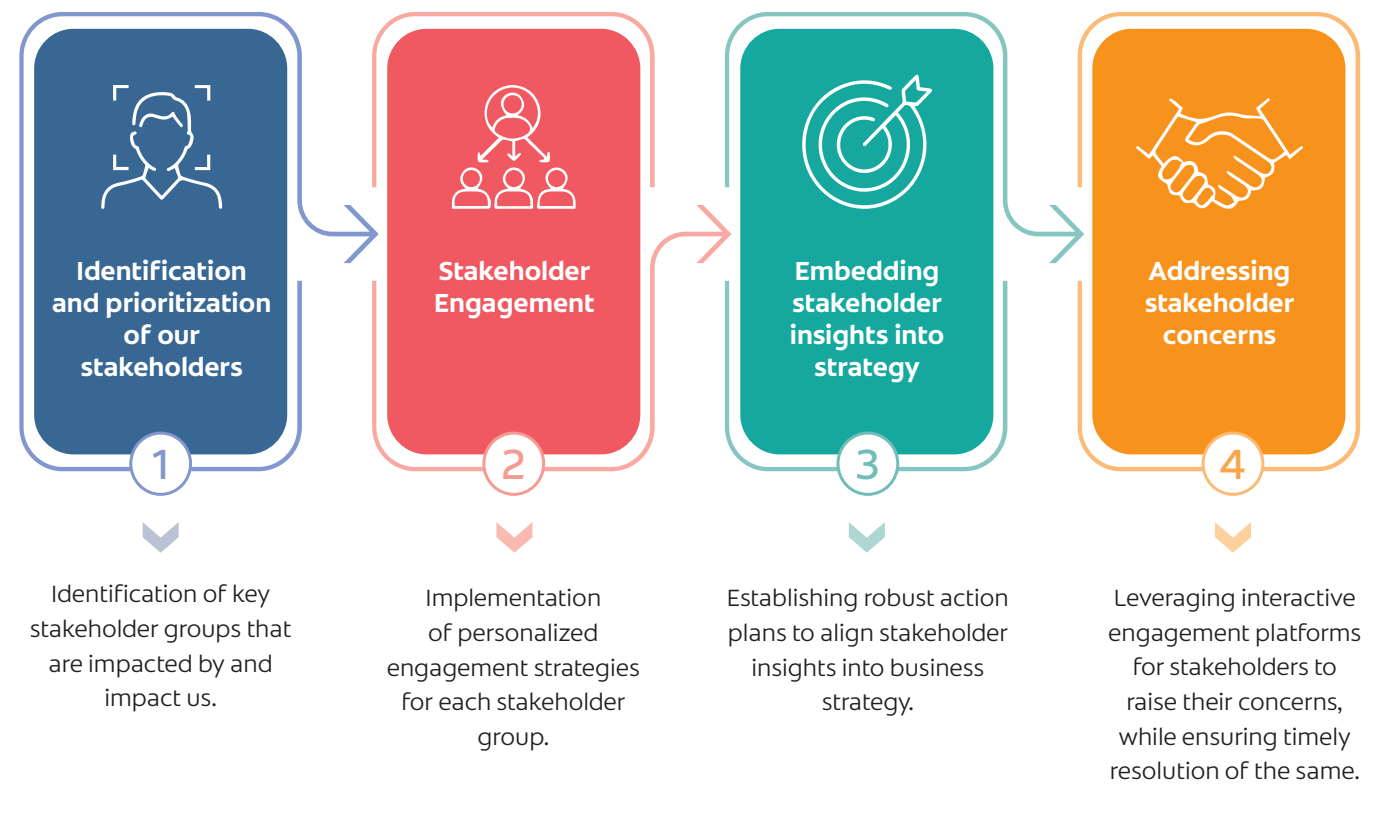
- Accelerate Action on Climate Change
- Lead with Zero Waste Facilities
- Eliminate Plastic Waste
- Water Stewardship
- Drive Sustainable Sourcing

SUSTAINABILITY MANAGEMENT

Stakeholder Engagement

At Colgate, we believe that proactive understanding of our stakeholder’s priorities and timely and holistic engagement are key in creating sustainable value for all our stakeholders. This process is outlined in a 4-step approach as shown below.

Our Four-step Approach to Stakeholder Engagement



In FY 2021-22, we undertook a comprehensive stakeholder engagement and materiality assessment in line with the above outlined approach.

Insights into our Stakeholder Engagement FY 2021-22

	STAKEHOLDER GROUP	MODE OF ENGAGEMENT	KEY INSIGHTS
Internal Stakeholders	EMPLOYEES 	<ul style="list-style-type: none"> Town Hall meetings Employee surveys 'Chai pe charcha' Safety meetings Trainings Culture conversations Employee welfare committee meetings Family connect program My voice program 	<ul style="list-style-type: none"> Personal development & growth Employee recognitions Competitive compensation Driving women empowerment across the workforce
	VENDORS/SUPPLIERS 	<ul style="list-style-type: none"> Periodic vendor/ supplier meetings Contract revision and negotiation meetings Periodic trainings 	<ul style="list-style-type: none"> Enhance awareness / engagement related to ESG
External Stakeholders	NGOS 	<ul style="list-style-type: none"> Meetings/ Virtual meetings Field visits Dashboards BI/ Annual reports 	<ul style="list-style-type: none"> Enhancing sustainable impact Enhance outreach of initiatives towards water, women empowerment, youth
	INVESTORS 	<ul style="list-style-type: none"> Earnings call Quarterly newsletter Annual report Newspaper publications Website 	<ul style="list-style-type: none"> Increase women representation in workforce Augmenting recyclable packaging Communication about sustainability practices, ESG disclosures
	CONSUMERS 	<ul style="list-style-type: none"> Website Social media platforms Product pack helpline Annual Consumer Satisfaction Survey (CSAT) Product launches/ events Press engagements & news 	<ul style="list-style-type: none"> Display detailed information on product & processes across viable touchpoints Collect consumer feedback & address grievances & concerns
	COMMUNITIES 	<ul style="list-style-type: none"> Need assessments Stakeholder engagement meetings Program launches Sharing inspiring stories 	<ul style="list-style-type: none"> Develop need based community programs Scale programs and amplify impact Manage challenges and opportunities in community programs
	GOVERNMENT/ REGULATORS 	<ul style="list-style-type: none"> Meetings either directly or through industry bodies 	<ul style="list-style-type: none"> Continue ensuring compliances Engagement for robust regulatory framework for the Industry
	MEDIA 	<ul style="list-style-type: none"> One on one media interactions / interviews Press releases Advertisements Promotions 	<ul style="list-style-type: none"> Communication about sustainability practices

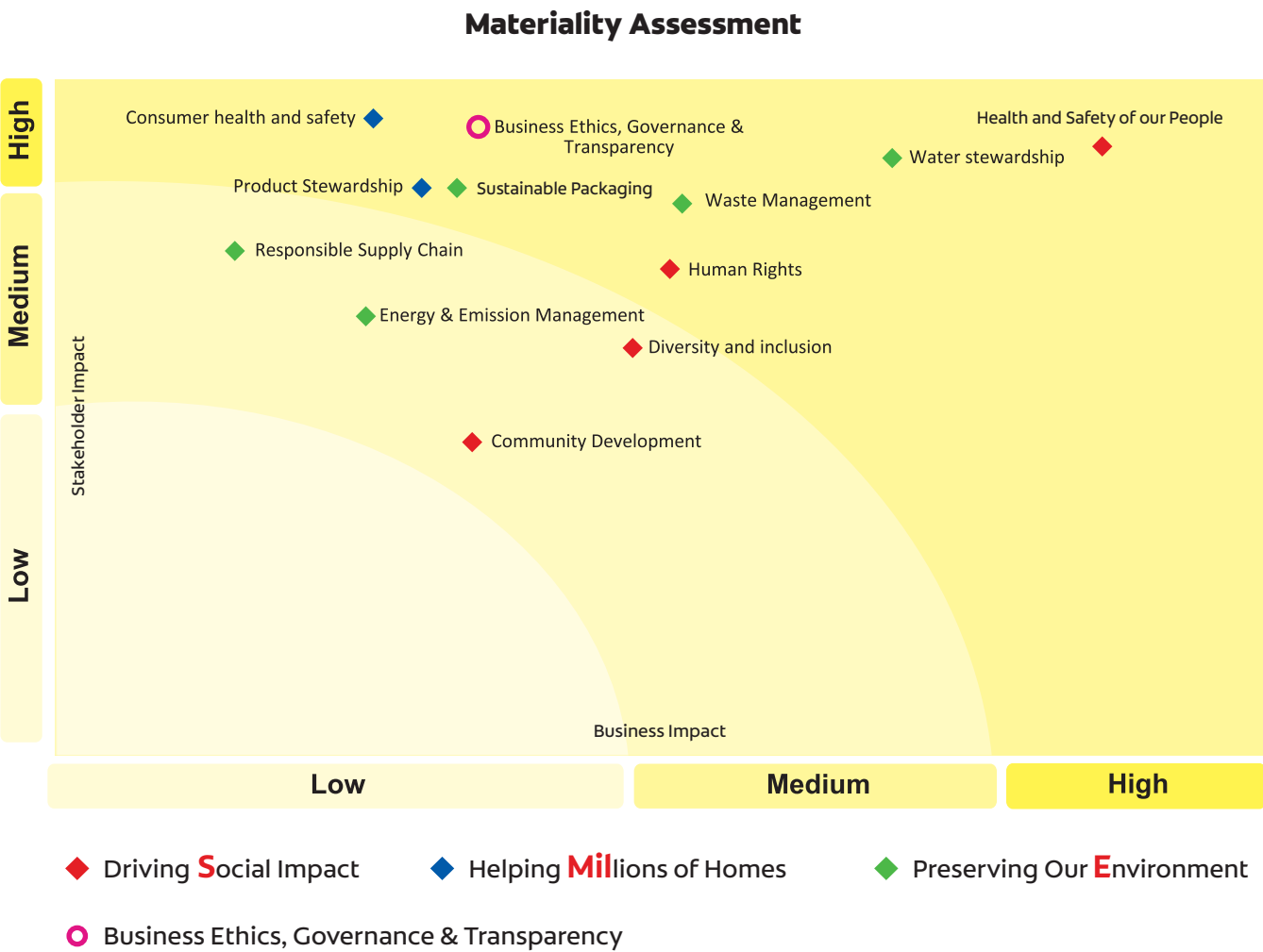
*Frequency of Engagement: Weekly/Quarterly/Monthly/Annually/Need based

Materiality Assessment

A deep understanding of materiality is vital to our ESG strategy and reporting. In FY 2021-22, we undertook a materiality assessment, guided by the Global Reporting Initiative (GRI) Standards to further understand stakeholder insights on the relevance of Environmental, Social and Governance (ESG) matters.

We further undertook an analysis to gain insights into the profound impact as well as relationship between our

ESG material topics and business risks and opportunities⁴. The assessment enables us to prioritize topics that have a significant influence on our strategy, in addition to outlining the boundary of our ESG report. Business Ethics, Governance & Transparency is high on priority for us across all 3 pillars. We have established a six-step approach to prioritize material topics and develop our ESG roadmap.



Our ESG Roadmap was derived using the following Steps:



⁴Insights into our risks and opportunities can be accessed through our [Annual Report FY 2021-22](#)



ESG - Our Governance Approach

We prioritize purpose-driven leadership, encouraging an ESG-centric culture across the organization. With enhanced Board oversight in ESG matters, we have established a structure which enables accountability across functions to drive long-term business growth and value-creation for all our stakeholders.

In FY 2021-22, we put in place a robust governance structure, which ensures efficacious oversight of ESG across all levels of the Company, to implement practices in line with larger goals across the organization and value chain. At the apex, the Board has the onus of embedding sustainability into the business strategy, opportunities and risks and sharing inputs on the company's overarching ESG mission and direction for long-term value creation.

In order to propel the Board's ESG agenda, ESG and CSR Committee (ECC) has been constituted which reviews, monitors and provides strategic direction for ESG parameters. The Committee is responsible for developing policies, identifying and assessing ESG and climate-related risks, enhancing stakeholder engagement as well as strengthening our compliance to national and global ESG guidelines, standards, and frameworks.

An ESG Core Committee, consisting of Leadership Team members from key functions such as Legal, Finance, Human Resource, End To End Supply Chain, CSR & Sustainability and Communications has been created to support ECC's efforts towards effective, timely and appropriate compliance as well as risk mitigation. Guided by specialized leaders, the core group supports integration of ESG goals and targets into organization-wide corporate strategy and planning along with identification and prioritization of business risks as well as opportunities.

With the aim of further streamlining ESG integration across the organization, we have established a dedicated ESG taskforce which develops holistic metrics, mechanisms and systems to track ESG performance. Consisting of cross-functional representatives, the taskforce undertakes complex and comprehensive data trend analysis, forecasting, cost-benefit analysis, ensuring compliances to enable ESG and CSR Committee (ECC) to take informed decisions that focus on resource efficiency, operational optimization, and social value across organization's length and width.

Complementing our ESG governance structure, we also developed and implemented an ESG Impact Assessment Framework. This enables seamless tracking of responsibilities and progress against our ESG goals and targets as well as accrue insights into identified areas of improvement. Furthermore, we have rolled out a communication framework which helps to leverage effective platforms, learnings and enhance the outreach of our ESG disclosures.

Our ESG Governance and Monitoring Framework

ESG Governance Structure



ESG Impact Assessment Framework

Tracking and monitoring progress across ESG goals and targets, aligned to the SMILE framework

Communication Framework

Leveraging communication channels to effectively enhance ESG disclosures and Y-o-Y performance against ESG goals and targets

Review Mechanism

ESG and CSR Committee: Half-yearly and yearly review
ESG core Committee: Quarterly Review
ESG Taskforce: Periodic Reviews



2025 SUSTAINABILITY & SOCIAL IMPACT STRATEGY

AMBITION	ACTIONS	MATERIAL TOPICS	GOALS	TARGETS
Driving Social Impact	» Encourage Holistic Well-being	» Health and Safety of our People	» Reimagine a healthier future for our people where each employee is at their productive best	» Continue providing access to meaningful mental and physical well-being programs to 100% of our employees
	» Strengthen Diversity, Equity & Inclusion (DE&I)	» Human Rights	» Advance respect for and adherence to human rights to create a safe and inclusive workplace for all	» Promote awareness mechanisms that support and enable zero human rights violations in our business operations and the value chain
		» Diversity and Inclusion	» Committed to being more diverse, equitable and inclusive by implementing policies, learning experiences and processes that promote awareness, empathy, advocacy and opportunity	» Strengthen a culture of an inclusive organization through focused DE&I programs, policies and processes » By 2025, we aim to increase female representation in our management positions by 20% ¹
	» Help Children, Young people and Communities Thrive	» Community Development	» Amplify community resilience through Access to Water, Water Augmentation for Livelihoods & Women Empowerment	» Implement water access and augmentation program in 100 water stressed villages by 2025 » Empower 1 lac+ Women in Rural/Tribal areas with Financial & Digital Literacy by 2030
			» Engage and Empower Children, Young People for better tomorrow	» Reach 10 Mn children and young people through scholarships, education, life skills and oral health awareness (Colgate Bright Smiles, Bright Futures) by 2030
				» Enable 'smiles for life' for children suffering from cleft issues through comprehensive care program
Helping Millions of Homes	» Design Sustainable Products	» Product Stewardship	» Enhance consumer trust by providing consumers with highest quality products and assuring their performance, consistency, safety and value	» Consistently deliver best quality products to consumers through excellence in product design, manufacturing and distribution
	» Build Sustainable Habits for Life	» Consumer Health & Safety	» Responsible communication & Consumer awareness	» Enhance consumer trust and confidence through transparent and dependable product information for 100% product portfolio
Preserving Our Environment	» Accelerate Action on Climate Change	» Energy & Emission Management	» Net Zero carbon by 2040 » 100% renewable electricity by 2030	» Net Zero carbon by 2040 » 42% reduction in GHG emissions (Scope 1 & 2) by 2030 against 2020 baseline ²
	» Lead with Zero Waste Facility	» Waste Management	» Zero Waste to landfill	» Maintain TRUE® Zero Waste certification for all Colgate owned plants
	» Eliminate Plastic Waste	» Sustainable Packaging	» Sustainable packaging and waste management by 2025	» 100% reusable, recyclable or compostable plastic packaging by 2025 » Continue to achieve 100% of plastic waste collection under EPR every year
	» Water Stewardship	» Water Stewardship	» Net Zero Water at India Level by 2025 ^{3,4}	» Net Zero Water at India Level by 2025 ^{3,4}
	» Drive Sustainable Sourcing	» Responsible Supply Chain	» Enhance responsible sourcing spend in material purchase and contract manufacturing	» Allocate 80% of our material spend in line with our responsible sourcing guidelines by 2025
				» Maintain 95% of our contract manufacturing spend to be under responsible sourcing » Continue ensuring social compliance at 100 % of 3PL warehouse operations through third-party assessment

Business Ethics, Governance & Transparency

¹Against baseline 2020

²Energy consumed in KWH per tonne of production

³As defined by USGBC LEED Net Zero Water

⁴Excluding water mandated to be sent to Central Effluent Treatment Plant for treatment



ACCELERATING EFFORTS FOR POSITIVE IMPACT

Indus & Zaskar River, Ladakh

DRIVING SOCIAL IMPACT



We are committed to helping to ensure the well-being of all people, building an equitable and inclusive culture and creating meaningful opportunities for our people and communities to succeed inside and outside of Colgate.

Highlights

2,25,00,000
liters

Of water has been replenished under our water programs for communities

10,000+
women

Skilled for Digital & Financial Literacy in underserved communities in FY 2021-22

44,600+
people

Majorly women, have benefited from our water programs

20%

Of women in top management positions

170 Mn+

Children have been reached with our flagship oral health awareness program 'Colgate Bright Smiles, Bright Futures' since inception

Gender neutral

All HR policies are gender neutral and inclusive



WE INSPIRE OUR PEOPLE TO MAKE A DIFFERENCE

We are committed to making holistic well-being, learning & development, health and safety of our people - an organizational priority to ensure they feel valued and bring their best selves to work every day.



Our People

Our highly talented and diverse workforce enables us to retain our leadership in the market as a caring, innovative growth company. An important element of our strategy is to provide an equitable and inclusive environment that helps us recruit, develop and retain strong and diverse talent. We support, encourage and nurture our workforce through fair and competitive compensation programs, best practices in human resource management, learning & development opportunities, empowering them to take initiative and experiment, and providing them career opportunities to meet their interests and aspirations. This holistic engagement ensures that we hire talented people who will accelerate our progress towards “reimagining a healthier future for all people and our planet”.

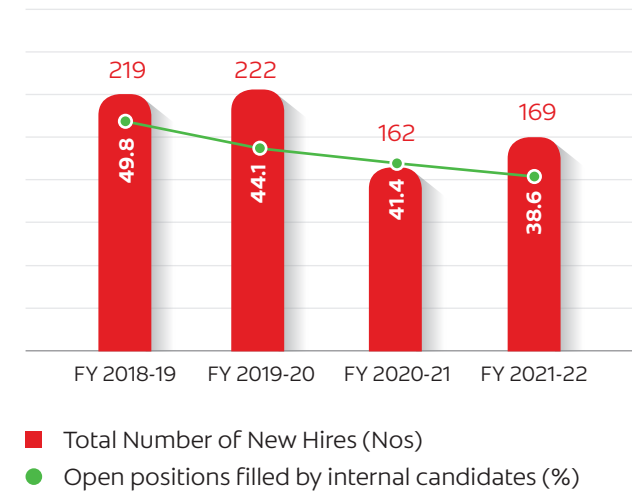
Employee Composition

Employee Category	April 2021 - March 2022				
	<30 years	30-50 years	>50 years	Male	Female
Senior Management	-	7	3	8	2
Middle Management	52	281	42	276	99
Junior Management	129	281	10	329	91
Non-management (Permanent Workers)	703	820	36	1,496	63
Total	884	1,389	91	2,109	255
Percentage of Total Workforce	37	59	4	89	11

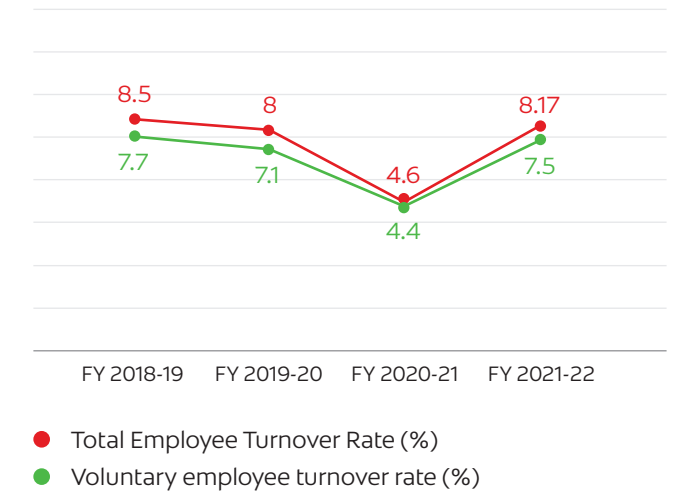
New Joinees and Employee Turnover Matrix for FY 2021-22



Employee New Hires



Employee Turnover Rate





Employee Holistic Well-being

At Colgate, holistic well-being for employees is a key component of our 2025 Sustainability & Social Impact Strategy and an expression of living our Company’s purpose as a caring, innovative growth company. For us, well-being is not limited to physical, financial attributes but also extends to mental and emotional health and well-being. The same is truly reflected under our “Colgate Cares” ideology: which encompasses various policies, initiatives and programs for enhancing employee engagement and encouraging them to focus on their overall well-being and the well-being of their loved ones.

We Offer a Range of Benefits & Support Services to our Employees

FINANCIAL

- Fair & Competitive Remuneration
- Loans and Subsidies
- Transportation/Commute support
- Retirement Benefits
- Performance Linked Bonus

HEALTH & WELL-BEING

- Medical Insurance
- Life Insurance
- Accidental Insurance
- Health Check-ups
- Employee Assistance Program
- Tech-enabled Counselling support
- Seasonal Flu Vaccine
- Crèche/Nursing rooms

WORK-LIFE BALANCE

- Primary and Secondary Caregiver Leaves
- Adoption Leave
- Care & Compassion Leave
- Flexi Festive Leave
- Give Back Leave -Volunteering
- Personal Milestone Leave
- Flexible Work/Hybrid Work Policy - BlendIn

HR Policy Highlights

Workplace Flexibility & Parental Support

At Colgate, we have always believed in adopting new ways of working while retaining the essence of our values, ethos and who we are as a company. We introduced our flexible working policy, ‘BlendIn’, aimed at helping employees work, collaborate, innovate and perform to the best of their abilities, while seamlessly balancing their personal needs.

Our parental leave includes:

- Primary caregivers: to new mothers or new fathers
- Extended parental leave policies to the supporting caregiver regardless of their gender or sexual orientation
- Covers adoption leave for adopting and commissioning mothers/single fathers as well as same sex partners.



Retirement Benefits

We offer the following retirement benefits which are over and above statutory requirements:

- Option to contribute to NPS and Superannuation Fund
- Better Gratuity Benefits (As applicable)
- Hospitalization and Mediclaim Benefits (As applicable)

Rewards & Recognition

To encourage and inspire our employees, Colgate has multiple avenues and platforms for recognizing and showing appreciation for their achievements and contributions. The two most coveted reward & recognition platforms are “First Amongst Equals Award conferred during the annual sales conference & the Chairman’s You Can Make a Difference Award (YCMAD). The quarterly YCMAD period award winners have the opportunity to win an annual award. Annual award winners are further nominated for Global YCMAD awards and winners are felicitated by CEO and senior leaders of Colgate-Palmolive Company in New York.

Making Continuous Learning and Development a Habit



Learning & Development

Fostering an attitude of continuous learning and improvement is how we stay competitive through a workforce that is continually upskilled and engaged. Our learning strategy has four primary components: fostering a continuous learning environment, upskilling our team, focusing on digital tools and approaches, and using data rigorously to measure results. We are focused on building capabilities of our team so that they can perform well in their daily work, drive business results and develop personally.

Our AI enabled learning portal 'MindSpark', helps deliver a truly personalized learning experience on the go, by providing access to a wide variety of content, including leadership and functional content, with curated elements designed to broaden our employees' learning horizon.

Additionally, we have an 'Education Assistance Policy' which provides financial support to encourage our employees for their self-development and upskilling, where they can undertake relevant external educational courses.



Snapshot of few of our Learning Programs

DIGITAL ANALYTICS ACADEMY

Equips cross-functional team members and practitioners with AI courses, awareness sessions and learning activities to increase proficiency in data analytics for better decision-making

DIGITAL BOOTCAMP/ DIGITAL IQ

Focuses on augmenting employee skills needed for digital transformation. It consists of a development tool, called Digital IQ Assessment, which evaluates the existing employee digital skills and suggests training modules based on identified strengths and opportunities

GURUKUL ANALYTICS ACADEMY

Digital program which aims to upskill 60+ managers in a set of 4 cohorts with 600+ man hours dedicated for Data Analytics training and develop ~10 internal coaches by June 2022

GURUKUL RISE

Gurukul Rise is a self-paced learning assessment and capability building intervention for Customer Development Officers. It involves experience led learning in the form of action learning projects which helps them upskill for future roles

FUNDAMENTALS OF COLGATE LEADERSHIP

Fundamentals of Colgate Leadership is a leadership development program aimed at helping individuals build critical skills around effectively leading teams and driving change. It involves key elements of improving self awareness, identify opportunities for professional growth. It helps equip participants with insights and tools required to transform their thinking and prepare them for higher order roles in the future.

CUSTOMIZED COACHING

We provide Colgate leaders with personalized leadership coaching to accelerate their individual effectiveness and development. The participants experience high-quality coaching and, in many cases, become champions of coaching within Colgate

WE CREATE A MORE INCLUSIVE WORLD

At Colgate, we want everyone to be their authentic selves and feel that they belong. Our efforts are towards cultivating a work environment that embraces diversity, fosters equity and drives inclusion.



DE&I

Our value creation journey reflects how we advocate inclusiveness and equity as a way to leverage the diverse skill sets, ideas across all genders, age groups, functions and different sections of society including people with disabilities.

To echo this philosophy, we have curated a : Diversity, Equity and Inclusion (DE&I) strategy which guides our everyday actions and interactions with internal and external stakeholders. This helps strengthen our relationships with different stakeholders by highlighting values of respect and mutual trust.

DE&I India Strategy has Three Broad Ambitions



Diversity

A truly representative and diverse workforce at all levels mirroring our communities.



Equity

An equitable, self-sustained and evolving processes and policies.



Inclusion

A culture and environment where everyone feels valued and can be their authentic self.

Five Strategic Goals of our DE&I India Strategy 2025



A transparent and inclusive work environment enables an authentic channel of communication within our organisation, in which employees can openly discuss, deliberate, and oppose opinions in a respectful manner. We further constantly engage in awareness sessions around diversity, equity and inclusion to eliminate unconscious biases in the minds of our stakeholders with the aim of fostering objectivity in decision making and an ethos of empathy.

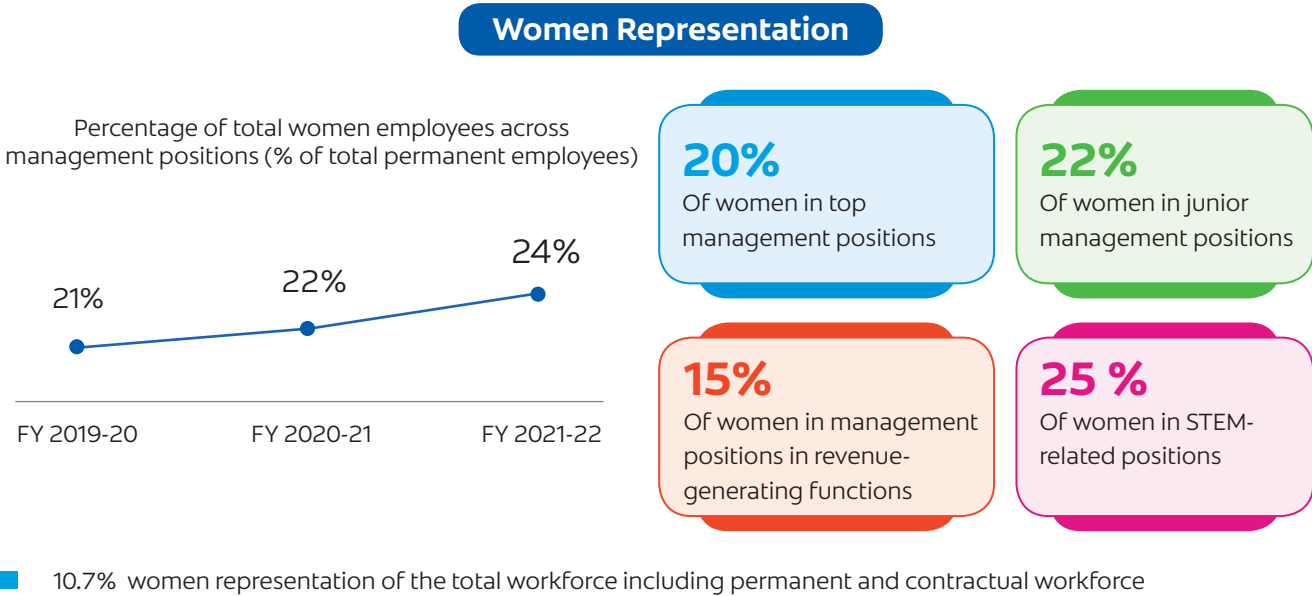


During FY 2021-22, we conducted several sensitization sessions for our employees across all locations covering aspects such as:

- Raising awareness of our DE&I India 2025 Strategy, covering its need, importance, mission, vision, strategy, goals, what it entails for the company, and what it means for our employees
- Celebrating PRIDE Month - Conducted sessions on Gender identity and sensitization sessions on LGBTQIA+ by involving and interacting with members of the PRIDE circle
- Conducting panel discussion on 'Mental Health in an Unequal World' with health experts and members from the transgender community

Diversity Canvas

There is an upward trend in total women headcount which evidences our women-centric commitments and approach to secure their well-being.



Equal Opportunities for All

POLICY IN FOCUS

Our ‘Equal Employment Opportunity and Anti-Harassment Policy’, elucidates our stance on i) anti-discrimination, ii) anti-harassment, iii) anti-retaliation, and iv) reasonable accommodations, as well as company’s reporting procedure. This policy covers all our people including directors, extended workforce, contractors, consultants, interns, third-party partners, vendors, contractual non-employee members, and customers.



Human Rights

At Colgate, we are committed to uphold respect for human rights through policies and mechanisms that help promote a dignified, respectful & inclusive workplace. These are incorporated within our code of conduct (CoC), mandated for all our employees, business associates as well as partners and vendors.

We remain closely aligned to our parent company in supporting the United Nations Universal Declaration on Human Rights and International Labor Organization (ILO) Core Labor Standards, UN Global Compact and Principles on Human Rights, Labor, Environment, and Anti-corruption; our parent is also a member to the Consumer Goods Forum (CGF) where it contributes to CGF’s Social Resolution on Forced Labor and its corresponding Priority Industry Principles.

We engage with and assess our suppliers for adherence to human rights & preventive action plans, including elements of human rights as per SEDEX Members' Ethical Trade Audits (SMETA) protocols. There is a strong and structured mechanism to investigate any complaint or potential violation. There are multiple channels to register any complaint (Ethics and Compliance helpline, relevant committees, Legal & Human Resources and designated officials for each location). We strongly observe and ensure implementation of a Non - retaliation policy.

POLICY IN FOCUS

Our ‘Respecting Human Rights and Labour Rights: Modern Slavery’ Statement is a testament to our commitment towards upholding human rights values. It encompasses our human rights strategy, governance mechanism, risk identification and management as well as grievance redressal mechanisms.

Human Rights Elements in our Policies include

- Freedom of Association

■ Forced Labor

■ Child Labor

■ Diversity and Inclusion
- Harassment

■ Health & Safety

100%
of our employees undergo Code of Conduct trainings and refreshers covering core elements of Human Rights and Ethical behavior guidelines

Freedom of Association

We respect our employees lawful freedom of association, recognize all legal rights to organize and collectively bargain

100%
of our contracts and business agreements incorporate relevant human rights elements

No Cases of

■ Child labour

■ Forced labour

■ Discrimination

Health and Safety of our People

We believe that, to achieve a healthier future for all people and our planet, begins with ensuring the health and safety of our workforce. We aim to ensure that employees feel safe and secure at work, enabling them to function at their full potential towards helping us to realize our organizational goals. And to achieve this, we integrate environment, health and safety (EHS) principles and practices into our everyday operations, ensuring a safe and healthy workplace for all our employees and extended workforce.

POLICY IN FOCUS

The policy governs our Environment Health and Safety Management System (EHS) which brings under its purview the entire workforce engaged with our subsidiaries, our factories, warehouses, offices, and technology centers.

Our Health & Safety policy

Our EHS Policy highlights our commitment to proactively manage workplace health and safety risks while continually improving our established management system. We maintain compliance with applicable legal and other requirements, regularly monitor and improve EHS performance, mitigate hazards and risks and incorporate industry best practices. The policy also provides a framework for setting and reviewing EHS objectives.

Health and Safety Management System

Starting with our policy as the foundation, our EHS management system focuses on four priority areas. We develop our site-specific plans based on these priority areas and support it with a cycle of continuous learning.



Standard & Governance

Our EHS governance framework, which is overseen at the highest levels of the company, enables us to effectively manage risk, ensure regulatory compliance and address the health and safety needs of our employees and contractors. To move towards this ambition, our management system is also supported by our own safety standards which are in line with the international guidelines and standards such as OHSAS 18001, ISO 45001, British Safety Council's 5 Star System, ILO-OSH 2001, and ANSI/ AIHA Z10.



Safety Committee

We have established a Health and Safety Committee which comprises of 1:1 management and non-management or workers' representatives. Through monthly meetings, the Committee ensures safety-oriented mindset and practices.

Risk Management

At Colgate, proactive risk assessment and identification is a key aspect of ensuring employee health and well-being as well as environment health and safety. Our risk identification and management process identifies risks pertaining to work, machinery, behavior and processes for all routine and non-routine activities. Our sites periodically carry out risk-based assessment and job hazard analysis for all tasks to identify current and potential risks and leverage the hierarchy of controls to reduce or eliminate them. We have established digital solutions to reduce hazards and risks at the workplace including Job Safety Analysis, Job Hazard Analysis, and/or Safe Work Permits.

Incident Reporting

We have an IT-enabled portal for easy access to EHS information, incident reporting and escalation. This portal ensures timely resolution of the reporting, provides details of actions taken and enhances transparency. Our workforce is also trained to communicate any identified hazardous situation, work related hazards, potential unsafe conditions and behaviors to the management team through formal or informal channels. Once a complaint is received, it is allocated to the appropriate team which immediately puts an action plan in place to resolve the issue.

Incident Reporting Process

Investigate

When a complaint is raised, we carry out a detailed accident/ incident investigation through employee and management level interviews and documentation reviews.

Assess

A root-cause study is carried out using techniques like Why-why analysis, Fish bone, FMEA, etc. The selection of appropriate technique is based on the incident type.

Plan

A follow-up safety control hierarchy plan is developed with target dates, roles, responsibilities and budget to ensure prevention of incidents is maintained.

Workplace Safety

Management commitment and strong employee engagement play an important role in creating a safe and healthy workplace. Ensuring support for health, on-site and off-site: Our people have access to reliable medical services and other support systems that enable them to look after their health, particularly through a well-balanced and healthy diet, which is a priority under our EHS Policy.



Our Safety Culture

Health Services	Non-Occupational Health Services
<p>Medical staff is stationed on site whose services are accessible to all workers/staff during fixed working hours at plants (except Baddi where they are not at site but close by and accessible). They are consulted for occupational and personal health concerns for free of cost. They also participate in occupational medical risk assessments, advises on health related areas, ergonomics, among others.</p>	<p>Plant tie-ups with local medical service providers who are located nearby from the factory premises to ensure accessibility. We encourage our employees to protect their health and seek medical advice on a timely basis.</p>
<p>Only qualified and trained medical staff is chosen for providing these services.</p>	<p>Canteen facilities provided free of cost with focus on healthy food servings. The HR department along with the canteen committee ensure that the canteen facilities are well managed.</p>
<p>Privacy of employees and workers is safeguarded through private consultations and records maintained with strict confidentiality. Only the medical staff and HR department have access to all the records and information.</p>	<p>Provision of voluntary health promotion services including dental camps and annual health checks ups to 100% of our employees and workers.</p> <p>The HR department conducts health counselling sessions to educate and raise awareness regarding chronic disease prevention and management.</p>

Assessment and Audits

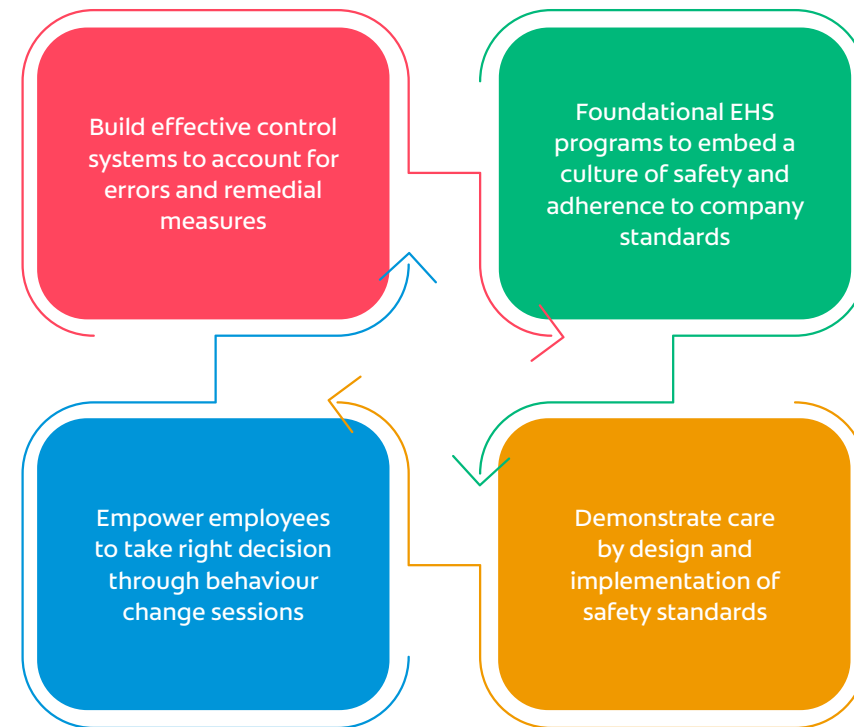
We strongly believe regular assessments and audits are critical components of our EHS management system to evaluate compliance with applicable regulations. These periodic assessments ensure that our management system performs as intended and continually improves our EHS performance. All four of our sites conduct annual self-assessments.

Training and Learning

We are also promoting a learning environment by continuing to engage directly with employees to uncover hidden safety risks and challenges related to the workplace. Our EHS policy serves as a guide for developing a broad range of programs for the protection of workers into our day-to-day business. For this, we regularly conduct training that helps us to inculcate a culture of health and safety across the organization.



Our Framework for Building a Strong Health and Safety Culture



Our EHS training sessions are conducted by our internal experts and external industry representatives to cover all our employees and extended workforce. These trainings help us to increase our vigilance and establish better controls, thus bringing down the overall likelihood of incidents.

EHS trainings conducted during FY 2021-22: EHS training sessions across our four plants covered more than 13,000 employees through 12,600 man-hours of training. Some of the key topics covered include:

- EHS Guidelines and Application
- Hazard Identification and Communication
- Machine Guarding
- Basics of Ergonomics
- Lockout Tagout
- Electrical Safety Guide
- Application of Job Safety Analysis Tool
- Waste Management
- Incident Response Plan
- PPE Training
- Hearing Conservations
- First Aid Training

Due to our strong safety culture and monitoring system, we have only one recordable work-related injury.

Zero

employee fatalities or recordable work- related ill health for last 4 fiscal years

WE HELP CHILDREN, YOUNG PEOPLE AND COMMUNITIES THRIVE

Colgate has a long standing commitment to reach and empower the underserved communities for a better tomorrow through various programs and partnerships.



Community Development

Our CSR initiatives strive to be pertinent to local and national requirements, aligned to United Nations Sustainable Development Goals (UNSDGs) and are carried out in partnership with non-profit organizations, communities and in collaborations with key stakeholders. The geographic boundary of our programs is PAN India with a focus on rural/ tribal/ resource stressed areas and underserved communities. With the goal of creating a sustainable impact, we encourage stakeholder engagement and ownership approach, support our partners to strengthen capacities and build local level institutions. This approach has helped and guided us to scale our programs

Our community programs largely fall under these thematic areas:

- Access to water, water augmentation for livelihoods & women empowerment
- Empower children, young people through various initiatives
- Oral Health Elevation

**More than
43,000**

villagers have been positively impacted through our Water Programs

**225
million**

liters of Water has been replenished till date

**More than
300**

wells recharged through augmentation initiative

10,000+

women trained in Digital & Financial Literacy in FY 2021-22

Access to Water, Water Augmentation for Livelihoods & Women Empowerment

Water is a key pillar of Colgate's 2025 Sustainability and Social Impact Strategy. Water scarcity is a critical issue in many parts of the country, especially in rural and tribal regions of India. Our water programs aim to empower communities in water stressed regions, especially connecting with women through water replenishment and augmentation initiatives.

Our water program in Amravati, Maharashtra in partnership with NGO Water for People India Trust was kicked off in 2017 and focuses on sustainable water availability, accessibility, quality of water, rainwater harvesting, education on hygiene and conservation of water through WASH and O&M programs. The program was kicked off after an extensive feasibility assessment exercise in consultation with multiple stakeholders including NGO partners, technical expertise and local government bodies.

The model encompasses developing capacities of local village institutions, collaborations, behavior change practices and local partnerships. Water safety and security plans are implemented in consultations and collaborations with enterprise promotion groups, village-level institutions and local / panchayat bodies. This contributory approach towards maintaining the water structures has helped create

Key Elements of our Programs:

- Drinking water accessibility and sustainable solutions
- Building capacities of women collectives or self-help groups
- Provide relevant exposures and skills for farm-based livelihood opportunities to empower communities to improve their lives



engagement and ownership thereby ensuring long-term sustainable impact. The program today is scaled to cover 42 rural and tribal villages in Amravati, Maharashtra.

Our program on water augmentation for livelihoods and women empowerment focuses on the economic and social empowerment of communities, specifically women in rural and tribal water-stressed areas in Southern Rajasthan, in partnership with NGO Seva Mandir. The program began with a thorough feasibility assessment in 10 tribal villages. The interventions were planned with an integrated approach to address various challenges faced by women due to the lack of water availability. Key elements of the program are building capacities of women collectives or self-help groups, providing relevant exposures and skills for farm-based livelihood opportunities to empower them to improve their lives.

The program supports villagers through enhanced agricultural livelihoods and 1,200+ women beneficiaries. To further empower the women who are now earning through this program, to safeguard them from banking frauds, and meet the growing need for financial management, a digital and financial literacy program was introduced in 2021 for women in 50 villages of Udaipur, Rajasthan. A cadre of 100 Smile Sakhi leaders was built and trained to bring other groups of women together from various villages for their upskilling.

42

rural and tribal villages of Amravati benefited with our program focusing on water safety and security

57%

farmers in the villages have opted for multi-cropping due to water availability

Empower Children, Young People for a Better Tomorrow

With an aim of empowering children and young people for a better future, Colgate has been focussing on providing avenues to continue education or with other career and confidence building opportunities.



Under the aegis of Keep India Smiling Mission, we launched the Keep India Smiling (KIS) Foundational Scholarship and Mentorship program in partnership with the ShikshaDaan Foundation and Technology support by Buddy4Study. The program offers financial support to deserving candidates across urban and rural India, who are meritorious but due to financial constraints lose the opportunity to enhance education or future employability opportunities. The scholarships are provided in the areas of education, sports and community help. In addition to scholarships, all scholars are provided tech-enabled mentorship and select scholars are also provided one-on-one mentorship through seasoned mentors. 84% of scholars come from households with annual incomes of less than one lakh rupees and more than 60% of scholars come from rural areas or small towns.



To support continuity of education of children coming from tribal villages in Southern Rajasthan, Colgate partnered with NGO Seva Mandir supporting 50 children, studying and staying at Vidya Bhawan School, Udaipur. The focus is on holistic development and enriching experience to aspire for a brighter future. Some of the girls who are part of this program have qualified for district and state level hockey teams. Additional 180 children, who lost their earning member or earnings in family due to COVID-19 pandemic, were supported to continue their education.

We also have partnered with NGO Action Aid to build digital literacy and life skills for the children coming from families earning daily wages. The program started in nine government schools & community centers in and around Baddi, Himachal Pradesh, and scaled to a few government schools in Sri City, Andhra Pradesh. More than 1200 children are enrolled in this program. One of our program with the NGO Network in Thane for people living with HIV takes care of the education and nutrition needs of 80+ children affected /impacted with HIV.

1,650
multi-year scholarships have
been awarded so far

More than 95%
of scholars continued their education in
spite of challenges in the last two years

More than 52%*
diversity in Keep India Smiling
scholarship and education programs

*52% of our scholars are girls as compared to 22% when we commenced the program

Oral Health Elevation

Preventive Oral Health Education is very important for everyone, especially children in the country. Our flagship program, Colgate Bright Smiles, Bright Future (BSBF), aims to raise awareness amongst children to create better oral care habits, about right brushing techniques and thereby help prevent oral health issues like cavities or caries. The program covers children in the age group of 6-14 years in schools across India. During the COVID-19 pandemic, when the schools were closed, our teams made efforts to reach children and their parents through virtual awareness and engagement sessions.



In November 2021, Colgate partnered with NGO Mission Smile and launched a cleft surgeries program 'Smiles for Life' for the children from low income families. The program is focused on bringing an impact in the lives of children who otherwise would not be able to afford surgeries, pre & post treatments and care. Having these surgeries helps tackle issues related to speech impediment, malnutrition, social acceptance, future educational and social opportunities. 275 cleft surgeries were completed in FY 2021-22. With initial success, the program has been scaled and is currently running in 8 states.



170+ Million

children reached since inception through our Colgate Bright Smiles, Bright Futures in India

Combating the COVID-19 Pandemic

Colgate has always come forward to serve communities in times of adversities. The years 2020 & 2021 were challenging for everyone. The COVID-19 pandemic has created an unprecedented challenge for the entire country and the world at large. And we are determined to do the best we can in such a situation.

2020:

- Colgate supported the most impacted communities (migrant laborers and daily wage earners) with food ration kits, hygiene kits in over 174 locations in and around all our manufacturing locations (Himachal Pradesh, Andhra Pradesh, Gujarat, Goa) and in Mumbai, Maharashtra. We reached more than 16000 families with 2.4 Mn meals in partnership with NGO Action Aid
- We partnered with the NGO Goonj in their RAHAT Initiative, where 5 million Colgate products were a part of their Dignity Kit for the communities in more than 14 states across India.
- We partnered with NGO Care to support front line health care staff, doctors in government hospitals and sanitation workers with 1.2 million hand sanitizers in multiple hospitals across 11 states.

2021:

During the second wave of the COVID-19 pandemic, we assessed the criticality of the situation and focused on addressing vital healthcare needs. We supported the government hospitals/primary health centers (PHCs) with medical equipment infrastructure across the states of Himachal Pradesh, Andhra Pradesh, Gujarat, Goa & Maharashtra.

We were able to support 90 hospitals/PHCs/CHCs in 40 locations across five States in the form of ICU Beds, Fowler Beds, Ventilators, ECG, X-Ray and USG Machines, Wheelchairs, Stretchers, Dental Chairs, Oxygen Concentrators, Ambulances & Vaccine Vans

Additionally, Colgate partnered with NGO Seva Mandir to support rural & tribal communities of Southern Rajasthan to strengthen rural health infrastructure, skilling women and supporting children who could not continue their education due to adverse impact on family earnings or losing an earning member, benefiting close to 4000 families in about 50 villages. Colgate employees also joined hands to this noble cause through payroll contributions. We supported more than 900 women/girls from the underserved communities to become Health Care support staff.





HELPING MILLIONS OF HOMES



We empower our consumers to make choices for a healthier future through products that enable them to exercise better self-care, health and hygiene. Our global and local research teams are constantly striving to develop products to help people build more sustainable habits keeping consumers' health and safety at the center of our product development process.

Our journey of growth at Colgate throughout the decades of our existence has been led by excellence in product stewardship with innovation at its core and adherence to the highest standards of product quality and safety management. We do this by delivering products which contain safe ingredients, provide right and relevant information to our consumers, make our key stakeholders aware of the various challenges in sustainability and provide them with a platform to participate in the range of solutions.

Highlights

Zero

incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of our products and services

Zero

product recalls for the last four fiscal years

100%

products are assessed for safety prior to launch. Post launch, the products are monitored for adverse events, if any

TRANSFORMING HABITS FOR HEALTHIER HABITATS

Baya, Weaver-bird Nest





DESIGNING SAFE AND SUSTAINABLE PRODUCTS

We believe that good product stewardship is the key to our success in growing our consumers’ trust in our products and our brand value.



Product Stewardship

At Colgate, our product stewardship is backed by our culture of innovation, robust quality management systems and adoption of latest technologies. This culture is driven by a team of diverse and passionate thinkers who bring their experiences and technical know-how to the job every day, and this team is motivated by the potential to create a meaningful positive impact in consumers’ lives.

Through our commitment to SMILE as our Sustainability strategy, we are focused on developing increasingly sustainable products that also offer a high degree of benefits to our consumers. Our product development process is centered on consumer expectations and we dedicate strong efforts in research to engage closely with them in order to understand their evolving needs and preferences. The main goal of our product development process is to provide safe, high quality and more sustainable products.



We have a State-of-the-Art Technology center in India, which collaborates with other technology centers across the world including our central Research and Development center headquartered in Piscataway, New Jersey, USA . Our collaborative efforts enable us to better understand global and local trends and leverage these learnings for product innovations and sustainable solutions.

To achieve this goal globally, we are focused on priority areas such as:

We are the first oral care brand in Asia to launch recyclable toothpaste tubes. As a pioneer, Colgate is also sharing its recyclable technology with others to achieve a circular economy.



Developing more natural or naturally derived products



Introduced usage of recycled content



Eliminate usage of plastic in packaging



Product Quality & Safety Management

We have instituted a comprehensive set of 26 ‘Global Quality Standards’ across the aspects of innovation, manufacturing, and commercialization. These standards reflect global best practices in terms of quality, accuracy and efficiency, across the various aspects of product development, including marketing and communication. We also ensure that these standards are completely in accordance with the regulatory requirements of the locations where we operate. These standards help to ensure that our manufacturing plants are equipped with the latest technology and that requisite audit and quality control mechanisms are put in place with respect to the health and safety of the people who work there; all products conform to Key Release Specifications (KRSs)¹ and meet the various aesthetic set for each individual product type.



¹KRSs are a range of characteristics which define the critical quality parameters of a product and become the release specification

Ingredient Safety

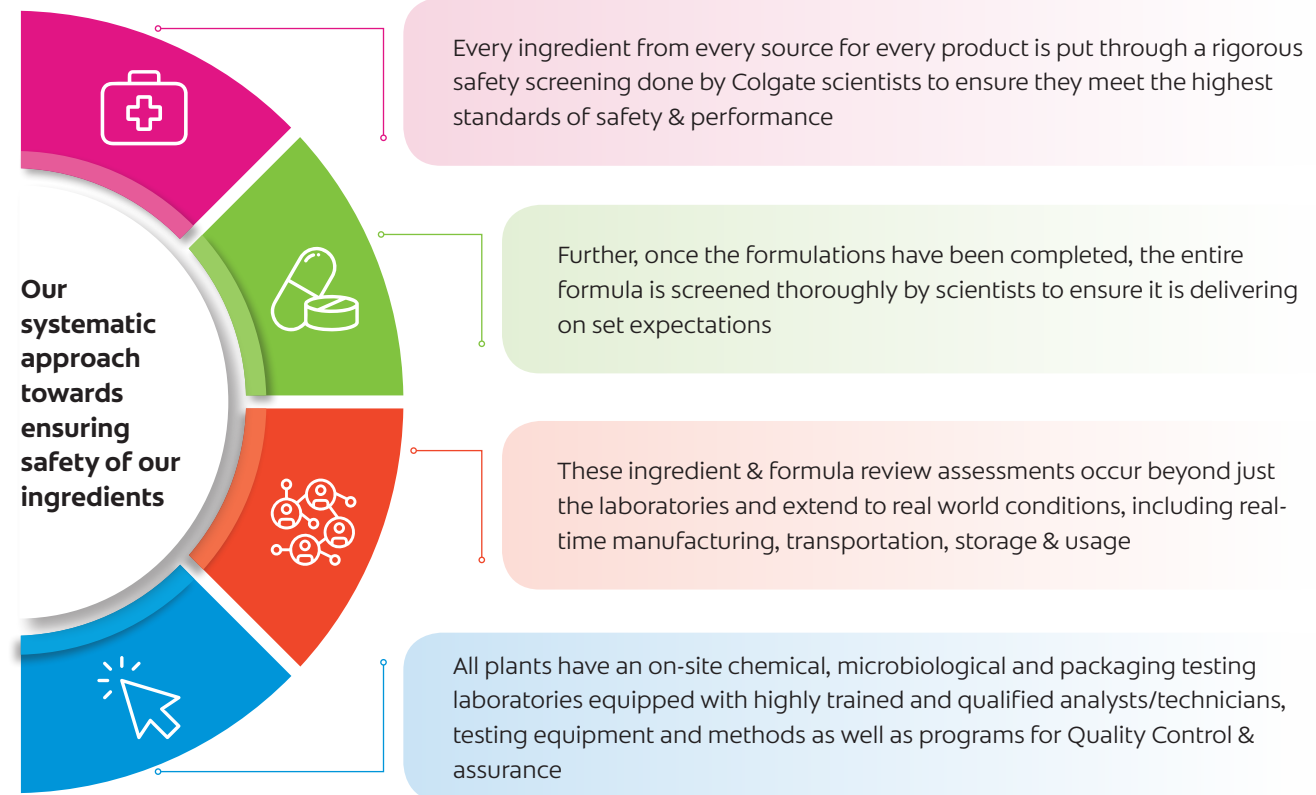
Consumers today are looking for company information about environmental, social and governance practices as well as details regarding ingredients contained within the products they use. At Colgate, we are empowering our consumers with the right and relevant information to enable them to make the right choice for them.

We continue to assure our consumers of the quality and safety of our ingredients. All our ingredient usage guidelines are strictly based on an extensive evaluation of the latest scientific evidence. Additionally, we actively engage with external experts and other resources to further expand our knowledge base and capitalize on opportunities as per emerging scientific discoveries.



POLICY IN FOCUS

Our ‘Ingredient safety policy’ emphasizes on strict adherence to the safety standards laid down by the Company and all applicable government regulations where the Company sells its products.



Recall Management

We have a standardized process to recall and recover any non-conforming, defective or potentially harmful products which find entry into our value chain. This process includes mock recovery audits, application of FMEA (Failure Mode and Effect Analysis) technology for eliminating defects, and product coding for traceability. It is also tested periodically for efficiency and effectiveness.

HELPING TO BUILD SUSTAINABLE HABITS FOR LIFE

At Colgate, we remain committed not only to making safe products, but also to provide relevant information about our product ingredients to our consumers. We engage with our customers and consumers to promote awareness about conservation of scarce resources like water.



Consumer Awareness - Transparency in Labeling

We ensure transparency about our key ingredients across easily accessible touchpoints, including the Company website and E-commerce platforms.

Transparency about our key ingredients, such as



Learn more about what's in our products

Yes, some of our ingredients are tricky to pronounce, but they're all there for a good reason: to keep you and your smile bright and healthy.

[See what each ingredient does>](#)



Some of our products featuring natural ingredients which are also called out responsibly in the packaging includes:



One incident of non-adherence to code for self regulation in advertising (a non mandated code that we have voluntarily committed to follow) was resolved in a timely manner by making suitable changes.

Consumer Awareness - Social Outreach

In addition to providing information to our consumers, we also engage and sensitize them to conserve water. As part of our Water Stewardship Program, our Save Water communication is mentioned on over two billion product packs to remind our consumers of our collective responsibility towards conservation of water.

2016

We launched our campaign #Turn off the Tap
#EverydropCounts
on multiple social media platforms. The campaign also saluted real water heroes in the country, whose work has helped water conservation on a large scale.

2018 and 2019

We partnered with Metro Cash & Carry stores Pan India for a
Save Water cause campaign
proceeds of which went to support communities in the water stressed villages of Maharashtra & West Bengal. Colgate has been recognized by Metro as the Best Sustainability Partner for our continuous efforts to save water.

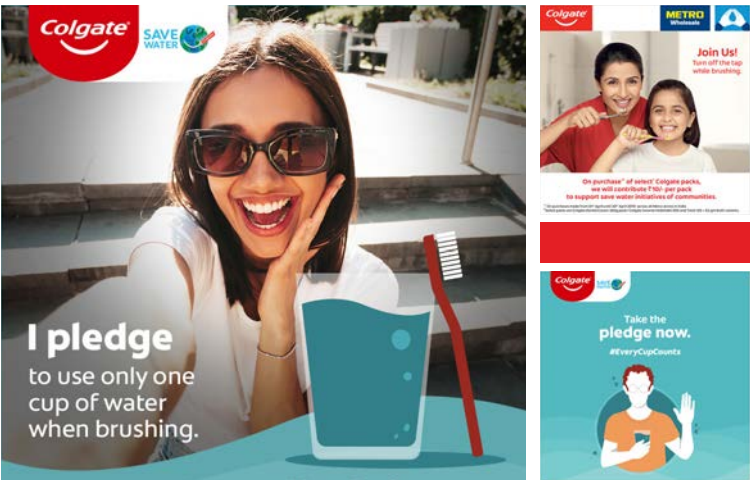


2022

We engaged all our suppliers for sensitizing and seeking their support to
Save water mission
through efforts in their businesses / supply chains

2021 and 2022

A Call to Action campaign with an aim to save 200 million liters of water
#EveryCupCounts was launched.
The campaign invited people, specifically young people to pledge their support in saving water while brushing.



More than 100 million people
were reached through save water campaigns



NURTURING
NATURE FOR
THE FUTURE

Banyan Tree, Bihar

PRESERVING OUR ENVIRONMENT



We continue to accelerate action towards reducing our environmental footprint by embedding focused environment goals and targets at the heart of our business operations.

We continue to operate along with our partners to eliminate waste, decrease plastic usage, save water, increase usage of renewable resources and enhance our initiatives towards responsible resource consumption.

Our Environment Targets

- » Net Zero carbon by 2040
- » 42% reduction in GHG emissions (Scope 1 & 2) by 2030 against 2020 baseline¹
- » Maintain TRUE® Zero Waste certification for all Colgate owned plants
- » 100% reusable, recyclable or compostable plastic packaging by 2025
- » Continue to achieve 100% of plastic waste collection under EPR every year
- » Net Zero Water at India Level by 2025^{2,3}
- » Allocate 80% of our material spend in line with our responsible sourcing guidelines by 2025
- » Maintain 95% of our contract manufacturing spend to be under responsible sourcing
- » Continue ensuring social compliance at 100 % of 3PL warehouse operations through third- party assessment

Highlights

Environment Friendly

refrigerant gases are fed in all our manufacturing plants

Pioneered

recyclable toothpaste tubes in Asia

Zero suppliers identified

with potential negative social and environmental impacts



¹Energy consumed in KWh per tonne of production

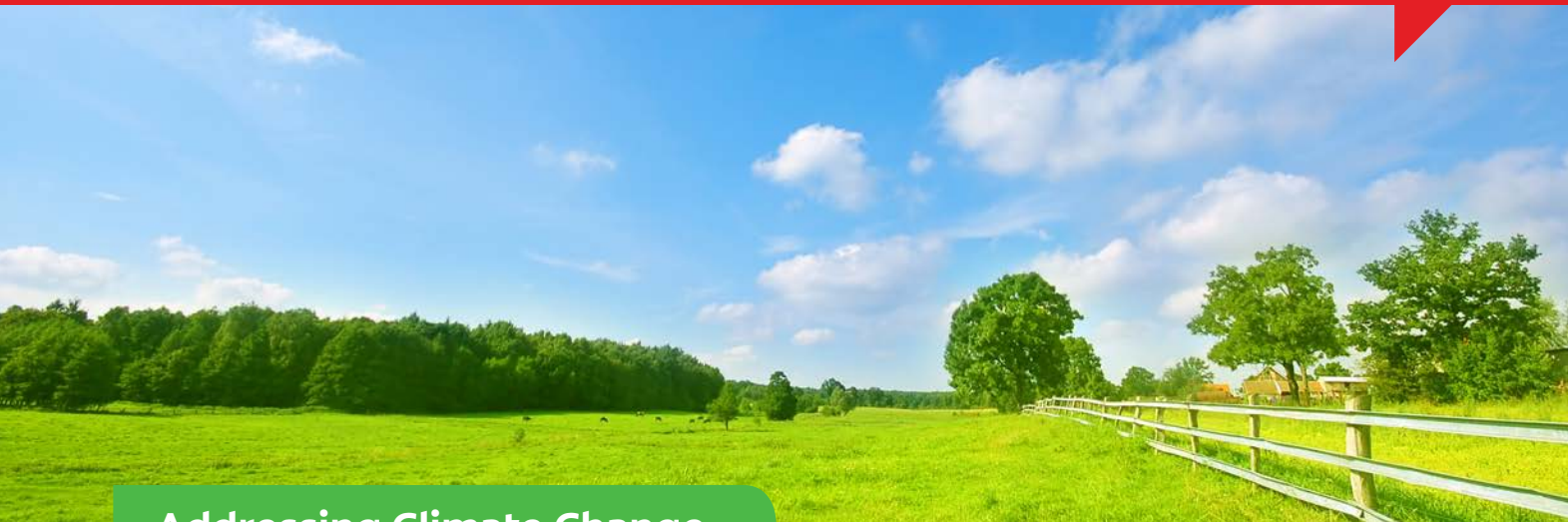
²As defined by USGBC LEED Net Zero Water

³Excluding water mandated to be sent to Central Effluent Treatment Plant for treatment



ACCELERATE ACTION ON CLIMATE CHANGE

At Colgate, we are working towards enabling a healthier future for all. Our strong commitment to climate change mitigation efforts are a demonstration of the same.



Addressing Climate Change

Our Global Code of Conduct ensures that each and everyone on our teams across the world is conscious of our responsibility towards the conservation of natural resources and mindful of the impact our actions have on the environment. Additionally, we have not paid any fines or penalties related to the environment and ecology in the last 4 fiscal years.

Our parent Company has published its first report aligned with the TCFD (Task Force on Climate change related Financial Disclosures) recommendations, with disclosures in the areas of governance, strategy, risk management and metrics and targets.

Energy and Emissions Management

In line with our sustainability strategy, we are focused on increasing our energy efficiency and reduction of emissions.

Our efforts on reducing the non-renewable sources of energy have resulted in consumption falling from 174,022 Gigajoule (GJ) in FY 2019-20 to 163,410 GJ in FY 2021-22.

On the other hand, our use of renewable sources of energy such as solar and wind, has seen a positive upward consumption from 17,592 GJ in FY 2019-20 to 27,822 GJ in FY 2021-22.

85%
of the energy
received at our
Baddi plant is
from hydroelectric
energy

We are committed to further optimizing our energy mix in the near future.

Renewable Energy

Our plants in Sri City and Sanand use power generated through renewable sources including wind and solar power.

Wind Power

is procured at our plant at Sanand, Gujarat through Power Purchase Agreement

Snapshot of our Energy Mix Over the Years

In GJ

Energy Source	Source	FY 2019-20	FY 2020-21	FY 2021-22
Direct energy consumption	Renewable	6,132.64	6,276.07	8,685.74
	Non-renewable	14,210.04	16,129.97	22,112.60
Indirect energy consumption	Renewable	11,459.48	15,942.58	19,137.23
	Non-renewable	159,811.92	128,766.31	141,297.65
Total energy consumption	Renewable	17,592.12	22,218.65	27,822.96
	Non-renewable	174,021.95	144,896.27	163,410.25

Focus areas towards Energy Efficiency

Awareness and Employee Engagement	Power Purchase Agreements (PPA)	Energy Reduction Initiatives
We upskill our employees for new technology and engage them through various initiatives like learning forums, Energy Treasure Hunt (ETH) our employees are actively engaged in identifying ideas and projects that allow us to save energy. These projects are analyzed further for implementation based cost-benefit and impact.	We have undertaken Power Purchase Agreements (PPA) for solar and wind power.	<p>We have undertaken several energy reduction initiatives across our operations, which have helped us save energy. Along with many other initiatives, a few to mention;</p> <p>Chiller plant integrated in closed loop system with demand flow algorithm, Axial blowers for AHUs, In-house Solar project, Hybrid power factor panel installation, Axial fan for AHU, 183 air leakage corrected with Fluke air leak study, converted CFL to LED lights, PF improvements by calibrating capacitor banks, Intelligent flow for compressed air.</p> <p>These initiatives have contributed in energy saving of 17,333 GJ in FY 2021-22.</p>

Emissions Reduction

Over the years, we have successfully managed to reduce our air emissions and hence, reduce our carbon footprint. We are constantly working and monitoring to reduce our Scope 1 and Scope 2 emissions as well as NOx and SOx air emissions by incorporating the latest technology and optimizing its use across the board.

Reduction in CO₂

Colgate utilizes green energy produced from hydroelectric power stations, solar and wind power plants, which reduces CO₂ emissions by substituting burning of fossil fuels

Energy Efficiency

All new machines and equipment are energy efficient, thereby using less energy which leads to reduction in emissions. Company has planned 5% of CEB spending for projects that support our transition towards becoming green

Our Performance on Emissions over the Years

In Tonnes of CO2 equivalent (tCOe2)

Scope of emissions	FY 2019-20	FY 2020-21	FY 2021-22
Direct emissions (Scope 1)	1,041	1,185	1,624
Indirect emissions (Scope 2)	35,514	28,257	31,007
Total	36,555	29,442	32,631

In Kilograms (Kg)

Air emissions	FY 2020-21	FY 2021-22
NOx	2,196	2,307
SOx	3,423	693
PM	1,943	1,686



LEAD WITH ZERO WASTE FACILITIES

We are consistently working on reducing, reusing and recycling waste across our business and manufacturing operations.



Waste Management

Our waste streams consist of hazardous waste, non-hazardous waste and e-waste. We ensure waste generated is segregated at the source and the hazardous waste is put in use based on appropriate options or disposed of in line with requisite compliance requirements.

Colgate is working toward zero waste through the Total Resource Use and Efficiency (TRUE®) Zero waste certification program overseen by Green Business Certification Inc. (GBCI). Our all facilities are using TRUE® waste approach and tools. TRUE® Zero Waste facilities also meet high standards with respect to energy and water efficiency.

TRUE® Zero Waste Platinum certification

We are the first company in India to have received TRUE® Zero Waste Platinum certification in 2019, for all our four manufacturing sites in India, from GBCI

More than 90%

is our waste diversion rate from landfill



GBCI developed a TRUE® Certification Mark to promote that a product was manufactured in a TRUE® certified facility

With an ambition to continue leading with zero waste facilities, we explore novel ways to reduce, reuse and recycle waste. We consistently monitor our waste management processes and ensure safe treatment of waste generated across our facilities.

Insights into our waste management initiatives :

- There is a strong monitoring and tracking framework for waste management
- Sludge is sent to cement company for co-processing into cement
- More than 90% of the waste generated from the manufacturing processes is diverted to recycling or co-processing
- Engage waste management agencies to collect multi layered packaging across the value chain. This helps us meet our commitment of collecting 100% of the volumes from the market
- Engage employees on waste management awareness, share good practices and encourage them to bring new ideas, implement learnings in their homes too

Waste generated			
In Metric Tonnes (MT)			
Description	FY 2019-20	FY 2020-21	FY 2021-22
Plastic waste (A)	626.57	636.90	710.99
E-waste (B)	0.57	1.24	3.10
Bio-medical waste (C)	3.00	3.38	2.90
Construction and demolition waste (D)	0.00	0.00	0.00
Battery waste (E)	3.27	3.11	27.82
Radioactive waste (F)	0.00	0.00	0.00
Other Hazardous waste. (ETP Sludge) (G)	273.78	356.52	368.48
Spent Oil	1.82	0.78	2.01
Waste Cream	829.43	863.33	673.97
Other Non-hazardous waste generated (H). (Break-up by composition i.e., by materials relevant to the sector)	2,247.59	2,205.79	2,389.45
Total	3,986.03	4,071.04	4,178.71

Waste diverted from disposal*

In MT			
Hazardous Waste			
Description	FY 2019-20	FY 2020-21	FY 2021-22
Recycled	655.65	739.89	757.63
Re-used	0	0	0
Other recovery operations	0	0	0
Total	655.65	739.89	757.63
E-Waste			
Recycled	0.57	1.24	3.10
Re-used	0	0	0
Other recovery operations	0	0	0
Total	0.57	1.24	3.10
Non - Hazardous Waste			
Recycled	3,072.92	3,145.00	3,159.67
Re-used	954.65	914.99	921.62
Other recovery operations	0.00	0.00	0.00
Total	4,027.57	4,059.99	4,081.29

*Waste cream in Sanand is disposed of as Hazardous waste as per Consent to Operate unlike at Baddi and Goa locations.

Waste directed to disposal

In MT			
Hazardous Waste			
Description	FY 2019-20	FY 2020-21	FY 2021-22
Incineration	0.44	3.23	2.82
Landfilling	0	0	0
Other disposal operations	0	0	0
Total	0.44	3.23	2.82
Non - Hazardous Waste			
Incineration	0	0	0.29
Landfilling	10.91	12.28	17.63
Other disposal operations	0	0	0
Total	10.91	12.28	17.92



ELIMINATE PLASTIC WASTE

As a responsible company, we strive to create a positive impact through our products and packaging.



Sustainable Packaging

Our Company continuously works towards closing the loop and championing circular economy by eliminating and replacing plastic usage. Commencing from the design phase, we take into consideration the environmental aspects of our products. In our quest to reduce plastic waste, we further focus on increasing reusable packaging as well as the recyclable contents for packaging through R&D investments. During the reporting period, we allocated approximately INR 105 Lakhs of R&D resources for sustainable packaging. Our efforts to propel a sustainable future is supported by the various partnerships built through several years.

- 26.55% of our plastic packaging consists of recyclable plastic packaging
- 16.9% consists of recycled content within the plastic packaging
- Our packaging material comprises of paper, out of which 99% is recycled and/or certified materials

We launched India's first ever recyclable toothpaste tubes and by doing so the company remains steadfast in its commitment to raise the bar on sustainable footprint. We have been also using recyclable cartons and shippers for over a decade now

Recyclable Plastic

Use of recyclable plastic in toothbrushes

Recyclable Cartons

Use of recyclable cartons (tooth paste) and backer cards (tooth brush) for 90% requirements

Recycled Kraft

Use of recycled kraft paper for shippers in toothpaste and toothbrush

WATER STEWARDSHIP

At our Company, we are cognizant of the importance of water as a natural and shared resource. Hence conservation of water is an important element of our 2025 Sustainability and Social Impact Strategy.



Some of our facilities are located in water stressed regions, hence it is our duty to protect water availability for the neighboring communities. We comply with all the laws and regulations safeguarding water resources and we constantly monitor ground and surface water levels and its quality across our facilities, which helps us plan and prioritize our actions to ensure sustainable water management.

In our endeavor to establish water resiliency across the value chain, we consciously work towards our goal of net zero water in India by 2025. We actively monitor our water consumption levels and identify areas of opportunities through robust review mechanisms across our manufacturing and business operations.

We follow an integrated management approach to ensure implementation of the industry best practices and sustainable water management across our operations. We have several platforms such as open forums, online systems, initiatives like Water Treasure Hunt to bring forth water saving project ideas and their implementation.

We are conserving water by reducing usage, adopting water efficient technologies, replenishing water through harvesting systems and reusing wastewater. Further insights into our initiatives have been provided below.

Water is one of important thematic areas in our CSR efforts. Our water programs focus on water accessibility, replenishment, augmentation, rain water harvesting and Water Sanitation and Hygiene (WASH) in water stressed regions. By engaging communities and stakeholders, we focused for sustainable impact. You can find more information about our water efforts in page 44.



Water Conservation, Reduction and Recycling Approach

OPERATIONAL EFFICIENCY	REPLENISHMENT PROJECTS	RECYCLING	AWARENESS
<ul style="list-style-type: none"> Implementation of steam traps to recover water from steam used across operations Chemically Enhanced Backwash for water saving projects Actions to support cleaning and sanitization with lesser water Installation of water saving toilet flushes, taps and faucets, enabling 40% less use of water compared to the previous year/s Reduce vaporization of water at cooling towers Capital Expenditure Projects are taken up for water saving projects 	<ul style="list-style-type: none"> Recharge of roof top water to the aquifer Rainwater harvesting for use in gardening, sanitation purposes across business operations and manufacturing facilities 	<ul style="list-style-type: none"> Use of recycled water at all our sites across utilities, toilet flushes and gardening, among others. Effluent Treatment Plant (ETP) to treat soften and re-use water across all our sites 	<ul style="list-style-type: none"> Water saving awareness programs



4,000 KL

of water was harvested through the implementation of our groundwater replenishment program at the Goa plant. A geophysical survey was conducted which helped us identify locations for groundwater recharge. With the approval from the water resources department, we progressed on the project.*

*till July 31,2021



Water Consumption

In Kilolitre (KL)			
Description	FY 2019-20	FY 2020-21	FY 2021-22
Water in products	20,408	18,921	16,951
Non - product water	217,414	219,293	228,093
Total Water Consumption	237,822	238,214	245,044

Water Consumption in Areas of Water Stress

In KL			
Description	FY 2019-20	FY 2020-21	FY 2021-22
(i) Surface water	0	0	0
(ii) Groundwater	65,867	67,547	82,262
(iii) Third party water	107,372	97,316	105,102
(iv) Seawater / desalinated water	0	0	0
(v) Others	0	0	0
Total	173,239	164,863	187,364

Another important step is to treat wastewater, recycle and reuse within our business operations. In Sanand and Goa, wastewater generated is treated on-site and undergoes physicochemical treatment-primary, secondary, and tertiary. This includes treatment of wastewater through equalization tanks, primary clarifiers, flash mixers, aeration tanks, secondary clarifiers, collection tanks, pressurized sand bed filter and carbon bet filters. Additionally, the sludge generated is dried and disposed of at the approved disposal site as per rules of Pollution Control Boards of respective states. This water is then used for gardening purposes and flushing, along with being softened and used for utilities such as cooling towers and boilers.

Note : Sri City and Baddi (partially) are required to send water to a common ETP as per the conditions mentioned in the Consent to Operate by Pollution Control Boards.

Water Discharge by Destination and Level of Treatment

In KL

Description	FY 2019-20	FY 2020-21	FY 2021-22
(i) To Surface Water	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	0	0	0
(ii) To Groundwater	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	2,958	3,527	1,624
(iii) To Seawater	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	0	0	0
(iv) Sent to third parties	0	0	0
- No treatment	10,107	8,091	8,215
- With treatment (please specify level of treatment)	19,475	13,925	14,729
(v) Others (Irrigation/Utility)	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	66,151	64,536	60,686
Total	98,691	90,079	85,254

Three of our manufacturing facilities; Sricity (Andhra Pradesh), Sanand (Gujrat), and Baddi (Himachal Pradesh) are in water stressed regions. We have identified these water stressed areas based on the World Resources Institute (WRI) aqueduct tool. We consistently monitor water withdrawal, consumption and discharge.

Water Discharge by Destination and Level of Treatment in Water Stressed areas

In KL

Description	FY 2019-20	FY 2020-21	FY 2021-22
(i) To Surface Water	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	0	0	0
(ii) To Groundwater	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	2,958	3,527	1,624
(iii) To Seawater	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	0	0	0
(iv) Sent to third parties	0	0	0
- No treatment	10,107	8,091	8,215
- With treatment (please specify level of treatment)	19,475	13,925	14,729
(v) Others	0	0	0
- No treatment	0	0	0
- With treatment (please specify level of treatment)	35,741	33,688	31,456
Total	68,281	59,231	56,024

DRIVE SUSTAINABLE SOURCING

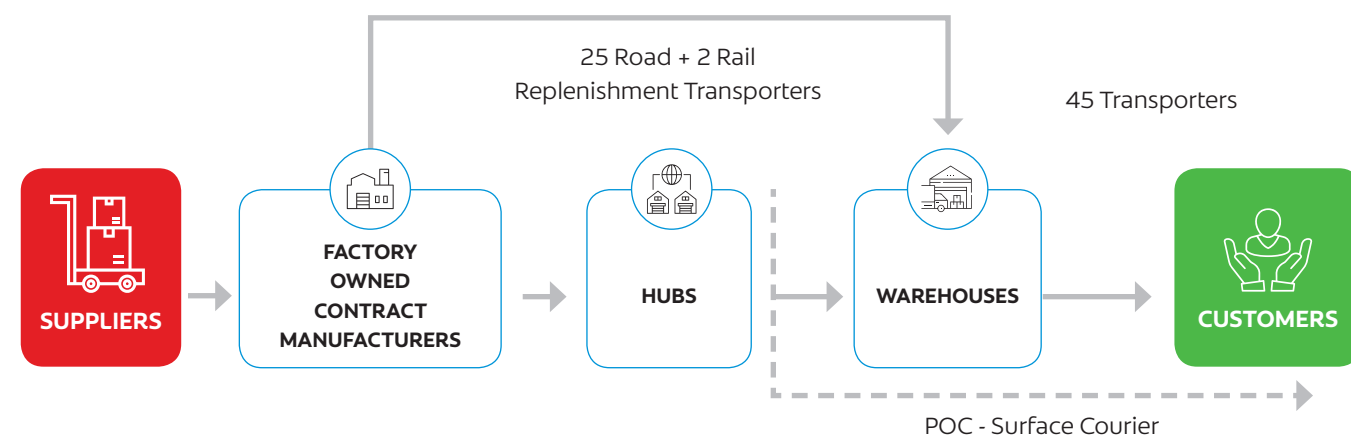
Our commitment to doing business responsibly and sustainably drives us to maintain a holistic approach towards our supply chain.



Responsible Supply Chain

We continuously focus on ways to maximize our contribution to mitigating climate change through supplier efficiency opportunities, sustainable and efficient logistics and responsible sourcing.

Key Components of our Supply Chain - Manufacturing to Distribution



Network Modeling

To reduce overall footprints and servicing more efficiently, we optimized our network of warehouses from 31 to 23 (including 4 hubs) with the help of a network modeling study

There is a systematic management and assessment approach to enable responsible supply chain activities which help evaluating and mitigating any ethical, social and environmental issues, which may arise across the supply chain.

THIRD PARTY CODE OF CONDUCT (CoC)

Colgate's third-party CoC communicates the expected behaviour from suppliers, business partners and all other third parties we do business with. Through the CoC, we propel the high ethical standards which guide our decisions.

POLICY ON INGREDIENT SAFETY

Through our policy, we ensure safety as well as minimum impact of our ingredients, corresponding products and processes. We strive to deliver products which are environmentally sensitive while maintaining high standards of safety, quality and adherence to regulatory compliances.

THIRD-PARTY SCREENING AND DUE DILIGENCE

Prior to on-boarding, all third parties must undergo a screening process against various relevant laws and violations. Post this, they are subject to regular monitoring. In case of any red alerts, proper investigation is conducted with corresponding corrective action plans.

ENHANCED SUPPLIER MANAGEMENT (ESM)

ESM is a global audit and risk assessment process for our raw material, packaging suppliers and contract manufacturers. The focal areas covered include compliance with our quality standards, regulatory requirements pertaining to quality and safety, quality of service for effective supply of products and responsible environmental management as well as respect for worker safety and labour rights.

SUPPLIER RESPONSIBLE SOURCING ASSESSMENT (SRSA)

SRSA is a risk assessment and audit program with emphasis on social and environmental compliance of our manufacturing facilities, contract manufacturers, raw and packaging material suppliers, warehouses, and co-packers. Selection of suppliers is based on a risk assessment whereas compliance is evaluated on a 4-pillar audit.

PARTNERSHIPS

We are a member of the Consumer Goods Forum (CGF)- Forest Positive Coalition of Action as well as CGF- Human Rights Coalition and CGF- Resolution on Forced Labor and the Priority Industry Principles (PIP). We continuously engage and collaborate with other external partners to ensure responsible sourcing.

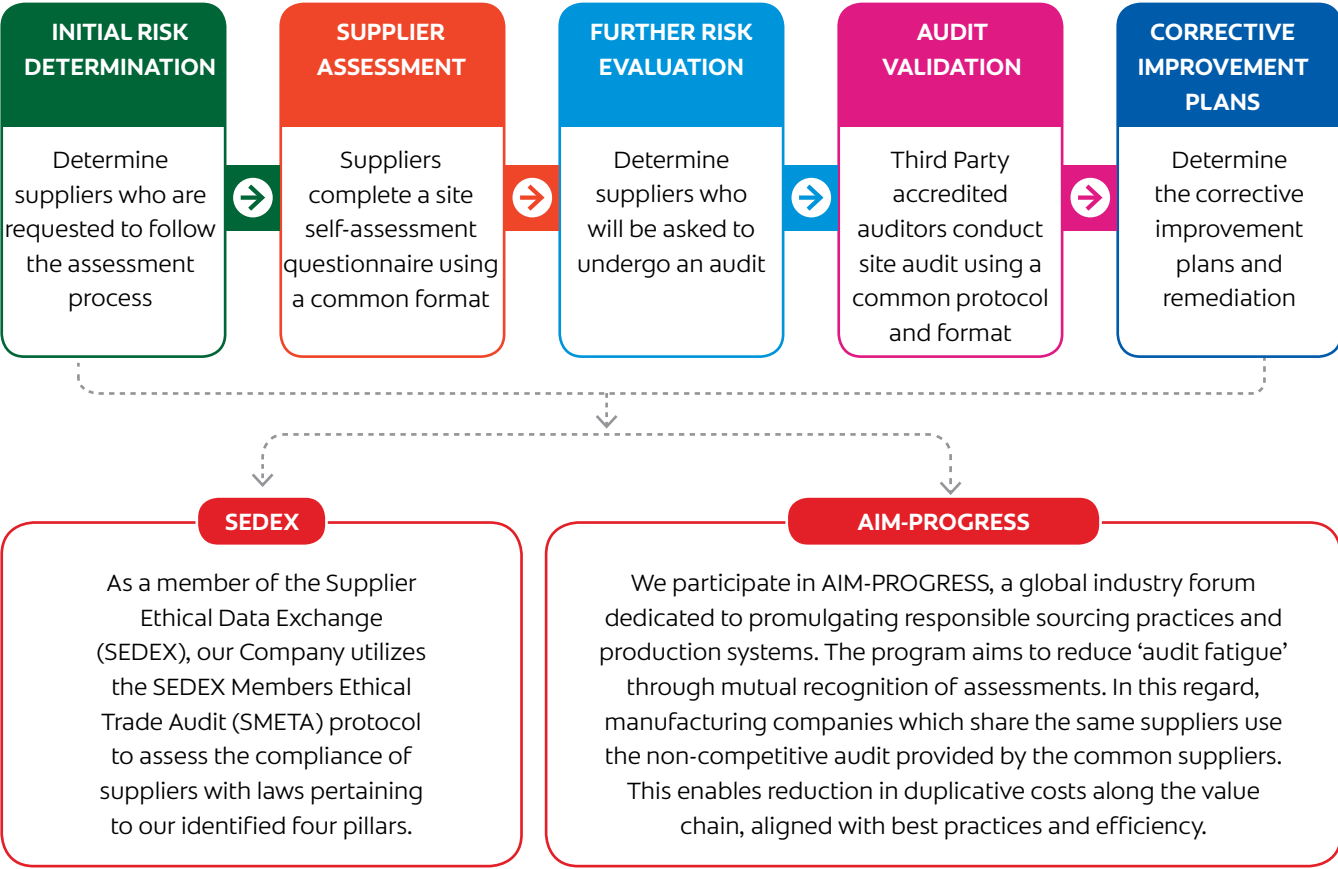
In 2012, we introduced ‘Supplier Responsible Sourcing Assessment (SRSA)’ to assess selected suppliers, vendors (raw material, packaging), contract manufacturers, co-packaging facilities, warehouse operation and third-party vendors. The program requires the identified suppliers or vendors to complete a self-assessment form consisting of questions on ethical, social and environmental parameters. Important pillars of these assessments include:

- Labor Standards
- Health and Safety
- Environmental Management
- Business Integrity including Compliances

Initial assessment helps in selecting suppliers for further risk evaluation. There are audits internal or through third parties to validate the information.



Our SRSA Process



GRI INDEX

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
GRI 102: General Disclosures 2016			
Organisational Profile			
GRI 102: General Disclosures 2016	GRI 102-1: Name of the Organisation	5	
	GRI 102-2: Activities, brands, products & services	7-9	
	GRI 102-3: Location of Headquarters	10	
	GRI 102-4: Location of Operations	11	
	GRI 102-5: Ownership and legal form		Colgate-Palmolive India Limited is a publicly listed company.
	GRI 102-6: Markets served	7	
	GRI 102-7: Scale of the Organisation	11, 28, Annual Report Page 19, 83	Annual Report FY 2021-22
	GRI 102-8: Information on employees and other workers	28	
	GRI 102-9: Supply Chain	74, Annual Report, page 124	
	GRI 102-10: Significant changes to the organisation and its supply chain		There have been no significant changes in the organizational structure or supply chain.
	GRI 102-11: Precautionary Principle or Approach	20, Annual Report Page 82, 101, 102	
	GRI 102-12: External initiatives	5	
	GRI 102-13: Membership of associations	Annual Report Page 122	
Strategy			
GRI 102: General Disclosures 2016	GRI 102-14: Statement from senior decision maker	2-4	
Ethics & Integrity			
GRI 102: General Disclosures 2016	GRI 102-16: Values, principles, standards and norms of behavior	8	
Governance			
GRI 102: General Disclosures 2016	GRI 102-18: Governance structure	13	
	GRI 102-19: Delegating authority	22-23	
	GRI 102-20: Executive-level responsibility for economic, environmental, social topics	22-23	
	GRI 102-21: Consulting stakeholders on economic, environmental, and social topics	18-19, 22-23	
	GRI 102-22: Composition of the highest governance body and its Committees	13-14	
	GRI 102-23: Chair of the highest governance body	13	
	GRI 102-29: Identifying and managing economic, environmental, and social impact	22-23	

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
Stakeholder engagement			
GRI 102: General Disclosures 2016	GRI 102-40: List of stakeholder groups	19	
	GRI 102-41: Collective bargaining agreement	Annual Report Page 110	
	GRI 102-42: Identifying and selecting stakeholders	18	
	GRI 102-43: Approach to stakeholder assessment	18	
	GRI 102-44: Key topics and concerns raised	19	
Reporting practices			
GRI 102: General Disclosures 2016	GRI 102-45: Entities included in consolidation of financial statements	5	
	GRI 102-46: Defining report content and topic boundaries	5, 20	
	GRI 102-47: List of material topics	20	
	GRI 102-48: Restatements of information		Not applicable as this is our first year of our ESG report.
GRI 102: General Disclosures 2016	GRI 102-49: Changes in reporting		Not applicable as this is our first year of our ESG report.
	GRI 102-50: Reporting period	5	
	GRI 102-51: Date of most recent report		Not applicable as this is our first year of our ESG report.
	GRI 102-52: Reporting cycle	5	
	GRI 102-53: Contact point for questions regarding the report	5	
	GRI 102-54: Claims of reporting in accordance with GRI standards	5	
	GRI 102-55: GRI content Index	77-83	
	GRI 102-56: External assurance		Not Applicable
Material Topics			
Business Ethics, Governance & Transparency			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	12-15, 20-25	
	GRI 103-3: Evaluation of the management approach	12-15	
GRI 205: Anti-corruption 2016	GRI 205-3: Confirmed incidents of corruption and actions taken		There have been no confirmed incidents of corruption in FY 2021-22.

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
S: Driving Social Impact			
Health and Safety of Our People			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	15, 20-25, 38	
	GRI 103-3: Evaluation of the management approach	38-39	
GRI 403: Occupational Health and Safety 2018	GRI 403-1: Occupational health and safety management system	38-39	
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	39-40	
	GRI 403-3: Occupational health services	41	
	GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	39	
	GRI 403-5: Worker training on occupational health and safety	41-42	
	GRI 403-6: Promotion of worker health	41	
	GRI 403-8: Workers covered by an occupational health and safety management system	39	
	GRI 403-9: Work-related injuries	42	
	GRI 403-10: Work-related ill health	42	
Human Rights			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	15, 20-25, 37	
	GRI 103-3: Evaluation of the management approach	37	
GRI 406: Non-Discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken	37	
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	37	

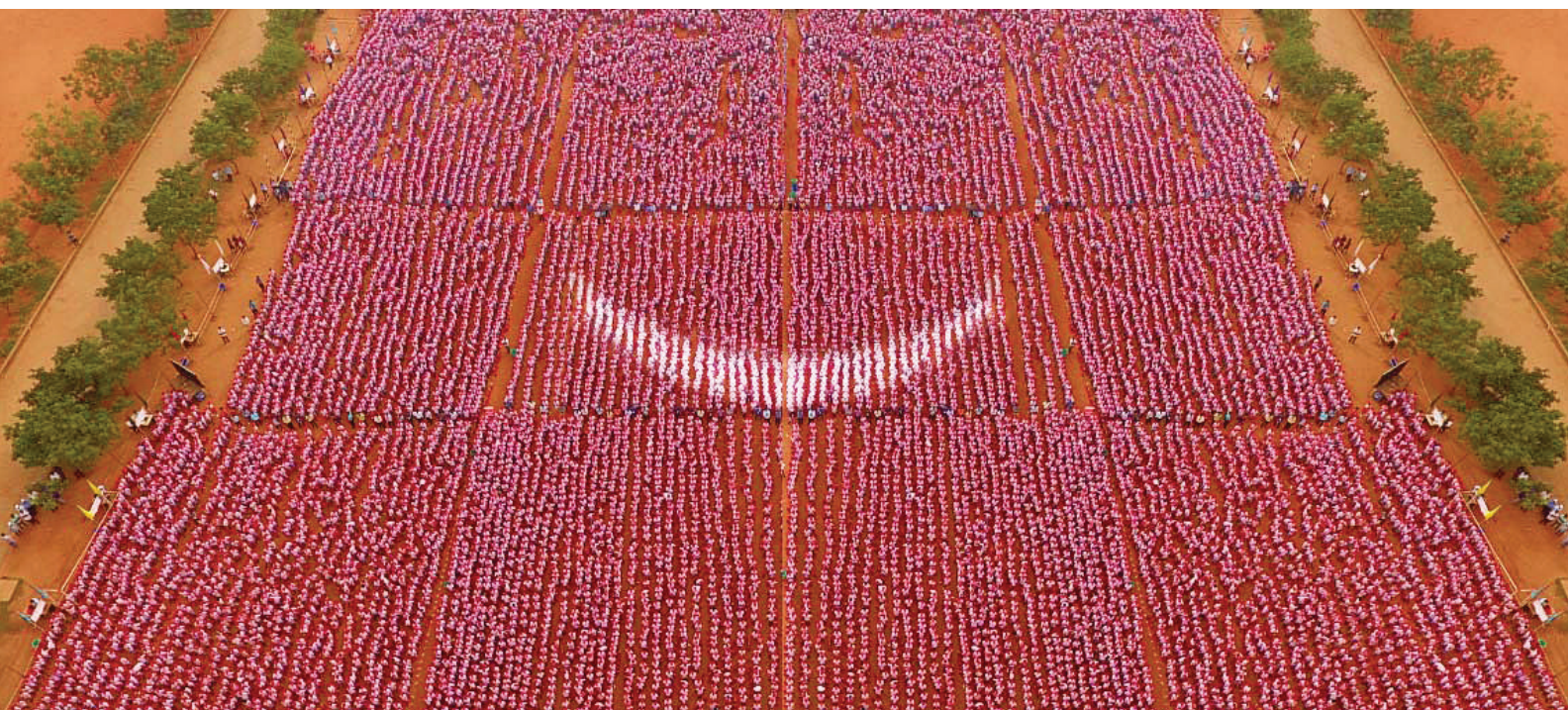
GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
GRI 408: Child Labor 2016	GRI 408-1: Operations and suppliers at significant risk for incidents of child labor	37	
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	37	
GRI 412: Human Rights Assessment 2016	GRI 412-2: Employee training on human rights policies or procedures	37	
	GRI 412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	37, Annual report Page 115	
Diversity and Inclusion			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	15, 20-25, 34-35	
	GRI 103-3: Evaluation of the management approach	34-36	
GRI 401: Employment 2016	GRI 401-1: New employee hires and employee turnover	29	
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	30-31	
	GRI 401-3: Parental leave	31	
GRI 404: Training and Education 2016	GRI 404-2: Programs for upgrading employee skills and transition assistance programs	33	
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1: Diversity of governance bodies and employees	14, 28, 36	
Community Development			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	15, 20-25, 43	
	GRI 103-3: Evaluation of the management approach	43-49	

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
GRI 413: Local Communities 2016	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	44-49	
	GRI 413-2: Operations with significant actual and potential negative impacts on local communities		There has been no negative impact on the local communities in which we operate.
Mil: Helping Millions of Homes			
Consumer Health and Safety			
GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	20-21	
	GRI 103-2: The management approach and its components	15, 20-25, 52-56	
	GRI 103-3: Evaluation of the management approach	52-56	
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