

COLGATE 2019 GRI CONTENT INDEX: GRI CORE

General Disclosures

GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
ORGANIZATIONAL PROFILE				
GRI 102: General Disclosures 2016	102-1	Name of the organization	Company Profile	
	102-2	Activities, brands, products, and services	Company Profile	Colgate Global Brands
	102-3	Location of headquarters	Company Profile	
	102-4	Location of operations	Company Profile	
	102-5	Ownership and legal form	Company Profile	
	102-6	Markets served	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
	102-7	Scale of the organization	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
	102-8	Information on employees and other workers	Company Profile	Colgate's 2019 KPI Table
	102-9	Supply chain	Company Profile	
	102-10	Significant changes to the organization and its supply chain	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)	Colgate's 2019 SEC 10-K filing, p.20-22
	102-11	Precautionary Principle or approach	Environmental Management	Colgate's 2018 CDP Water Information Request (2,2d)
	102-12	External initiatives	Partnerships	
	102-13	Membership of associations	Partnerships	
STRATEGY AND ANALYSIS				
GRI 102: General Disclosures 2016	102-14	Statement from senior decision-maker	A welcome letter from Chairman, President and CEO, Noel Wallace	
	102-15	Key impacts, risks, and opportunities	Sustainability Management	
ETHICS AND INTEGRITY				
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	Colgate Values	
	102-17	Mechanisms for advice and concerns about ethics	Business Integrity	
GOVERNANCE				
GRI 102: General Disclosures 2016	102-18	Governance structure	Governance	Sustainability Governance
	102-19	Delegating authority	Governance	Sustainability Governance
	102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance	Colgate's SEC 10-K filing, (p.3)
	102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement	Colgate's SEC 10-K filing, (p.3)
	102-22	Composition of the highest governance body and its committees	Governance	Sustainability Governance
	102-23	Chair of the highest governance body	Governance	Sustainability Governance
102-24	Nominating and selecting the highest governance body	Colgate's 2019 Proxy Statement (p. 20)	Governance Commitment in Action	
STAKEHOLDER ENGAGEMENT				
GRI 102: General Disclosures 2016	102-40	List of stakeholder groups	Stakeholder Engagement	Materiality Approach
	102-41	Collective bargaining agreements	Colgate's 2019 KPI Table	
	102-42	Identifying and selecting stakeholders	Stakeholder Engagement	Materiality Approach
	102-43	Approach to stakeholder engagement	Stakeholder Engagement	Materiality Approach
102-44	Key topics and concerns raised	Stakeholder Engagement	Materiality Approach	
REPORTING PRACTICE				
GRI 102: General Disclosures 2016	102-45	Entities included in the consolidated financial statements	Company Profile	Colgate's 2019 SEC 10-K filing (p.1-3, 71, 107-109)
	102-46	Defining report content and topic Boundaries	Sustainability Management	
	102-47	List of material topics	Materiality Approach	
	102-48	Restatements of information	Colgate's 2019 KPI Table	
	102-49	Changes in reporting	About This Report	
	102-50	Reporting period	About This Report	
	102-51	Date of most recent report	About This Report	
	102-52	Reporting cycle	About This Report	
	102-53	Contact point for questions regarding the report	About This Report	
	102-54	Claims of reporting in accordance with the GRI Standards	About This Report	
	102-55	GRI content index	About This Report	
102-56	External assurance	About This Report		

Topic-Specific Disclosures

Economic				
GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
ECONOMIC PERFORMANCE				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
	103-2	The management approach and its components	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
	103-3	Evaluation of the management approach	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Company Profile	Colgate's 2019 Annual Report (pages 2,6,37, 41, 44-50, 82)
	201-2	Financial implications and other risks and opportunities due to climate change	Our Climate Commitment	Colgate's 2019 SEC 10-K filing, (p.1-2, 25-29)
	201-3	Defined benefit plan obligations and other retirement plans	Colgate's SEC 10-K filing, (p.40, 41, 48, 52, 76, 97-106)	
	201-4	Financial assistance received from government	Colgate's SEC 10-K filing, (p.107-109)	
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Oral Health Education	Hand Washing Education
	103-2	The management approach and its components	Oral Health Education	Hand Washing Education
	103-3	Evaluation of the management approach	Oral Health Education	Hand Washing Education
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Oral Health Education	Hand Washing Education
	203-2	Significant indirect economic impacts	Oral Health Education	Hand Washing Education

Topic-Specific Disclosures

Category: Environmental

GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference		Omission
MATERIALS					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Product Sustainability at Colgate	Colgate's Policy on Ingredient Safety	
	103-2	The management approach and its components	Improving the Product Sustainability Profile of Our Products	Delivering Safe and Sustainable Ingredients	Delivering More Sustainable Packaging
	103-3	Evaluation of the management approach	Performance		Colgate's Policy on Ingredient Safety
GRI 301: Materials 2016	301-2	Recycled input materials used	Delivering More Sustainable Packaging		
ENERGY					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environmental Management		
	103-2	The management approach and its components	Our Climate Commitment		
	103-3	Evaluation of the management approach	Our Climate Commitment	Colgate's 2019 KPI Table	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Our Climate Commitment	Colgate's 2019 KPI Table	
	302-2	Energy consumption outside of the organization	Our Climate Commitment	Colgate's 2019 KPI Table	
	302-3	Energy intensity	Our Climate Commitment	Colgate's 2019 KPI Table	
	302-4	Reduction of energy consumption	Our Climate Commitment	Colgate's 2019 KPI Table	
WATER					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Making Every Drop of Water Count		
	103-2	The management approach and its components	Making Every Drop of Water Count		
	103-3	Evaluation of the management approach	Making Every Drop of Water Count		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Colgate's 2018 CDP Water Information Request (W3 - Procedures)	Making Every Drop of Water Count	Colgate's EOHs Statement
	303-2	Management of water discharge-related impacts	Colgate's 2018 CDP Water Information Request (W3 - Procedures)	Making Every Drop of Water Count	Colgate's EOHs Statement
	303-3	Water withdrawal	Colgate's 2019 KPI Table	Colgate's 2018 CDP Water Information Request (W1 - Current State, W5 - Facility Level Water Accounting)	
	303-4	Water discharge	Colgate's 2019 KPI Table	Colgate's 2018 CDP Water Information Request (W1 - Current State, W5 - Facility Level Water Accounting)	
	303-5	Water consumption	Colgate's 2019 KPI Table	Colgate's 2018 CDP Water Information Request (W1 - Current State, W5 - Facility Level Water Accounting)	
EMISSIONS					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Climate Commitment		
	103-2	The management approach and its components	Our Climate Commitment		
	103-3	Evaluation of the management approach	Our Climate Commitment		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Colgate's 2019 KPI Table		
	305-2	Energy indirect (Scope 2) GHG emissions	Colgate's 2019 KPI Table		
	305-3	Other indirect (Scope 3) GHG emissions	Colgate's 2019 KPI Table		
	305-4	GHG emissions intensity	Our Climate Commitment		
	305-5	Reduction of GHG emissions	Our Climate Commitment	Colgate's 2019 KPI Table	
	305-6	Emissions of ozone-depleting substances (ODS)	Our Climate Commitment	Colgate's 2019 KPI Table	
EFFLUENTS AND WASTE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Working Toward Zero Landfill Waste	Reducing Consumer Waste	
	103-2	The management approach and its components	Working Toward Zero Landfill Waste	Reducing Consumer Waste	
	103-3	Evaluation of the management approach	Working Toward Zero Landfill Waste	Reducing Consumer Waste	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	Working Toward Zero Landfill Waste	Reducing Consumer Waste	Colgate's 2019 KPI Table
	306-3	Significant spills	Working Toward Zero Landfill Waste	Reducing Consumer Waste	Colgate's 2019 KPI Table
ENVIRONMENTAL COMPLIANCE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Environmental Management		
	103-2	The management approach and its components	Environmental Management		
	103-3	Evaluation of the management approach	Environmental Management	Colgate's 2019 KPI Table	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Colgate's 2019 KPI Table		
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Commitment to No Deforestation		
	103-2	The management approach and its components	Our Commitment to No Deforestation		
	103-3	Evaluation of the management approach	Our Commitment to No Deforestation		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Colgate's 2019 KPI Table		

Topic-Specific Disclosures

Category: Social

GRI Standard	Disclosure Number	Disclosure Title	Page Number / Reference	Omission
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety	Colgate's EOHS Statement
	103-2	The management approach and its components	Occupational Health and Safety	Colgate's EOHS Statement
	103-3	Evaluation of the management approach	Occupational Health and Safety	Colgate's EOHS Statement
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	Colgate's EOHS Statement
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	Colgate's EOHS Statement
	403-3	Occupational health services	Occupational Health and Safety	Colgate's EOHS Statement
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	Colgate's EOHS Statement
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	Colgate's EOHS Statement
	403-6	Promotion of worker health	Occupational Health and Safety	Colgate's EOHS Statement
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	Colgate's EOHS Statement
	403-9	Work-related injuries	Occupational Health and Safety	Colgate's 2019 KPI Table
	403-10	Work-related ill health	Occupational Health and Safety	Colgate's 2019 KPI Table
	TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Building a Coaching Culture	
	103-2	The management approach and its components	Building a Coaching Culture	
	103-3	Evaluation of the management approach	Building a Coaching Culture	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Building a Coaching Culture	Colgate's 2019 KPI Table
	404-2	Programs for upgrading employee skills and transition assistance programs	Building a Coaching Culture	Colgate's 2019 KPI Table
	404-3	Percentage of employees receiving regular performance and career development reviews	Building a Coaching Culture	Colgate's 2019 KPI Table
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Diversity & Inclusion	Diversity of Colgate People
	103-2	The management approach and its components	Diversity & Inclusion	Diversity of Colgate People
	103-3	Evaluation of the management approach	Diversity & Inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Colgate's 2019 KPI Table	
CHILD LABOR				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Responsible Sourcing	
	103-2	The management approach and its components	Responsible Sourcing	
	103-3	Evaluation of the management approach	Responsible Sourcing	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Responsible Sourcing	
HUMAN RIGHTS ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy
	103-2	The management approach and its components	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy
	103-3	Evaluation of the management approach	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Our Commitment to Universal Human Rights	Responsible Sourcing Our Commitment to No Deforestation Colgate's 2019 KPI Table
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Community Giving	Oral Health Education Handwashing Education
	103-2	The management approach and its components	Community Giving	Oral Health Education Handwashing Education
	103-3	Evaluation of the management approach	Community Giving	Oral Health Education Handwashing Education
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Giving	Oral Health Education Handwashing Education
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy Respecting Human Rights and Labor Rights Procurement Policies
	103-2	The management approach and its components	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy Respecting Human Rights and Labor Rights Procurement Policies
	103-3	Evaluation of the management approach	Our Commitment to Universal Human Rights	Colgate's Human Rights Policy Respecting Human Rights and Labor Rights Procurement Policies
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Sourcing	Our Commitment to No Deforestation Colgate's 2019 KPI Table
	414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing	Our Commitment to No Deforestation Colgate's 2019 KPI Table
PUBLIC POLICY				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Business Integrity	Political Contribution Policy
	103-2	The management approach and its components	Business Integrity	Political Contribution Policy
	103-3	Evaluation of the management approach	Business Integrity	Political Contribution Policy
GRI 415: Public Policy 2016	415-1	Political contributions	Business Integrity	Colgate's 2019 KPI Table