Respecting Human Rights and Labor Rights:

Modern Slavery/Fundamental Human Rights and Decent Working Conditions Statement

Colgate-Palmolive Company, together with its subsidiaries (collectively, the "Company, "Colgate-Palmolive," "we," "us" and "our") strongly oppose modern slavery and disregard for fundamental human rights and decent working conditions by any person or organization, including our business partners. Furthermore, as a global company, we are committed to compliance with applicable laws to secure fundamental human rights and decent working conditions.

This consolidated Statement describes the Company's efforts to address fundamental human rights, including modern slavery and decent working conditions and relates to our fiscal year that began January 1, 2025 and ended December 31, 2025. This Statement applies to our own business, our business partners and the supply chains of all brands which Colgate-Palmolive owns including oral care, personal care, home care, skin care and pet nutrition. The Company has created a compliance framework for mapping our global supply chain, including mapping activities that may be associated with higher risk for modern slavery.

This Statement has been published pursuant to Australia's Commonwealth Modern Slavery Act, California's Transparency in Supply Chains Act, Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, the United Kingdom's Modern Slavery Act and the Norwegian Transparency Act. This Statement also describes how Colgate-Palmolive's program aligns with the Organisation for Economic Co-operation and Development's (OECD) Due Diligence Guidance for Responsible Business Conduct, International Labour Organization's (ILO) Worst Forms of Child Labour Convention (Convention No. 182), ILO's Minimum Age Convention (Convention No. 138) and the ILO-IOE Child Labour Guidance Tool for Business, satisfying the equivalent regulation exemption under the Swiss Ordinance on Due Diligence and Transparency in relation to Child Labor. We have common policies and compliance procedures relating to human rights, decent working conditions and mitigating modern slavery risks across our businesses. However, not all of our group companies are subject to the Acts referred to above. To the extent applicable, the signature pages to this Statement include additional disclosures specific to the entities required to prepare a statement under one or more of the laws listed above in this paragraph.

As used in this Statement, "fundamental human rights" and "human rights" are internationally recognized human rights, including those under the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights and the ILO core conventions. "Decent working conditions" are those that safeguard fundamental human rights and health, safety and the environment in the workplace, while providing a living wage. As used in this Statement, "modern slavery" encompasses forced labor, prison labor, indentured labor, bonded labor, debt servitude, state imposed forced labor, human trafficking, child labor and other similar conduct commonly thought of as modern slavery.

Our Organization, Business and Supply Chain

Colgate-Palmolive Company is a caring, innovative growth company that is reimagining a healthier future for all people, their pets and our planet. The Company values - We are Caring, We are Inclusive and We are Courageous - represent who we are and how we work, inspiring Colgate People to create a future to smile about.

The Company markets its products in over 200 countries and territories around the world and has over 50 manufacturing and research facilities globally, with the vast majority of Colgate-Palmolive products manufactured in Colgate-owned facilities. We have a truly global supply chain that sources goods and services from over 39,000 suppliers located in over 100 countries.

Commitment to Human Rights and Decent Working Conditions

The Company cares about people: Colgate-Palmolive people, customers, consumers, shareholders and business partners. We are committed to acting with compassion, integrity, honesty and high ethics in all situations, to listening with respect to others, and to valuing differences. The Company is also committed to protecting the global environment, enhancing the communities where Colgate-Palmolive people live and work, adhering to government laws and regulations and to positively impacting the lives of workers in our supply chain.

Colgate-Palmolive has a long-standing commitment to respecting human rights and labor rights worldwide and supports the United Nations' Universal Declaration of Human Rights and the ILO core conventions, and we have confirmed our support for the UN Global Compact and principles on human rights, labor, the environment and anti-corruption. Colgate-Palmolive also is a member of the Consumer Goods Forum (CGF) and participates in CGF's Human Rights Coalition. The Company also supports the CGF's Social Resolution on Forced Labor and its supporting Priority Industry Principles: every worker should have freedom of movement, no worker should pay for a job, and no worker should be indebted or coerced to work. Furthermore, Colgate-Palmolive seeks to work with business partners who share our commitment to human rights.

We have a cross-functional Global Human Rights team, charged with assessing and managing human rights related risks, including the risk of modern slavery. It is composed of representatives from the Procurement, Sustainability, Legal, Human Resources, and Environment Health & Safety teams. Each year, we also engage in a general consultation process, working with representatives from local markets, the Global Human Rights team, and senior stakeholders to develop and refine this consolidated Statement.

Our Policies

Some of our policies which address fundamental human rights, decent working conditions and our commitment to mitigate modern slavery risks are discussed below. They are reviewed annually to ensure they remain current.

Employee Code of Conduct and Global Business Practices Guidelines

Since 1987, our Code of Conduct has served as a guide for our daily business interactions, reflecting our corporate values and our standards for ethical behavior. Colgate-Palmolive's Code of Conduct

communicates our commitment to oppose all forms of unacceptable treatment of workers. It is currently available in 42 local languages.

Colgate-Palmolive's Global Business Practices Guidelines provide further information to our employees on key topics in our Code of Conduct. The Guidelines offer clear, practical guidance and illustrate how the values and principles outlined in the Code of Conduct apply to particular business situations.

Third Party Code of Conduct

Colgate-Palmolive's Third Party Code of Conduct sets the Company's expectations for suppliers and business partners in a number of critical areas, including fundamental human rights, labor practices, protecting the environment, health and safety, and ethical dealings. It is our goal to ensure that our relationships with our suppliers and business partners reflect and support the same high ethical standards that are in our employee Code of Conduct.

The Third Party Code of Conduct is provided to suppliers (including business partners), and Colgate-Palmolive's contracts and purchase orders typically require suppliers to abide by the Third Party Code of Conduct's standards or suppliers' comparable code of conduct standards, including applicable labor and equal employment laws. Certain suppliers are also required to acknowledge the Third Party Code of Conduct's requirements via our online supplier portal.

The Third Party Code of Conduct states that it is Colgate-Palmolive's policy not to work with any supplier or contractor known to utilize inhumane labor practices, including exploitation, physical punishment, abuse, involuntary servitude, prison labor, bonded labor, any form of human trafficking, child labor or other forms of mistreatment. Suppliers and business partners are expected to apply the Third Party Code of Conduct across their entire operations.

Additional Policies

We have additional policies that directly or indirectly support our commitment to prevent modern slavery, respect human rights and promote positive working conditions:

- Non-Retaliation Policy.
- No Deforestation Policy.
- Palm Oil Policy.
- Responsible Soy Procurement Policy.
- Conflict Minerals Policy.
- Environment, Health & Safety Policy Statement.
- HIV/AIDS Policy.
- Anti-Bribery Policy.
- Equal Opportunity Employment Policy.
- Responsible Sourcing Commitment.

Our Sustainability Policies are publicly available on the Colgate-Palmolive website: https://www.colgatepalmolive.com/en-us/impact/sustainability/our-sustainability-policies

Human Rights Strategy and Risk Assessment

Through the development of our human rights strategy and risk assessment process, we identified our salient issues (which are stated below) by taking into account the groups most vulnerable to human rights abuses, including modern slavery, and the industry sectors/commodities with recognized human rights-related risks. Below is an overview of these findings and our human rights strategy more generally.

The groups most vulnerable to human rights abuses include individuals working in "high risk" geographies or industry sectors, particularly where migrant or temporary workers are utilized.

In addition, we also want to acknowledge the human rights risks of those taking action to defend such rights. Human rights defenders play a critical role in the protection of human and labor rights and

protection of the environment. A “human rights defender” can be any individual, community group or organization advocating for the protection and respect of human rights, including workers rights, land rights, freedom of expression, rights to livelihoods and the right to justice and the rule of law.

We believe in the protection of human rights defenders and do not tolerate threats, intimidation, physical or legal attacks, or reprisals against them. Aligned with the UN Special Rapporteur on the situation of human rights defenders, we believe that both states and businesses should actively support and promote the role of human rights defenders and speak out when human rights defenders are targeted as a result of their important work. We will take action as appropriate to address adverse impacts on human rights defenders within our own operations or

as a result of our business relationships. We will seek to collaborate with other companies, civil society, worker representatives and trade associations as well as governments and other stakeholders to protect and respect human rights and those who work to defend the human rights of others.

Particular industry sectors and/or commodities of focus for human rights risks include:

- Palm oil;
- Soy;
- Pulp & paper packaging / associated timber industry;
- Meat processing and production (e.g., beef, poultry and pork);
- Mica;
- Agricultural / farm / aquaculture production materials (including rice, corn, fish and acai);
- Conflict minerals; and
- Third party labor service providers working in our manufacturing and warehouse sites.

We believe that the risk of adverse human rights impacts, working condition violations and modern slavery in our own business operations are mitigated because we are a large company with robust human resources and compliance functions, relevant policies and procedures and internal reporting mechanisms. Where risks exist, we believe they are principally in upper tiers of the supply chain—in many cases, several tiers removed from our company where we have limited direct oversight. Through the policies, procedures and other efforts discussed in this Statement, we seek to mitigate the adverse human rights impacts, working condition violations and modern slavery risks in our supply chains and at our business partners.

Taking into account the above, our human rights strategy prioritizes and seeks to address the following salient issues:

Selected elements of our policies and strategies for addressing the foregoing issues are discussed below.

Freedom of Association

Colgate-Palmolive is committed to respecting employees' lawful freedom of association and recognizes all legal rights to organize and collectively bargain. Colgate-Palmolive seeks to work with suppliers who promote this standard.

Forced Labor

Colgate-Palmolive will not use forced labor within our own operations. We also strive to eradicate forced labor from our value chains. We believe that every worker should have freedom of movement, no worker should pay for a job, and no worker should be indebted or coerced to work. We expect that suppliers will not hold workers' passports, original identification documents or other valuables unless required to do so by law. We also expect that fees and costs associated with recruitment and employment be paid by the employer, not the employee. Moreover, it is Colgate-Palmolive's policy not to work with any supplier known to use forced labor.

Child Labor

Colgate-Palmolive will not use child labor within our own operations. In alignment with Convention Nos. 182 and 138, child labor is defined herein as employing any person younger than the minimum age of completion of compulsory schooling, as legally permitted in the jurisdiction in question. However, in no event will we knowingly employ anyone younger than sixteen (16) years of age, even if the legal working age in a jurisdiction is lower. In the rare cases a minor (i.e., under the age of eighteen (18)) is employed by the Company, they are prohibited from performing work that (1) is mentally, physically, socially or morally dangerous, (2) interferes with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work or (3) constitutes one of the "worst forms of child labor" under Convention No. 182. Moreover, it is Colgate-Palmolive's policy not to work with any supplier known to operate with child labor (as defined above).

Health and Safety

We strive to eliminate potential hazards in the workplace and to comply with all occupational health and safety regulations and our own minimum standards. Colgate-Palmolive respects the health and safety of our workers. Suppliers who do business with Colgate-Palmolive are encouraged to maintain a focus on health and safety that is consistent with ours and must provide a safe and healthy work environment for all employees working at their sites. In addition, any supplier representative providing on-site services in a Colgate-Palmolive facility is required to adhere to both regulations and Colgate-Palmolive safety standards.

Working Hours and Wages

Colgate-Palmolive is committed to paying employees a wage that enables them to meet their basic needs and complying with legally mandated work hours in accordance with local laws. Colgate-Palmolive expects our suppliers to comply with legally mandated wage and overtime compensation and working hour requirements in accordance with local laws.

Harassment

We prohibit sexual harassment and any other form of harassment, of anyone, in our workplace.

Land Use Rights

Colgate-Palmolive respects the legal or customary land-tenure and use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior and informed consent for operations

affecting their land or natural resources. Colgate-Palmolive seeks to work with suppliers who promote this standard.

Inclusion and Equal Opportunity

Our journey begins with our people—developing strong talent with diverse backgrounds and perspectives to best serve our consumers around the world and fostering an inclusive environment where everyone feels a true sense of belonging.

We are dedicated to fostering a high-impact, inclusive culture that is powered by our people and guided by our purpose and culture DNA. We are dedicated to creating a deep sense of belonging where every individual is empowered to bring their whole self to work and feels that their unique voice truly matters. By actively championing all perspectives and cultural backgrounds, we cultivate the global teamwork necessary to reflect and serve our consumers worldwide. We are committed to fair and equal opportunity for everyone, ensuring a workplace rooted in dignity and respect regardless of identity or any characteristic protected by law.This unwavering commitment to inclusion ensures that we act with empathy and integrity throughout our entire global supply chain.

Key Collaborations

Eliminating adverse human rights impacts, including modern slavery, in supply chains is beyond the capabilities of any single company. We therefore work with other stakeholders, including, but not limited to, governments, workers' organizations and NGOs to address these issues. Examples are discussed below.

AIM-Progress

We are members of AIM-Progress and participate on the organization's leadership team. AIM-Progress is a global forum of consumer goods companies sponsored by the European Brands Association (AIM) and the Consumer Brands Association (formerly GMA) in North America. The group's purpose is to promote responsible supply chain and sourcing practices covering labor and human rights, health and safety, environmental management and business integrity. Colgate-Palmolive actively participates in the AIM-Progress Human Rights workstream, focused on the issues of forced labor, responsible recruiting and fair labor practices.

In 2025, we participated in the AIM-Progress US labor conditions working group, working with peer companies to better understand and identify emerging labor and human rights risks across North America.

Consumer Goods Forum

Colgate is a member of the Consumer Goods Forum and participates in the Forest Positive and Human Rights Coalitions. Through the Coalitions, we work with industry technical partners and peers to address the negative social elements commonly found in agricultural supply chains, including responsible recruitment, safe work practices, respect for land rights, and the protection of human rights defenders. In addition to assessing human rights risks in our supply chain, through our work in the Human Rights Coalition, we are also increasing our focus on temporary labor and third-party service providers providing workers and services within our own operations. This work includes helping to mitigate the risk of child labor in our value chain. Through the Coalition's work with the Fair Labor Association, we implemented a human rights due diligence process across Colgate's owned and operated manufacturing and warehouse facilities.

Earthworm Foundation

Colgate-Palmolive has a palm oil membership with The Earthworm Foundation to engage our suppliers and drive transformation within the supply chain. Our work with Earthworm Foundation

focuses on our Palm Oil and Soy Programs. Our policy implementation plan activity includes assessing suppliers'' progress and actions toward meeting Colgate-Palmolive's responsible and sustainable palm oil sourcing policy. The focus includes the suppliers' own policy commitments, traceability status, grievance process, transparency and verification activities, as well as review of supplier initiatives to identify and address human and labor rights issues.

In addition to the above partnerships and initiatives, Colgate supports numerous on the ground landscape and sectoral transformation projects in Indonesia, Malaysia, and Mexico. Through these projects Colgate, our implementation partners, and co-supporting peers are engaging with local communities, governments and smallholder farmers to conserve forest ecosystems, implement resilient farming practices, ensure safe working conditions, support responsible land tenure, and improve the livelihoods of farmers.

Due Diligence and Risk Assessment

In addition to the policies and practices discussed above, to identify, assess, mitigate and address actual and potential adverse impacts on fundamental human rights, decent working conditions issues and modern slavery risks in both our business and in our supply chains and at our business partners, among other things, we engage in risk assessments, utilize external audits and, if there is non-conformance with our requirements (including non-compliance with our Third Party Code of Conduct), require implementation of a corrective action plan (described in greater detail below). After remediation, our procedures contemplate ongoing monitoring and verification that our policies are being properly implemented.

With the palm oil supply chain identified as a priority risk area for human rights, we have in place a public palm oil grievance management process detailing Colgate Palmolive's actions taken to investigate palm oil related grievances to the Company. We also have a public palm oil grievance log and "no buy" list to transparently report on grievance investigations and suppliers suspended due to non compliance with Colgate Palmolive's policies

Our human rights and labor compliance initiatives are informed by, and we believe consistent with, the recommendations provided for in the United Nations Guiding Principles on Business and Human Rights, the OECD's Due Diligence Guidance for Responsible Business Conduct, the OECD's Guidelines for Multinational Enterprises, and the ILO-IOE Child Labor Guidance Tool for Business. Some of these activities are further discussed below.

We measure the effectiveness of our efforts by, among other things, tracking the number of suppliers that complete assessments, the number of audits performed, audit findings, the implementation of any required corrective action plans the number and type of grievances lodged and the resolution of such grievances

In addition, we take measures (as described herein) to ensure that the goods and materials we import are not produced by forced labor, consistent with applicable trade laws, including but not limited to the U.S. Tariff Act and the Uyghur Forced Labor Prevention Act (UFLPA), as well as in furtherance of U.S. Customs and Border Protection's Customs Trade Partnership Against Terrorism Security and

Trade Compliance programs.

For high risk commodities, where possible, Colgate Palmolive supports the sourcing of certified materials including RSPO certified palm oil, Forest Stewardship Certified (FSC) pulp and paper based packaging and Proterra Certification for all of our soybean meal and oils originating from South America. Through our membership in the Consumer Goods Forum - Forest Positive Coalition, we collaborate with our peers and industry experts to continuously improve their certification criteria.

<u>Our Own Operations</u>

Over the last seven years, completed risk assessments at 100% of Colgate-Palmolive manufacturing facilities. We also conducted social compliance audits using the Sedex Members Ethical Trade Audit

(SMETA) protocol at 100% of our manufacturing facilities operating in countries identified as high-risk according to Verisk-Maplecroft global risk indices on labor practices, human rights, worker health & safety and environmental management. Where areas of noncompliance are identified, a corrective action plan is implemented. Findings are verified as closed by third-party verification.

Colgate developed and implemented a human rights risk assessment process focused on third parties providing facility services and temporary labor at our owned and operated manufacturing and warehousing facilities. The assessment scope currently focuses on facilities located in countries with higher than average human rights risks as defined by recognized human rights and forced labor indices (e.g. Walk Free Foundation - Global Slavery Index). We aim to expand the assessment to cover all owned and operated manufacturing and warehouse facilities in the future. The assessment approach is a risk-based multi-level evaluation first documenting the facilities use of service providers and temporary labor, including an assessment of the site's worker demographics to identify vulnerable groups (e.g., foreign migrant workers). Depending on identified risks, a second level assessment is conducted at the level of the third party service or labor provider to better understand their recruiting and employment practices. And finally;, if risk indicators are confirmed, an on-site audit is conducted including direct engagement with workers and an assessment of the third party management systems and business practices. In 2025, we completed the phase two third party surveys to assess recruiting and employment practices. These responses are being analyzed for worker vulnerability risk to determine if and where on-site audits are warranted.

Colgate-Palmolive also conducts forced labor risk assessments specifically for third party labor providers in our operations. This process applies globally. Colgate-Palmolive continues to evaluate opportunities to expand our human rights and labor rights risk assessment process for additional categories of suppliers.

Our Third Party Business Partners and Supply Chain

Colgate-Palmolive's Supplier Responsible Sourcing Assessment (SRSA) program is a risk assessment and audit program focused on social and environmental compliance at Colgate manufacturing facilities, contract manufacturers, raw and packaging material suppliers, warehouses, and co-packers. All suppliers are assessed through a country/sector risk-pre-screen. Based on the results of this pre-screen, suppliers are selected for further evaluation through the Sedex Self-Assessment Questionnaire (SAQ). The SAQ allows suppliers to share information about their business with their customers by completing a set of questions based on labor, health & safety, environment, and business ethics.

After reviewing SAQ results and/or evaluating other external risk factors, Colgate-Palmolive selects suppliers for SMETA 4-Pillar Audits to evaluate compliance on site. On average, approximately 200 suppliers are evaluated annually by way of an SAQ or SMETA audit. SRSA uses concrete metrics to evaluate the percentage of suppliers evaluated and other important statistics, and creates reports to track this data.

If any areas of noncompliance are detected as a result of any of the foregoing, a corrective action plan is developed. We work with the supplier or business partner to ensure the findings are remedied on an established timetable. Through this approach, we seek to prevent additional harm to the employees of such suppliers and potential loss of income to the most vulnerable families. The remediation of all areas of noncompliance is verified, independently in the case of SMETA audits. If a supplier or business partner is unable or unwilling to implement the corrective action plan, Colgate-Palmolive may terminate the business relationship. As applicable, we communicate with affected stakeholders on how adverse impacts are addressed.

Human Rights Due Diligence (HRDD)

In addition to the above, in 2025, we strengthened our supply chain oversight by partnering with EcoVadis to scale up our sustainable sourcing due diligence. This initiative enhances our ability to identify, assess, and manage actual and potential risks related to forced labor, labor standards, ethical breaches, and

human rights violations. To date, we have completed inherent risk profiling for key segments of our sourcing categories using the EcoVadis IQ platform. We also leverage the platform to identify and monitor key risks, addressing them through other due diligence methods described herein.

Specific Commodity-related Initiatives

For high risk commodities, where possible, Colgate-Palmolive supports the sourcing of certified materials including RSPO certified palm oil, Forest Stewardship Certified (FSC) pulp and paper based packaging and Proterra Certification for all of our soybean meal and oils originating from South America. Through our membership in the Consumer Goods Forum - Forest Positive Coalition, we collaborate with our peers and industry experts to continuously improve their certification criteria.

Due to the palm oil supply chain being identified as a priority risk area for human rights, we have implemented specific palm oil initiatives. We have in place a public palm oil grievance management process that details Colgate-Palmolive's actions to investigate palm-oil related grievances raised to the Company. We also have a public palm oil grievance log and "no buy" list to transparently report on grievance investigations and suppliers suspended due to noncompliance with Colgate-Palmolive's policies.

Assessing the Effectiveness and Continuous Improvement

We measure the effectiveness of our efforts by, among other things, tracking the number of suppliers that complete assessments, the number of audits performed, audit findings, the implementation of any required corrective action plans, the number and types of grievances lodged and the resolution of such grievances.

We continually evaluate our own operations and supply chain operations, including sourcing decisions, to identify new potential modern slavery risks. In 2025, our focus has been on engaging our suppliers and internal teams on strengthening human rights due diligence approaches.

Findings from our monitoring and evaluation exercises have influenced business practices, such as inclusion of specific clauses in our contracts to ensure we uphold the highest standards in our partnerships, and updates to our Third Party Code of Conduct.

Providing Access to Remedies

Reporting and Remedying Grievances

The Colgate-Palmolive Ethics Line provides a means for employees and external parties, including suppliers, business partners, workers and members of the communities in which we and our suppliers and business partners operate, to ask questions and obtain guidance or report any suspected violations of the Code of Conduct, as well as report other human rights or labor concerns more generally. We work to create a workplace free of inappropriate or unlawful behavior in which people are encouraged to share their concerns with the Company without fear of retaliation. Consequently, no adverse action will be taken against any employee, former employee, agent or third party for, in good faith, complaining about, reporting, participating in or assisting in the investigation of a suspected violation of the Company's Code of Conduct, Company policy or applicable law.

Colgate-Palmolive investigates all potential Code of Conduct violations, as well as other credible human rights or labor issues raised. After an investigation has been completed, if the allegations are substantiated, appropriate remedial action is taken.

We also have provided an email address, ResponsibleSourcing@colpal.com, to third party labor providers and other suppliers to communicate any questions or raise any concerns.

As discussed above, in addition to our general grievance Ethics Line, Colgate-Palmolive also has a palm oil-specific grievance management process.

Through the SRSA program, Colgate-Palmolive also seeks, as part of the self-assessment and/or audit process, to identify any critical issues that would trigger the need for immediate supplier or business partner corrective action. Examples of critical social issues include child labor and forced labor, as well as locked emergency exits and other safety situations that may be immediately dangerous to worker life and health.

Through Colgate's palm oil grievance process, we actively engage with palm oil suppliers on alleged non-compliance, communicating with stakeholders and taking action to drive resolution aligned with our grievance management process. Remedial actions may include ensuring suppliers implement a corrective action plan, engagement with certifying bodies to drive compliance or suspension of suppliers which remain noncompliant with our policies.

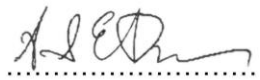
Training

Colgate-Palmolive requires that 100% of salaried and clerical employees complete Code of Conduct training each year, with all other employees completing the course every other year. Code of Conduct training also is required as part of the onboarding process. Code of Conduct training reinforces Colgate-Palmolive's commitment to, among other things, respecting workers' human rights and fair labor practices. Training is linked to compensation for certain employee populations. In addition to training, the Company engages key internal stakeholders and senior leadership in raising awareness of human rights and labor issues.

In addition, relevant employees receive more specialized training on human rights, labor issues and modern slavery and our related compliance policies and procedures. In 2025, we delivered targeted internal training to global procurement teams, focused on continuous improvement and implementation of our social auditing program.

Colgate-Palmolive supports supplier participation in supplier capacity building sessions through the AIM-Progress forum that are designed to improve their social and environmental performance. The sessions explain the responsible sourcing assessment process and prepare suppliers and business partners for assessments and audits of their facilities, also we developed and published a recruitment and employment standard to share with our suppliers.

Through work with AIM-Progress, Colgate also has supported the development and open sourcing of US Child Migrant Labor training, partnering with Verite, to raise awareness to this concern in the United States and provide practical actions that companies can take to mitigate this risk. Colgate has rolled this training out to all of our North America Colgate-Palmolive and Hill's facilities



Ann Tracy
Chief Sustainability Officer

Modern Slavery Act Approvals

Australian Commonwealth Modern Slavery Act

Hill's Pet Nutrition Pty Limited

Hill's Pet Nutrition Pty Limited is required to submit a modern slavery statement pursuant to the Australian Commonwealth Modern Slavery Act. Hill's Pet Nutrition Pty Limited submits this Statement separately and independently on its own behalf. This Statement is not a joint statement.

Hill's Pet Nutrition Pty Limited has operations throughout Australia and is indirectly, wholly-owned by Colgate-Palmolive Company. Hill's Pet Nutrition Pty Limited comes within Colgate-Palmolive's global compliance program, which is described earlier in this Statement. Hill's Pet Nutrition Pty Limited does not own or control any other entities.

Hill's Pet Nutrition Pty Limited had 85 employees as of 31 December 2025.

Hill's Pet Nutrition Pty Limited imports and sells pet food products for the Australian market. Hill's Pet Nutrition Pty Limited does not have its own manufacturing operations and sources products from related Hill's companies or third-party manufacturers. Hill's Pet Nutrition Pty Limited generally sells the same products as are sold by Colgate-Palmolive in other parts of the world and has the same regional and global supply chains as other Colgate-Palmolive companies, which are discussed earlier in this Statement.

We believe the modern slavery risk inherent in supply chains for products of Hill's Pet Nutrition Pty Limited is that forced labor could occur without our knowledge in violation of our policies in upper tiers of the supply chain. We seek to address this risk through the policies, procedures and other measures described earlier in this Statement.

Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act, this Statement was approved by the board of directors of Hill's Pet Nutrition Pty Limited on May 27, 2026, and signed by the undersigned, who is a director of Hill's Pet Nutrition Pty Limited, on May 29, 2026.

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Emma Grant, Director and General Manager

Hill's Pet Nutrition Pty Limited

Colgate-Palmolive Pty Ltd

Colgate-Palmolive Pty Ltd is required to submit a modern slavery statement pursuant to the Australian Commonwealth Modern Slavery Act. Colgate-Palmolive Pty Ltd submits this Statement separately and independently on its own behalf. This Statement is not a joint statement.

Colgate-Palmolive Pty Ltd has operations throughout Australia and is indirectly wholly-owned by Colgate-Palmolive Company. Colgate-Palmolive Pty Ltd comes within Colgate-Palmolive's global compliance program, which is described earlier in this Statement. Colgate-Palmolive Pty Ltd does not own or control any other entities.

Colgate-Palmolive Pty Ltd had 318 employees as of 31 December 2025.

Colgate-Palmolive Pty Ltd produces, imports and sells household cleaning and personal care products for the Australian market. Colgate-Palmolive Pty Ltd has its own manufacturing operations in Australia. Colgate-Palmolive Pty Ltd also sources products from other Colgate-Palmolive companies or third-party manufacturers. Colgate-Palmolive Pty Ltd generally sells the same products as are sold by Colgate-Palmolive in other parts of the world and have the same regional and global supply chains as other Colgate-Palmolive companies, which are discussed earlier in this Statement.

We believe the modern slavery risk inherent in supply chains for products of Colgate-Palmolive Pty Ltd is that forced labor could occur without our knowledge in violation of our policies in upper tiers of the supply chain. We seek to address this risk through the policies, procedures and other measures described earlier in this Statement.

Solely for purposes of compliance with that Act, this Statement was approved by the board of directors of Colgate-Palmolive Pty Ltd on May 29, 2026, and signed by the undersigned, who is a director of Colgate-Palmolive Pty Ltd, on May 29, 2026.

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Gregg Parsons, Director and Senior Vice President

& General Manager Colgate-Palmolive Pty Ltd

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Colgate-Palmolive Canada Inc. ("Colgate Canada") and Hills Pet Nutrition Canada Inc. ("Hills Canada" together the "Colgate-Palmolive Canadian Entities") are required to submit a statement pursuant to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Each of the Colgate-Palmolive Canadian Entities are indirectly wholly-owned by Colgate-Palmolive Company and come within Colgate-Palmolive's global compliance program, which is discussed throughout this Statement. This Statement relates to all of Colgate-Palmolive's activities in Canada.

Colgate Canada had 88 employees as of December 31, 2025. Hill's Canada had 77 employees as of December 31, 2025. The Colgate-Palmolive Canadian Entities' operations include operating a commercial office and warehouse.

The Colgate-Palmolive Canadian Entities generally sell the same products as are sold by Colgate-Palmolive in other parts of the world and have the same regional and global supply chains as other Colgate-Palmolive companies, which are described earlier in this Statement.

We believe that the forced and child labor risks of the Colgate-Palmolive Canadian Entities mirror those of Colgate-Palmolive, as described earlier in this Statement. We seek to address the risks through the policies, procedures and other measures described earlier in this Statement.

Solely for purposes of compliance with the Act, this Statement was approved pursuant to subparagraph 11(4)(b)(i) of the Act by each of the appropriate governing body of the Colgate-Palmolive Canadian Entities.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this Statement on behalf of the governing body of Colgate-Palmolive Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Statement.

I have the authority to bind Colgate-Palmolive Canada Inc.
Jenn Porter
SVP General Manager, Colgate-Palmolive Canada Inc.
May 26, 2026

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this Statement on behalf of the governing body of Hill's Pet Nutrition Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this Statement.

I have the authority to bind Hill's Pet Nutrition Canada Inc.
Maryann Desilva
VP, General Manager, Hill's Pet Nutrition Canada Inc.
May 26, 2026

Maryann Desilva

UK Modern Slavery Act - Group Statement

Hill's Pet Nutrition Limited ("Hill's"), Hill's Pet Nutrition (OAC) Limited ("Hill's OAC"), and Colgate-Palmolive (U.K.) Ltd ("C-P UK" and, together with Hill's, and Hill's OAC, the "Colgate-Palmolive UK Entities") are required to prepare a modern slavery statement pursuant to the Modern Slavery Act (2015). For purposes of compliance with that Act, this Statement was approved by the board of directors of each of the Colgate Palmolive UK Entities on May 29, 2026.

The Colgate-Palmolive UK Entities have operations throughout the UK and are indirectly wholly owned by Colgate Palmolive Company. Hill's had 65 employees, Hill's OAC had 29 employees, and C-P UK had 156 employees as of 31 December 2025.The C-P UK Entities are part of a group of entities in the UK and internationally.

Hill's and Hill's OAC sell pet food products in the UK market. C-P UK sells household cleaning, oral care, and personal care products in the UK market. Hill's, Hill's OAC, and C-P UK do not have their own manufacturing operations and source products from other Hill's and Colgate-Palmolive companies or third-party manufacturers, who import the products into the UK.

The Colgate-Palmolive UK Entities generally sell the same products as are sold by Colgate-Palmolive in other parts of the world and have the same regional and global supply chains as other Colgate-Palmolive companies. Colgate's supply chain is discussed in the Colgate-Palmolive Company statement above. We believe the modern slavery risk inherent in supply chains for products of the Colgate-Palmolive UK Entities is that forced labor could occur without our knowledge in violation of our policies in the upper tiers of the supply chain. We seek to address this risk through the policies, procedures and other measures described earlier in this Statement.

Simon Hagelskjaer Petersen
Colgate-Palmolive (U.K.) Ltd.
SVP & General Manager

Claire Towers
Hill's Pet Nutrition Limited
Director & General Manager

Annet Palamba
Annet Palamba
General Manager
Hill's Pet Nutrition (OAC) Limited

Norwegian Transparency Act /Åpenhetsloven

Colgate-Palmolive Norge AS er pålagt å offentliggjøre en redegjørelse for aktsomhetsvurderingene etter åpenhetsloven. For å overholde åpenhetsloven ble dette notatet godkjent av styret i Colgate-Palmolive Norge AS d. 26. maj 2026 og signert av styremedlemmer i denne enheten.

Colgate-Palmolive Norge AS har virksomhet i hele Norge og er indirekte heleid av Colgate-Palmolive Company. Colgate-Palmolive Norge AS har 14 ansatte per 31. desember 2025.

Colgate-Palmolive Norge AS selger rengjøring, munnpleie og personlig pleieprodukter på det norske markedet. Colgate-Palmolive Norge AS har ikke egen produksjonsvirksomhet, men selger varer produsert hos andre Colgate-selskaper eller tredjeparts produsenter.

Colgate-Palmolive Norge AS selger generelt de samme produktene som selges av Colgate i andre deler av verden, har de samme regionale og globale forsyningskjedene som andre Colgate-selskaper og er en del av Colgates globale compliance-program. I dette notatet viser Colgate-Palmolive Norge AS til: (1) retningslinjer og prosedyrer for å kartlegge og vurdere faktiske og potensielle negative konsekvenser for grunnleggende menneskerettigheter og anstendige arbeidsforhold; (2) de negative konsekvenser og betydelige risikoer for negative konsekvenser oppdaget gjennom aktsomhetsvurderingene; (3) tiltak implementert eller planlagt å bli implementert for å stanse, forebygge eller begrense negative konsekvenser; og (4) gjennomføring og resultater av de iverksatte tiltakene.

Colgate-Palmolive Norge AS is required to publish an account of due diligence pursuant to the Transparency Act. For purposes of compliance with the Transparency Act, this Statement was approved by the board of directors of Colgate-Palmolive Norge AS on May 26, 2026, and signed by the undersigned, who are directors of that entity.

Colgate-Palmolive Norge AS has operations throughout Norway and is indirectly wholly-owned by Colgate-Palmolive Company. Colgate-Palmolive Norge AS has 14 employees as of 31 December, 2025.

Colgate-Palmolive Norge AS sells household cleaning, oral care, and personal care products in the Norwegian market. Colgate-Palmolive Norge AS does not have its own manufacturing operations and source products from other Colgate companies or third-party manufacturers.

Colgate-Palmolive Norge AS generally sells the same products as are sold by Colgate in other parts of the world, has the same regional and global supply chains as other Colgate companies and is part of the global Colgate compliance program. Accordingly, the following in respect of Colgate-Palmolive Norge AS are discussed earlier in this Statement: (1) guidelines and procedures for addressing actual and potential adverse impacts on fundamental human rights

and decent working conditions; (2) the adverse impacts and significant risks of adverse impacts discovered through due diligence; (3) measures implemented or planned to be implemented to prevent or limit the adverse impacts; and (4) the results or expected results of the implemented measures.

Ewa Vik

Ewa Vik (chairman)

Stéphane Jean Yves Lionnet

Ingrid Claire Stewart

Berit Kryger Mortensen