Colgate’s Long History of Inclusion

• Begins With Our Three Core Values
  – Caring
  – Continuous Improvement
  – Global Teamwork

• Live Our Values through Managing With Respect Principles
  – Communicate Effectively
  – Give and Seek Feedback
  – Value Unique Contributions
  – Promote Teamwork
  – Set the Example
Our Diversity & Inclusion Journey

1992
- Vistas Latinas

1993
- Black Action Committee formed

1998
- Supplier Diversity Leadership Advisory Council established

2000
- Hispanic Action Network new vision

2004
- Hispanic Action Network formed
- Colgate Women’s Network formed

2005
- Colgate Gay, Lesbian, Bisexual & Transgender Network formed

2007
- Hill’s Diversity Council formed

2009
- Colgate Women’s Network Global Expansion in Latin America, Greater Asia, Europe, Hill’s, Technology

2010
- Hill’s 4Generations Network established
- Global Supply Chain Diversity Leadership Council formed

2013
- Colgate Senior Women Initiative

2015
- North America Diversity Leadership Council formed

2016
- Global Technology Diversity Leadership Council Formed
- Colgate Abilities Network (CAN) formed

2016
- Colgate Abilities Network (CAN) formed

2010
- National Gay, Lesbian, Bisexual, Transgender Chamber of Commerce Partnership
Drive growth and profitability by developing diverse talent across all levels to leverage the unique perspective, talents and contributions of all employees.

Promote workforce diversity across levels of the organization in order to improve market performance and become the leading CPG company in the area of Inclusion & Diversity. Create strategies and initiate actions to achieve a fully inclusive and diverse workplace and workforce that addresses the needs of the corporation.
Employee Resource Groups

Strategy:
Enhance Colgate’s culture of inclusion by recognizing the unique contributions of all team members while ensuring a supportive environment for professional development.

Process:
• Establish solid links to strategic initiatives
• Ensure alignment with business priorities
• Provide Colgate People at all levels with opportunities to develop leadership competencies
• Promote community involvement and cultural awareness
• Allow all to play a role in Colgate’s business success
Employee Resource Groups

- Hispanic Action Network (HAN) – 25 Years
- Black Leadership Network (BLN) – 30 Years
- Asian Action Network (AAN)
- Colgate Abilities Network (CAN)
- Lesbian, Gay, Bisexual, Transgender and Allies (LGBT)
- Colgate Women’s Network (CWN) 37+
- New Employee Organization (NEO)
- Colgate Parents Network
- Colgate Jumpstart Network
Employee Resource Groups

- Colgate Asian Action Network
- Black Leadership Network
- Colgate Abilities Network
- Colgate Jumpstart Network
- Colgate Parents Network
- Colgate Women’s Network
- Hispanic Action Network
- LGBT&A Network