



EQUIVALENCY STATEMENT **April 2025**

Colgate-Palmolive Company (Colgate) Environmental, Occupational Health, and Safety Management System evaluated against ISO 14001:2015 and ISO 45001:2018 Standards

Apex Companies, LLC (Apex) was retained to conduct an independent equivalency assessment of Colgate-Palmolive's (Colgate's) Environmental, Occupational Health, and Safety (EOHS) management system against the requirements of ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System. Apex assessed the Colgate EOHS management system for equivalency to these standards. Apex understands that the Colgate's management system has been prepared as a global standard for managing EOHS programs at Colgate facilities world-wide.

The equivalency of the Colgate EOHS program to ISO 14001:2015 Environmental Management Systems and ISO 45001:2018 Occupational Health and Safety Management Systems is the sole responsibility of Colgate. Apex Companies' sole responsibility was to provide an independent equivalency assessment of the existing programs against ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System standards.

Boundaries of the program covered by the Equivalency Statement:

- Colgate's global EOHS Management System
- Colgate facilities worldwide operating under Colgate's global EOHS Management System

Equivalency Assessment Methodology:

- Interviews with relevant personnel of Colgate
- Review of Colgate's centralized enterprise-wide web-based management system platform
- Review of documented evidence produced by Colgate specific to their global EOHS Programs
- Review of documented evidence produced by Colgate showing adherence to the global EOHS Standards for a sample of individual Colgate operating facilities

Equivalency Opinion:

Based on the systems, processes, programs and procedures reviewed, no major deficiencies were found between the Colgate EOHS Management System compared to the standards referenced above. Any minor deficiencies or opportunities for improvement identified against the requirements of the standards have been provided to Colgate for their consideration. By definition, a minor deficiency is when the standard elements are implemented but a management system weakness is detected, but it does not affect the capability of the EOHS management system to achieve its intended outcomes.

It is our opinion that Colgate has established appropriate systems for the management of Environmental, Occupational Health, and Safety systems at Colgate.



Statement of independence, impartiality, and competence:

Apex Companies is an independent professional services company that specializes in Quality, Health, Safety, and Environmental management consulting.

No member of the equivalency assessment team has a business relationship with Colgate, its Directors or Managers beyond that required of this assignment. We conducted this equivalency assessment independently and to our knowledge there has been no conflict of interest.

The equivalency assessment team has extensive experience in conducting assessments of environmental, social, and health and safety information, systems and processes, has over 50 years combined experience in this field and an excellent understanding of the gap assessment process.

Equivalency Attestation:

Handwritten signature of Anne M. Bevington in black ink.

Anne M. Bevington
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Handwritten signature of Julie Chavez in black ink.

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