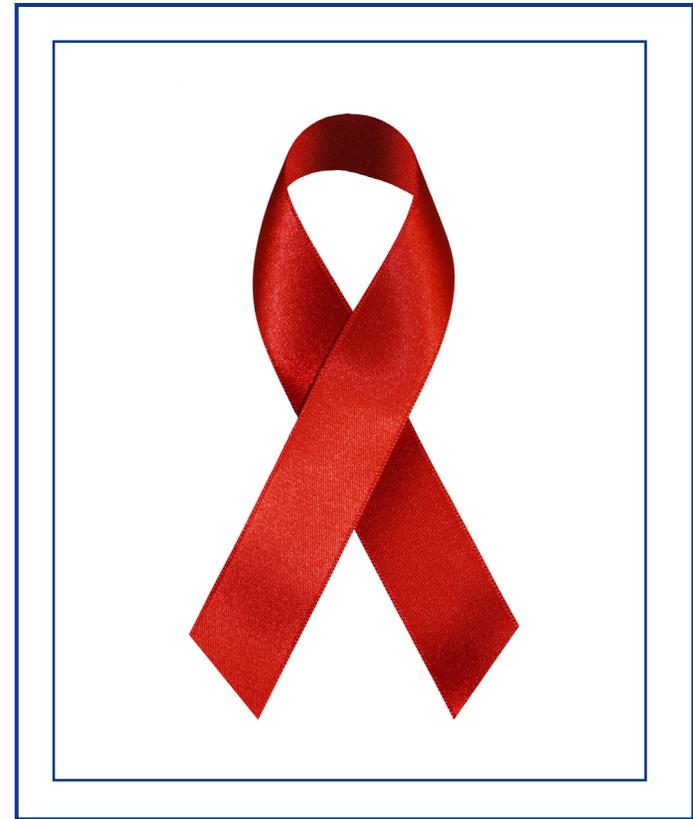


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# HIV/AIDS POLICY STATEMENT



Corporate Communications  
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**C**olgate-Palmolive recognizes the continuing seriousness of the global HIV/AIDS epidemic and its impact on the workplace and the communities where we live and work. We understand that, as a global employer, we can make an impact on our workforce, their families and communities around the world. Based on our core values of Caring, Global Teamwork and Continuous Improvement, we have developed and implemented a global HIV/AIDS strategy and policy focused on non-discrimination and confidentiality, prevention education, access to treatment, partnerships with third parties and proactive organizational support.

Colgate operates in every part of the world and adheres to these policies every place we do business. This ensures a fair and uniform approach to the effective prevention and treatment of HIV/AIDS for all Colgate people and their families, and demonstrates our shared commitment to fight this epidemic.

Through this approach, we hope to influence attitudes, change behaviors and make a difference in fighting this disease.



Ian Cook  
Chairman, President and  
Chief Executive Officer

## **BACKGROUND**

*HIV (Human Immunodeficiency Virus) is the virus that causes AIDS (Acquired Immune Deficiency Syndrome). HIV is a life-long infection that weakens the body's natural ability to fight off diseases. As HIV progresses, it leads to AIDS, a condition in which the normal immune system becomes depressed, rendering the affected individual unable to fight serious and fatal infections.*

*The Joint United Nations Program on HIV/AIDS estimated in 2007 that 33.2 million people were living with HIV/AIDS and that 2.5 million people were newly infected each year.*

*As a global company, we embrace our responsibility to provide support to combat this epidemic. Colgate-Palmolive's first HIV/AIDS program began in 1986 in Brazil. In 1990, a group of interested South African Colgate employees developed what has become the model for Colgate's global HIV/AIDS initiatives. That model includes 1) this global policy; 2) a commitment to education and awareness training for employees and their families; 3) promoting access to treatment; 4) developing partnerships with third parties;*

*and 5) establishing HIV/AIDS coordinators and committees within the operating units at headquarters and at the local level. The committees are cross-functional and have cross-level representation with the Division President serving as Chair.*

*Since that time Colgate, in conjunction with interested stakeholders around the world, has developed a global HIV/AIDS strategy with ongoing initiatives in every Colgate region. Steering committees in each of the Company's five geographic regions share best practices via a secure intranet site and direct communications with one another.*

*Colgate's global strategy is based upon Colgate's three shared values: Caring, Global Teamwork and Continuous Improvement and has the flexibility for each geographical region to plan and implement programs based upon the needs of local employees, their families and the surrounding communities we serve.*

## OUR POLICY

Colgate is committed to continuing to address HIV/AIDS among Colgate people and their families around the world. We understand that we cannot confront this epidemic alone, and will continue to build our strategy, drive its implementation throughout the organization and forge partnerships to meet our objectives.

Colgate acts in accordance with all local, national and regional laws and medical practices when addressing concerns related to HIV/AIDS in the workplace.

The Colgate-Palmolive Global HIV/AIDS Policy is within the framework of the International Labor Organization's (ILO) code of practice on HIV/AIDS.

Our policy:

- Attempts to limit the impact of HIV/AIDS in the workplace, personal lives of Colgate people and their families;
- Helps to create an environment that is conducive to openness, disclosure and acceptance amongst all staff and management;
- Identifies and protects individual rights and outlines the responsibilities of Colgate people related to HIV/AIDS;
- Promotes access to treatment;
- Details awareness and preventive training programs to reduce the possibility of contracting HIV/AIDS.

## Communication in Action: Latin America



In order to share our global policy locally, Colgate's Latin America division published a regional policy brochure on HIV/AIDS entitled "Join Forces Latin America" (shown left). Designed to address distinctive local needs, the publication offers guidance on how to implement Colgate's global policy covering non-discrimination, confidentiality, employee benefits, voluntary counseling and testing, prevention, education and awareness training, access to treatment and other areas.

One example of bringing this policy to life took place in Brazil. There Colgate held events throughout the year including during Carnival, the Summer Employee Celebration, Accident Prevention Week and Family Day. These events increased employee awareness and knowledge about HIV/AIDS.

## OUR COMMITMENT TO NON-DISCRIMINATION:

Consistent with the Colgate-Palmolive Code of Conduct, it is Colgate's policy to select, place and pay on the basis of qualifications for the work to be performed and without discrimination on the basis of any characteristic unrelated to the requirements of the position. Therefore:

- Colgate treats HIV/AIDS in the same manner as all other illnesses in terms of employee benefits and policies. This includes health and life insurance, disability benefits and leaves of absence.
- Colgate will not discriminate against Colgate people having, perceived as having, living with or otherwise affected by HIV or AIDS. If someone feels s/he has been discriminated against, s/he should immediately contact Colgate's Global Ethics & Compliance organization.

- Colgate encourages employees with AIDS- or HIV-related illnesses to work as long as medically able. This is consistent with Colgate's policy of providing reasonable accommodations for Colgate people affected by HIV/AIDS as for those affected by other illnesses or disabilities.

## **OUR COMMITMENT TO CONFIDENTIALITY**

HIV-infected employees, their families and job applicants are under no obligation to disclose their status to the Company. However, if an employee chooses to disclose his/her status, HIV and AIDS are treated confidentially as medical conditions, in accordance with applicable laws and Colgate-Palmolive policies. No medical or health care provider may provide Colgate any information relative to an employee's status without that employee's written consent.

## **OUR COMMITMENT TO EDUCATION AND AWARENESS**

Effective education and AIDS awareness are vital to preventing the spread of HIV. Throughout the Colgate world, we continue to expand our information and awareness campaigns, health promotion programs and community awareness campaigns. We provide training for all workers who may come into contact with body fluids; we also provide voluntary counseling and AIDS testing in some regions. The Company also trains peer educators to encourage discussion and provide further information. In some areas Colgate also offers toll-free telephone employee assistance program for employees not comfortable with on-site facilities.

## **Education and Training**

Throughout Colgate, periodic training is provided to:

- Encourage safe behavior at the workplace and in the community;
- Improve understanding of the disease and available treatment options;
- Reduce the stigma of HIV/AIDS;
- Improve understanding of Colgate policies and programs to combat HIV/AIDS.

The training programs are based on current knowledge and are designed to be culturally appropriate. Links with external or internal health promotion campaigns are encouraged.

In regions designated by the Colgate-Palmolive Global HIV/AIDS Committee or local management, the following additional programs are instituted:

- Specialized training for different levels of workers and for family members conducted at least once a year;
- Peer educators training and implementation;
- Support of community information and awareness campaigns;
- Periodic KAP (Knowledge, Attitude and Practices) surveys performed to assess the efficacy of current programs and for continuous improvement.

## Prevention

At a minimum, medical guidelines to prevent spread of infection follow Colgate-Palmolive EOHS Standards and Guidelines “universal precautions” approach. This approach is designed to protect people from exposure to blood-borne pathogens through body fluids.

In regions designated by the Colgate-Palmolive Global HIV/AIDS Committee or local management, free male condoms are available to employees at workplace health facilities and/or dispensers, and through peer educators.

## Voluntary Testing and Counseling

A key aspect of education and awareness is knowledge of one's HIV status. Colgate encourages Colgate people to determine their HIV status. This reflects our belief that this knowledge provides important benefits to individuals.

- If an employee is negative, s/he can take precautions to remain that way.
- Access to antiretroviral or other HIV treatment can keep people healthy or return them to health.
- Family members can be protected from HIV.
- Individuals can plan for the future.

In regions with high levels of HIV in the general population (as determined by Colgate's HIV Committee), Colgate provides at least one confidential and voluntary HIV/AIDS testing and counseling opportunity each year at no cost to the employee. While not obliged to do so, employees may inform Colgate medical personnel should they test positive. This information may not be used as a basis for termination of employment, but may be used to assist in treatment.

## Caring in Action: South Africa

Confidential, voluntary counseling and testing can save lives. In South Africa, the awareness and education campaign for World AIDS Day included HIV testing. Employees who learned they were HIV-positive were able to receive counseling at the company clinic, and participate in a medical aid HIV program.

This comprehensive and confidential support is highly effective in helping HIV-positive Colgate employees, and since 2001 the number of Colgate people participating in company-sponsored voluntary counseling and testing in South Africa increased tenfold. Affected Colgate people



understand and value the importance of these services. One CP South Africa employee explained, “I do not miss my appointments for counseling sessions and following up on the program. I am looking forward to telling my colleagues about my status when I am ready.”

## OUR COMMITMENT TO ACCESS TO TREATMENT

Helping to provide access to treatment is another integral element of our global strategy to eradicate HIV/AIDS. Colgate reviews benefit plans regularly to identify opportunities for improvement and to ensure we are continuously improving toward our goal of access to treatment for HIV/AIDS where available for all Colgate people and their families. Throughout the world, Colgate provides the same application of benefit plans to employees with HIV/AIDS as for any other medical treatment. Thanks to the assistance of local governments, Colgate is able to provide medical and life insurance coverage in certain areas in conjunction with Colgate-supported insurance.

## OUR POLICY IN ACTION

### Partnerships with Third Parties

Working together, government, non-governmental organizations and businesses like Colgate-Palmolive can make a greater impact on the fight against HIV/AIDS. Colgate subsidiaries are encouraged to partner with local public or non-governmental agencies or business coalitions to ensure that current, culturally appropriate education, training and treatment programs are in place. In addition, through volunteering, financial contributions and in-kind donations, Colgate people around the world are encouraged to partner with local organizations.

In 2006, Colgate became a member of the Global Business Coalition on HIV/AIDS, the pre-eminent organization comprised of over 220 international companies dedicated to confronting the AIDS epidemic.

### Local Leadership

To ensure that Colgate's HIV/AIDS Policy is consistently implemented around the world, Colgate has established an HIV/AIDS Strategy Committee in each of its operating Divisions reporting to the Vice President, Global Social Responsibility. A Division President chairs the committee, which includes leaders from Human Resources and a cross-functional, multi-level representation of Colgate people.

Each Divisional Committee works to ensure adherence to the policy and guidelines, including:

- Continuously informing Colgate people of methods to prevent HIV/AIDS;
- Ensuring non-discrimination within the Colgate workplace;
- Recommending actions to be taken to support those who are infected and/or affected;
- Recommending areas for continuous improvement;
- Periodically reviewing and updating the Colgate-Palmolive Global HIV/AIDS Policy.

### Teamwork in Action: Asia



Colgate's strong partnerships around the world help boost the impact of our efforts to combat HIV/AIDS. In Asia, these efforts extend across the entire region. In countries such as Thailand, China, Vietnam and India, peer educators have been

trained to work with their colleagues at Colgate. C-P Vietnam extended its training to reach third-party distributors and its sales force, and C-P India extended training to third-party transport providers. In Thailand, Colgate partnered with the Thailand Business Coalition on AIDS to offer a three-day employee training and information event at our manufacturing facility, called "Colgate Cares: Understanding HIV/AIDS" (shown above).

## PARTNERSHIPS AROUND THE WORLD

Colgate has identified partners around the world who help us assist in implementing our global policy, and also help those affected by HIV/AIDS through volunteers, financial support and other resources. Our past and present partners include the following:

- Huesped Foundation Award (*ARGENTINA*)
- Brazil Government HIV Education Program (*BRAZIL*)
- Maria Stopes (*CHINA*)
- Corporación de Lucha Contra el SIDA (*COLOMBIA*)
- Secretaria Municipal de Salud de Cali - Programa de Prevención de VIH (*COLOMBIA*)
- Global Business Coalition on HIV/AIDS, TB and Malaria (*GLOBAL*)
- Modicare Foundation (*INDIA*)
- Association of People with AIDS (*KENYA*)
- AIDS Foundation (Fundación Mexicana de Lucha Contra el SIDA) (*MEXICO*)
- Consejo Nacional Empresarial sobre SIDA (CONAES) (*MEXICO*)
- PNG BAHA (Business Coalition Against HIV and AIDS) (*PAPUA NEW GUINEA*)
- American Chamber of Commerce - Health HIV/AIDS Committee (*SOUTH AFRICA*)
- St. Francis Care Centre (*SOUTH AFRICA*)
- AIDS-Response Standards Organization (administered by Thailand Department of Labour Protection and Welfare, Ministry of Labour and Thailand Department of Disease Control, Ministry of Public Health) – Colgate received Gold Level Award in 2006 (*THAILAND*)
- Thailand Business Coalition on AIDS (*THAILAND*)
- HIVdent.org (*UNITED STATES*)
- Sociedad Universitaria Carboboreña Contra el SIDA (*VENEZUELA*)
- International HIV/AIDS Workplace Education Program (SMARTWork) (*VIETNAM*)
- AIDS Prevention & Support Organization (*ZIMBABWE*)

## ACKNOWLEDGEMENT

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