







Human Rights Policy Statement



HUMAN RIGHTS POLICY STATEMENT

Our Purpose, Values and Principles (PVPs) are the foundation of who we are. While our business has grown and changed our PVPs have endured. They guide and inform the business decisions we make, while operating responsibly, ethically, and with integrity. We believe trust and integrity are built over time, earned every day and provides lasting value for our stakeholders. Our respect for human rights is intrinsic to and flows directly from our PVPs.







OUR COMMITMENT TO RESPECT HUMAN RIGHTS

Respect for Human Rights is fundamental to the way we manage our business. This includes respecting and promoting the human rights of our employees, our external business partners, and the communities in which we live, serve, and operate. We support the U.N. Guiding Principles on Business and Human Rights, which respects and honors the principles of internationally recognized human rights, including those rights expressed in the International Bill of Human Rights (i.e., Universal Declaration of Human Rights, the International Covenants on Economic, Social and Cultural Rights, and the International Covenants on Civil & Political Rights); the principles concerning fundamental rights as set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work; and the United Nations Declaration on the Rights of Indigenous Peoples.

We recognize that there will be times when national law and international human rights principles do not align, or where there are insufficient legal and regulatory frameworks or enforcement mechanisms. Wherever this is the case, we are committed to respecting human rights across our value chain, which encompasses our employees, our consumers, the communities where we do business, and our business partners.



Respecting Our Employees

We are committed to promoting respect of our employees in the workplace, ensuring workplace health and safety, and ensuring fair employment practices. We aspire to be a company where equality and inclusion are achievable for all; where respect and inclusion are the cornerstones of our culture; and where equal access and opportunity to learn, grow, succeed, and thrive are available to everyone. Our Worldwide Business Conduct Manual (WBCM) explains the global standards employees must follow in their work for P&G as well as their legal and ethical responsibilities. It provides employees with clear guidance on specific situations they may face and directs them where to go when they have questions or concerns. Each employee has a personal responsibility to their fellow employees and to the Company to follow the WBCM, as well as applicable laws and regulations.







Respecting Our Consumers

P&G's respect for consumers is inherent in our Purpose: "We will provide branded products and services of superior quality and value that improve the lives of the world's consumers, now and for generations to come". As an element of our PVPs, our Purpose guides our strategic choices, leads to bigger and better innovation, drives enhanced execution, and compels us to operate responsibly and ethically, as we create products and services that improve people's lives.

Respecting Our Communities

The communities where we live, serve and operate are a critical part of our ecosystem, and our consumer base is diverse and global. We alone cannot transform these communities. We take positive steps through our actions, our operations, and our community impact programs, to respect and, where there are opportunities, promote human rights.

Commitment To Our Supply Chain

We hold ourselves and our partners to a high standard. Our Responsible Sourcing Expectations for External Business Partners establishes the global standards to be followed in daily business activities on behalf of P&G. External business partners, their subcontractors and suppliers are expected to be informed of and share P&G's commitment to these standards.

Our Due Diligence Approach

Human rights due diligence consists of the processes that the Company follows to manage actual and potential impacts on individuals' human rights while engaging stakeholders throughout the process. We work to promote sustainable practices, support value creation, and assess both actual and potential adverse human rights impacts. We strive to implement and improve systems in business relationships across our value chain in order to mitigate the risk.

Our approach comprises the following:

- **Assess & Identify:** Actual or potential impacts on people, using a risk-based approach
- **Integrate & Act:** Take steps to prevent adverse impacts from occurring; mitigate their likelihood and severity; leverage our business relationships to influence; and work to enable an effective remedy
- **Track & Monitor:** The effectiveness of our business process for assessing and addressing adverse impacts
- **Communicate:** Share information with stakeholders on how the Company addresses adverse impacts and risk, including, where appropriate, through public reporting
- **Openly engage:** With our business partners and stakeholders to understand potential human rights impacts and develop meaningful actions to work to address adverse impacts





Engaging Stakeholders

We acknowledge that respecting human rights is an enormous but important challenge. Progress will be made through a journey of collaboration and engagement with our stakeholders. We seek meaningful consultation with external stakeholders, including critics and recognized human rights thought leaders. We strive to work cooperatively with governments and civil society organizations to make progress in addressing issues. We seek to understand the nature and context of the evolving human rights journey and how we can make a difference.

Training

We continuously work to strengthen education and develop awareness-raising tools regarding our commitment to respecting human rights. We have a library of engaging, custom-built training courses, which are available to all employees as a resource and are further assigned based on role and location to maximize relevance and impact.







Speaking Up

We strive to promote a work environment of confidence and trust. Our employees hold themselves and one another accountable for operating with trust and integrity, for stepping up as leaders and owners of the Company, and for balancing stewardship with a passion to win.

P&G is committed to creating a work environment internally and with our business partners that fosters open communication and supports individuals in reporting potential violations. Employees and individuals in our operations or extended value chain can report violations at the Worldwide Business Conduct Helpline, which is staffed by an independent third party - 24 hours a day, seven days a week - and includes, where permitted by local law, an anonymous way to report concerns. We are committed to reviewing all allegations of wrongdoing with trained teams who ensure thorough, impartial and fact-based investigations. Retaliation for raising concerns in good faith will not be tolerated.

We will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our business partners. When we become aware of an adverse impact, we will engage to be part of the solution to address the issue or dilemma, including seeking to prevent or mitigate the adverse impact and working to enable effective remedy.

INTERNET

www.pg-helpline.com

PHONE

+1-800-683-3738
(if you are located in the United States, Canada or Puerto Rico)

+01-704-544-7434
(in any other location)

MAIL

WBCM Helpline
P&GPMB, 3767
13950 Ballantyne Corporate Place
Charlotte, NC 28277



Governance

We believe that embedding respect for human rights within our organization starts at the top but is brought to life through the engagement and interactions between all P&G people within our organization and with our business partners across our supply chains. This policy statement, updated **June 2024**, has been issued by P&G's Chief Legal Officer and reviewed by Company executive leadership. The commitments herein will be implemented through this document and other Company guidelines and policies. We seek to adapt to best practices and review this Policy Statement at least every two years.