

RESPONSIBLE SOURCING

Committed to Improving our Supply Chain's Environmental, Social, and Ethical Practices

- ✓ Assess 100% of at-risk suppliers.
- ✓ Source 100% RSPO Certified Mass Balance palm oil ingredients by the end of 2025.
- ✓ Continue to purchase at least 97% of palm oil ingredients traceable to mills.
- ✓ Continue to manage our operations in a responsible and sustainable manner.





By upholding high ethical standards, continually evaluating our environmental impact, creating a safe workplace, and vigilantly maintaining our commitment to responsible sourcing, we have held our position as a trusted provider of household, personal care, and specialty products for over 170 years.

Our supply chain is a significant part of our business, and more than half of our employees support its day-to-day operations. We source from over 500 suppliers and contract manufacturers, the majority of which are located in North America. All of our employees and suppliers are expected to comply with our Global Operations Guiding Principles (the “Principles”), which are incorporated by reference into most of our supplier agreements.

The Principles address business ethics and compliance, anti-corruption, fair labor conditions, health and safety, and environmental protection, and reflect our commitment to internationally recognized standards and our support and respect for internationally proclaimed human rights. They are significantly aligned with the United Nations Declaration on Human Rights; the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work; and the Labor Principles of the United Nations Global Compact.

The Principles are also significantly aligned with the Ethical Trading Initiative Base Code, the California Transparency in Supply Chains Act of 2010, the UK Modern Slavery Act of 2015, and the methodology and guidance documents provided by SEDEX, which provide a universally recognizable and common framework.

In 2023, we further educated our employees responsible for relationships with suppliers and contract manufacturers on potential Human Rights challenges in the supply chain and our Responsible Sourcing Program. We continued our relationship with AIM-PROGRESS, a forum of manufacturers and suppliers that promotes responsible sourcing practices, to help benchmark and provide industry guidance in support of our responsible sourcing journey. We worked with our supply base to onboard participating factories in at-risk geographies on the SEDEX platform.

We support the Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act of 2015. We conducted risk-based supplier audits against ISO Quality Standards and Food Safety Standards. Audits are conducted by our Quality Department and supplemented, as needed, by independent third parties. Suppliers found to be in violation of our Principles are subject to corrective actions, which may include follow-up audits and termination of business.



We have Code of Conduct training that applies to all employees and directors. Any violation of applicable laws, our Code of Conduct, or our Principles by a Church & Dwight employee or supplier may result in disciplinary action, including termination of employment or business relationship.

By the end of 2023, we had met our target and assessed 100% of our at-risk suppliers against safety, labor, environmental, and ethical standards.

Sedex®

SEDEX is one of the world's leading ethical trade service providers, working to improve working conditions in global supply chains. It provides practical tools, services, and a community network to help companies improve their responsible and sustainable business practices, and source responsibly. Working with SEDEX enables companies to work together to better manage their social and environmental performance and protect people working in the supply chain.

RESPONSIBLE SOURCING - PALM OIL

While we do not directly buy or use palm oil or palm kernel oil in our products, some of our products – including animal feed, liquid laundry detergents, gummy vitamins, oral care, and feminine care products – incorporate palm oil derivatives. Although our use of palm oil derivatives is relatively low, approximately less than 4% of total direct materials spend, we recognize the palm oil industry has a significant impact on biodiversity, climate change, people, and communities. Accordingly, we strive to responsibly source palm oil derivatives in a manner that does not contribute to deforestation of high conservation value, high carbon stock forest and peatlands, or exploitation of people and local communities.

In 2023, we continued our membership with the Roundtable on Sustainable Palm Oil (RSPO) and completed our fourth Annual Communication of Progress (for 2022 results). We purchased approximately 21,300 tons of palm oil derivative raw material in 2023, a decrease from 31,000 tons purchased in 2022. While we are not RSPO Supply Chain Certified, we purchased virtually all of the palm oil derivative raw material volume we consumed in 2023 from one RSPO member supplier that has represented to us that this material is over 97% traceable to the mill. Our supplier has also represented to us that all such palm oil derivatives have been produced in conformance with its “No Deforestation, No Peat, No Exploitation Policy.” More than 57% of our palm oil derivative raw material

volume was purchased in mass balance material. While an increase of 4% over 2022, we fell short of our internal goal of 66% due to a reduction in business volume relative to our primary product containing palm fatty acid distillate (PFAD), a palm oil derivative. We discontinued our manufacture of that product in 2024, which will further decrease our need to procure PFAD in the future.

Due to the complexity of the palm oil derivative supply chain, the process of achieving traceability involves a number of companies at many tiers. Because our greatest opportunity to influence the supply chain is through our partnerships with our suppliers, our objective of surpassing 97% traceability to the mills is subject to change based on the progress of our suppliers. In addition to full traceability to mills, we support and encourage suppliers to achieve as much traceability to the plantations as possible and to comply with RSPO standards as they evolve.



Beyond traceability, our more comprehensive Palm Oil Sustainable Sourcing Commitment expands the scope of our responsibility to help address the following specific sourcing practices:

- Ending our contributions to deforestation by conserving and protecting primary and secondary forests, High Carbon Stock¹ and High Conservation Value² forests across all supplier landholdings
- Ending new development on peatlands, regardless of depth
- Leveraging best management practices³ for existing palm oil plantations on peat soils
- Prohibiting the use of fire for preparation or clearing of land areas
- Reducing greenhouse gas emissions from deforestation and existing operations
- Complying with existing RSPO Principles and Criteria or other equivalent standards
- Ending any exploitation of the rights of Indigenous peoples and local communities

To accomplish these goals, we require our primary supplier to meet or exceed the standards set forth in its “No Deforestation, No Peat, No Exploitation Policy”, provide quarterly reports regarding its supply chain mapping, provide progress reports against the commitments set forth in its policy and meet or exceed RSPO standards for RSPO certification. From time to time, we may also further investigate various other approaches and tools that may be available to help us assess our supply chain.

1. High Carbon Stock (HCS) forests as defined at by the HCS Steering Group.

2. High Conservation Value (HCV) as defined by the HCV network: <https://www.hcvnetwork.org/hcv-approach>

3. Best management practices covered by the “RSPO Manual on Best Management Practices (BMPs) for existing oil palm cultivation on peat.”





CONFLICT MINERALS

We are committed to ensuring that our products do not contain conflict minerals that have funded armed groups in the Democratic Republic of the Congo or an adjoining country. Any supplier found to be in violation of our policies is subject to corrective action, which may include termination of business.

SUPPLIER DIVERSITY

Established in 2019, our U.S.-based Supplier Diversity Program is intended to identify and competitively source certified diverse suppliers with the goal of expanding our supplier base to increase competition and strengthen our supply chains. We joined two of the leading Supplier Diversity Certification organizations, The Women's Business Enterprise National Council and The

National Minority Supplier Development Council, to help inform and develop our program's foundation. We require that diverse suppliers are certified by one of these organizations to be part of our Supplier Diversity Program. Our Supplier Diversity Program 2019 baseline spend was \$18.6MM. In 2023, we built upon our foundation by educating and collaborating with stakeholders throughout the organization on our Supplier Diversity Program. We enhanced the resources available to our team by enriching our data to understand our true impact on the diverse supplier community and how we can include these suppliers in future sourcing opportunities. Through increased stakeholder engagement, we increased our consolidated Direct and Indirect spend with certified diverse suppliers to \$75.9 million.



ABOUT THIS REPORT

This Report continues our commitment to transparently communicate our Sustainability efforts.

This Report reflects our performance for the year ended December 31, 2023, along with prior data and information on changes to our operations, plants, and data collection process, where relevant. This Report also references 2024 initiatives planned at the time of publishing the Report. To lead the collection of information and the report preparation process, we assembled a team representing Environmental, Health & Safety, Finance, Human Resources, Law, Marketing, Operations, Procurement and R&D. Our executive leadership team has reviewed this Report and approved the material issues and other disclosures contained herein. For our 2023 energy and greenhouse gas (GHG) data, we have contracted with an independent third party, ERM CVS, to evaluate and assure that our energy data collection process and emissions calculations are rigorous, inclusive and accurate. The resulting verification statement will be included with our annual CDP Climate Change Response.

The Report includes disclosures recommended by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI).

Employment and Environmental, Health and Safety indicators include all our operated manufacturing and distribution facilities, our R&D Corporate Technical Center and our corporate headquarters, with select smaller scale operations excluded. For more information on our company, joint ventures and subsidiaries worldwide, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2023 on our corporate website (link below).

We welcome input from all stakeholders, including customers, consumers, shareholders, investors, nonprofit organizations, non-governmental organizations, neighbors and employees, who seek to help us improve our business and Sustainability performance. Please send questions or comments about this Report to sustainability@churchdwright.com.

For all other inquiries, please visit www.churchdwright.com.