# 2023 CITIZENSHIP REPORT

The information in this report covers the period of July 1, 2022 to June 30, 2023.

# Delivering For All Our Stakeholders

P&G's objective is to deliver balanced top- and bottom-line growth while serving the needs of all stakeholders – consumers, customers, employees, society and shareowners.

**We take an integrated approach in every aspect of our Citizenship work. It is not managed centrally or by a separate organization. Each business owns the work and the budget that enables P&G to continue making progress in these important areas.**

Our efforts in Environmental Sustainability are important in creating value while improving P&G's environmental impact, enabling consumers to reduce their footprint, and working collaboratively across industries to address some of the most pressing challenges.

We start where we have the most control – our operations. We have reduced our Scope 1 and 2 greenhouse gas emissions by 58% since 2010, already surpassing our initial 2030 goal of a 50% reduction.

We have now set our sights on a 65% reduction by 2030 (versus a 2010 baseline). We are recycling approximately 3.5 billion liters of water a year in our facilities, with a goal of 5 billion liters recycled and reused annually by 2030. We are increasing our use of recycled plastic resin while also decreasing our total use of plastic in packaging – less plastic overall and a higher proportion from recycled sources.

Next, we look at how we can enable consumers to reduce their own footprint without making product performance tradeoffs. An example is how Cascade is helping consumers reduce water use. Consumers often believe the dishwasher uses more water than hand washing your dishes, but the opposite can be true – an ENERGY STAR® certified dishwasher uses about four gallons per cycle, while the tap in the sink can use the same amount in about two minutes. So, if you hand wash more than eight dishes, using a dishwasher can save water versus hand washing.

**Jon R. Moeller**

Chairman of the Board, President and Chief Executive Officer

Finally, we are helping scale industry-wide solutions to reduce environmental impact. We are deeply engaged with external experts and are sharing our expertise to help solve problems that are too big for any one company to address.

In the area of Community Impact, we support people around the world through our brands and products that help restore normalcy in uncertain and challenging times. P&G and our brands work with many local, regional and international partners including Feeding America, the International Federation of Red Cross and Red Crescent Societies, Matthew 25: Ministries and United Way to provide donations of products and other support to underserved communities and during times of disaster and conflict.

With our partners we also provide clean drinking water through the Children's Safe Drinking Water Program to support people who lack access to clean water. The program is based on an easy-to-use water purification powder invented by P&G scientists that can clean 10 liters of water in just 30 minutes. Since 2004, this program has provided more than 21 billion liters of clean water to people in need around the world.

**We serve billions of consumers all over the world. Our ability to do this most effectively is enabled by a workforce and culture that understands, respects and re ects the uniqueness of all the consumers we serve – inclusive of all genders, races, ethnicities, sexual orientations, ages and abilities.**

Equality and inclusion is good for business – broadening market reach and driving market growth. Simply put, it helps us win. Our efforts to attract, develop, and retain the best employees from the broadest pool of talent helps us better serve an increasingly diverse set of consumers.

Our equality and inclusion efforts, inside our Company and in our communities, are critical for our long-term success and are helping to drive balanced and sustainable growth.

Good governance is the foundation for everything that we do, and P&G is committed both to doing what is right and to being a good corporate citizen. Our corporate governance practices are designed to promote strong board and management accountability, transparency, and protection of shareholder interests.

P&G was founded on uncompromising beliefs that our products should be of the highest quality and value, and that the only way to run a business is with honest and fair dealings. These beliefs come to life today in P&G's Purpose, Values and Principles, which set high standards that we hold ourselves and each other accountable for, creating a strong culture focused on winning the right way.

P&G's employees, leadership team, our board and I are committed to making progress in each of our Citizenship focus areas. We consider it a fundamental part of service – to consumers, customers, employees, society and shareowners.

**At the end of the day, we serve people – with a strong desire to improve their lives and the lives of their families. We stand by consumers and support them in small but meaningful ways every day – with superior-performing products of high quality at a superior value. We strive to do this in the most responsible way, consistent with P&G's Values and Principles.**

This approach, with consumers at the center, and an organization built to serve them, has served us and our many stakeholders well. It will guide our actions as we move forward. If we do this effectively, consumers will benefit, customers will grow their businesses, employees will develop and thrive, we will have a positive impact on society, and shareholders will continue to be rewarded for their investment.

## Jon R. Moeller

Chairman of the Board,
President and Chief Executive Officer

**Learn more about our leadership team**

# WHO WE ARE

Our brands are trusted in millions of living rooms, kitchens, laundry rooms, and bathrooms – and have been passed down from generation to generation. We are the people behind the brands you trust, and we're committed to making people's lives better in small but meaningful ways, every day.

**Operations in approximately 70 countries.**
**Products sold in approximately 180 countries and territories.**

Read more about P&G

In 2023, P&G celebrated our 186th anniversary

Forbes 2023
BEST EMPLOYERS FOR NEW GRADS
POWERED BY STATISTA

Forbes 2023
WORLD'S BEST EMPLOYERS
POWERED BY STATISTA

# A Culture that Fuels Innovation and Prioritizes Wellbeing

P&G is one of the largest consumer packaged goods companies in the world. Innovation and the passion of talented teams helped us grow into a global company that is governed responsibly and ethically, that is open and transparent, and that supports good causes and protects the environment. Many things have changed through the years, but the importance of P&G people to P&G's success is enduring. We recognize that to attract, develop and retain the best talent, we need to offer a superior employee experience.

At P&G, we provide benefits, resources, and learning opportunities to support the physical, mental, financial and work-life wellbeing of our employees so they can contribute to the success of the business while achieving their own life goals.

**Learn more about P&G employee benefits**

# P&G EMPLOYEES FEEL INSPIRED, VALUED AND ARE GROWING

"It gives me great pride as a P&G employee to know that we have a Company and managers who put families first. P&G supports employees through their personal and professional journeys."

**Chris,** United States

"P&G provides me with different challenges that stretch me outside of my comfort zone. My personal growth goes way beyond making diapers!"

**Michelle,** South Africa

"P&G has given me many opportunities and helped me meet a big part of my dreams. This is where I started and where I want to close my professional career."

**Paula,** Chile

"At P&G, there are always new challenges and I learn a lot about myself every day. I am inspired working on a team and can always count on a helping hand when I need it."

**Inez,** Hungary

"Late night I would take over changing diapers, bathing and feeding our hungry baby. I was basically a super dad – paternity leave gave me the opportunity to get involved in the growth of my son."

**Bruce,** China

"It's amazing to feel welcome to talk about mental health, especially in a room with leaders."

**Rachel,** United States

"Working at P&G is changing my life. I know that I can make a career here."

**Ricardo,** Brazil

"The work, the people, the Purpose, Values and Principles, the support, the chances to try and learn new things made P&G the place to stay."

**Peter,** United Kingdom

# COMMUNITY IMPACT

P&G brands and P&G people are committed to helping communities around the world through meaningful actions that improve lives every day. From the early origins of our company, our founders made giving back a priority.  These efforts continue to build trust and equity for P&G and our brands which are important for long-term growth. They also help attract the next generation of employees to join us.

**Marc Pritchard**
Chief Brand Officer

# COMMUNITY IMPACT

"For generations, we've stepped up to serve consumers, support employees and help the communities in which we live and work through difficult times and challenging circumstances, by providing the brands people count on to take care of their daily cleaning, health and hygiene needs.

P&G brands help provide daily household and personal care essentials to people during times of crisis and are uniquely positioned to help meet the needs of those in underserved communities who are disproportionately impacted. Improving the daily lives of people and helping the communities in which we live and work to prosper is core to who we are as a company."

## BRANDS MAKING AN IMPACT

Consumers appreciate when our brands make a positive impact on communities by providing their benefits to people who face challenging circumstances.

# BRAND PROGRAMS

## Always Wants to Help #EndPeriodPoverty so That Periods Don't Hold Anyone Back

For almost 40 years, Always has been there for girls. Always champions girls' confidence, especially during puberty and is focused on fighting period poverty by promoting period education, tackling stigma, and increasing access to period products. Always provides free educational resources and samples to help young people understand the changes experienced during puberty and handle them with confidence. One in five girls in the U.S. miss school due to the lack of access to period products[1] — that is more than 3.5 million girls.[2] When someone does not have proper period protection, it can put their confidence, dignity and education at risk.

[1]1,000 U.S. females, 16 – 24 years old, Research Now 2017
[2]U.S. 2016 Census

## Empowering Hispanic Youth

Always initiated a multi-year leadership development program – Capitanes Del Futuro – for Latino and Latina youth within the soccer ecosystem to unlock their full potential at school and on the field, while providing them with the superior period protection they need.

Building on the ongoing Capitanes del Futuro partnership, Always launched the Always Soñando Program in 2023. Always Soñando, which translates to "Always Dreaming," is part of our commitment to furthering the progress of communities across the United States. Always is providing more than just financial support, including mentorship opportunities to help inspire and empower more future leaders.

## Employees In Action

This fiscal year, more than 70 of our Cincinnati-based employees packed 1,000 period care kits containing Always and Tampax. The Freestore Foodbank distributed the kits to school-aged girls to help #EndPeriodPoverty.

# BRAND PROGRAMS

## Safeguard for Clean Hands, Healthy Lives

Safeguard's mission is to help families around the world live life "hands on" by protecting them with the right soap and proper handwashing practices. The brand is an official co-founder of Global Handwashing Day, organizing events around the world to raise awareness of the benefits of correct handwashing habits. Through practical initiatives like these, Safeguard helps millions of children stay healthy by teaching them one simple message: clean hands save lives.

- Safeguard's #SpreadHealthAcrossChina program is committed to educating 100 million people about health and hygiene habits by 2025, already touching more than 76 million lives by providing handwashing facilities and education courses.
- In the U.S., Safeguard partnered with Instructure, the makers of the Canvas Learning Management System, to provide schools with free education and products that make hand hygiene interesting and fun.
- For 2022 Global Handwashing Day, Safeguard donated 118 million handwashes to City Harvest and other organizations across the United States to help provide basic hand hygiene to more people.

**October 15 is Global Handwashing Day to help educate millions of people about the benefits of washing their hands with soap and water.**

# BRAND PROGRAMS

## Crest and Oral-B Bring Healthy Smiles to All

Crest and Oral-B believe everyone deserves a healthy smile. That's why they are helping make proper oral care more accessible by tackling the issues that contribute to poor oral health. Here are a few of the brands' initiatives around the world:

- In Brazil, with nonprofit organization Por 1 Sorriso, we provide free, quality oral care to vulnerable communities. So far, the program has served 4,000 people with P&G products.
- Oral-B Europe, in partnership with the International Association for Disability and Oral Health, The Big ReThink program provides oral care to people with disabilities, their caregivers and families.
- Closing America's Smile Gap, a program helping make oral health accessible for children in underserved communities across the U.S.

## Passionate Employees Make a Difference

"Closing America's Smile Gap is an area of intense passion for me because it is the culmination of everything that I love about being a part of the P&G family: leveraging the power of our brands and commitment to the consumer by touching lives and improving life as a force for growth and good in the communities we interact with and serve."
– **Cheya, Sales**

Cheya helped bring the program to life in her Virginia community through the partnership of Crest and Oral-B, along with dental professionals, Kare Mobile and other national retail partners like Family Dollar.

# BRAND PROGRAMS

## Tide's Loads of Hope Goes a Long Way

After a flood, hurricane or other natural disaster, basic resources such as clean clothes are a small but meaningful step toward recovery. For more than 15 years, Tide Loads of Hope has provided free laundry services to families affected by natural disasters, offering a sense of normalcy in trying times – because after a disaster, you don't just want something new, you want what's yours back.

Tide Loads of Hope partners with Matthew 25: Ministries, an international humanitarian aid and disaster relief organization, to deploy trucks with mobile laundry units to disaster sites and provide free support to those in need. Since 2005, the program has benefitted over 90,000 people across the U.S. and Canada. This fiscal year, Tide Loads of Hope supported relief and recovery efforts in the wake of a tornado outbreak across the U.S., providing free, full-service laundry and distributing personal care kits with everyday essentials to meet basic hygiene and home care needs.

**Learn more about Tide Loads of Hope**

Personal care and cleaning products from P&G brands – including Always, Bounty, Charmin, Crest, Dawn, Febreze, Ivory, Gillette, Mr. Clean, Olay, Old Spice, Oral-B, Pampers, Pantene, Safeguard, Secret, Swiffer, Tampax, Tide and Venus – are part of our Disaster Relief program to provide some comfort to those in need as they recover.

# BRAND PROGRAMS

## Pampers Supports Premature Babies and Those Who Care for Them

Pampers is committed to helping make the world a better place for every baby, because giving babies a safe, happy and healthy start in life is what has driven us for more than 60 years.

But we know that not every baby has an equal start. An estimated 13.4 million babies were born too early in 2020 – that is 1 in 10 babies[3].

For 20 years, Pampers has been on a mission to serve and support premature babies and their caregivers. Pampers Preemie Protection extra-gentle diapers are specially designed to help enhance what's vital for their development, like uninterrupted sleep, skin protection and kangaroo care where babies are held to the chest for skin-to-skin contact.

The brand's work goes beyond product innovation as the #PampersForPreemies program helps raise awareness of prematurity and supports babies in need through diaper donations and funds raised. Since the start of the campaign, over 8 million diapers and more than $1 million U.S. dollars were donated to support care programs. We will continue to help premature babies get the best possible start in life by supporting them, their parents and neonatal experts.

**Learn more about Pampers Premature Babies**

## Swaddling our Smallest Gifts

"Caring for a preemie was completely new to us [as parents], and those first weeks in the NICU were a whirlwind full of learning and emotions. At less than four pounds and covered in wires, we had to be extra gentle and careful with him, especially when bathing and changing diapers. I appreciated diapers that were designed to swaddle and protect my extra-small baby and felt reassured that with Pampers, he was getting the best. I'm proud that my company has been able to help so many other parents and caregivers of preemies."
– **Rachel, Communications**

[3]World Health Organization, "Preterm Birth," https://www.who.int/news-room/fact-sheets/detail/preterm-birth

# TAKING ACTION AROUND THE WORLD

For generations, P&G and our brands have united to support people and communities through unexpected challenges, emergencies, and in times of need. In the past fiscal year* P&G has responded to more than 30 disasters around the world with financial support, products, and services to meet these unexpected needs.

**During times of crisis, our actions are guided by three core principles:**

Protecting the health, safety, and wellbeing of P&G people.

Serving people around the world who count on our brands and the benefits they provide.

Supporting communities in need through our longstanding partnerships with local and global relief agencies.

*P&G's Disaster Relief program is ongoing and this report summarizes a selection of efforts undertaken during the fiscal year July 1, 2022 through June 30, 2023.

# GLOBAL PROGRAMS

## Providing Access to Clean Drinking Water

UNICEF reports 2.2 billion people around the world lack access to clean drinking water[4], often due to natural disasters, conflicts or lack of infrastructure. Through our P&G Children's Safe Drinking Water (CSDW) Program and as part of our efforts to support people and communities during times of need, we have been providing clean drinking water to children and families for almost 20 years.

Together with more than 150 advocacy and implementing partners, since 2004 we've delivered more than 21 billion liters of clean drinking water to communities in over 90 countries with P&G's innovative Purifier of Water packets. Learn more about our most recent milestone and how we're on our way to our goal of 25 billion liters by 2025.

[4]UNICEF, "Water, Sanitation and Hygiene (WASH)," https://www.unicef.org/wash

**CSDW has served 93 countries to date**

**21 billion liters of clean water transforming communities around the world**

Since 2012, P&G's Singapore Pioneer Plant has been making P&G Purifier of Water packets that P&G provides in disaster relief efforts where there is water scarcity, including the recent floods in Pakistan.

# GLOBAL PROGRAMS

## Emergency Support for Babies

P&G and Pampers support UNICEF to provide emergency, lifesaving treatment for babies, newborns and their mothers affected by the war in Ukraine by rehabilitating and equipping the basements and shelters of 10 perinatal centers and children's hospitals in major cities, including Kyiv, Odesa, Chernihiv, Zhytomyr and Dnipro. These basements and shelters became safe healthcare places for pregnant women and new mothers and their newborns. Each shelter accommodates up to 100 mothers and their children. In addition, Pampers committed to donate more than 1 million diapers to help affected families. Five centers have been rehabilitated and additional centers will be operational as safety and logistical conditions allow.

unicef | for every child

*UNICEF does not endorse any company, brand, product or service.

## Supporting Displaced Families

Millions of people have been affected by the war in Ukraine – most of them women and children. Since the beginning of this conflict, P&G has mobilized resources to support employees, families and relief agencies in a variety of ways to offer support.

- Provided daily essentials including products from Pampers, Always, Oral B, Ariel, Head & Shoulders and Gillette to people displaced from their homes.
- Provided financial support to relief partners in their efforts to provide access to clean water, food, shelter, underground maternity and health and care services in Ukraine and neighboring countries. Some of our partners include:

GlobalMedic | IFRC | International Medical Corps | Save the Children | water mission

Learn more about our Ukraine relief efforts.*

*P&G's Disaster Relief program is ongoing and this report summarizes a selection of efforts undertaken during the fiscal year July 1, 2022 through June 30, 2023.

# GLOBAL PROGRAMS

## Natural Disasters in North America and the Caribbean

As a result of wildfires, flooding and hurricanes in the U.S. and Canada, P&G, Tide Loads of Hope and nonprofit partners like Matthew 25: Ministries, Direct Relief, GlobalMedic and Americares, deployed relief services to help the families, individuals and first responders in need of personal care items, cleaning products and laundry services in areas like Florida, Puerto Rico and Nova Scotia.

Our relief program provided free, full-service laundry to the affected communities in multiple disasters and offered area residents personal care kits containing everyday essential items to help them recover from the disaster.

Additionally, monetary donations were made to Direct Relief, Americares and others who provided essential items such as medications, insulin, vaccines, emergency kits, oxygen concentrators and other required medical products and support services for the elderly, including cleaning and removal of debris from homes.

# GLOBAL PROGRAMS

## Türkiye and Syria Earthquake Response

After a series of powerful earthquakes struck near the city of Gaziantep, Türkiye, destroying large areas in Southern Türkiye and Northern Syria, we worked in coordination with local and global relief partners to provide product donations and monetary and other in-kind support such as brand-supported services with trucks providing oral care or shower services in the affected areas. P&G also provided funding to UNICEF emergency response, the International Federation of Red Cross and Red Crescent Societies in Syria and Türkiye, and to local Turkish relief organization TOG (Community Volunteers Foundation) for immediate rescue activities, such as providing shelter, hygiene supplies, clean water, food and medical first aid.

GlobalMedic | IFRC | International Medical Corps | Save the Children | TOG Toplum Gönüllüleri | unicef for every child

*UNICEF does not endorse any company, brand, product or service.

## Comforts of Home Give Hope

P&G, our brands and partners provided on-the-ground efforts to bring the comforts of home to people in devastated areas.

- Prima and Orkid mobile baby care units provided products and clean spaces to care for babies.
- Pantene and Head & Shoulders mobile hygiene trucks provided showers and personal care services.
- Ariel laundry trucks provided access to clean clothes.
- Fairy trucks helped distribute food and supplies.

### Donated more than 1 million products to Türkiye and Syria*

*P&G's Disaster Relief program is ongoing and this report summarizes a selection of efforts undertaken during the fiscal year July 1, 2022 through June 30, 2023.

# GLOBAL PROGRAMS

## Disaster Relief from Monsoons and Floods in Pakistan

Following record flooding caused by the 2022 monsoons in Pakistan, P&G delivered disaster relief that aided the health and safety of employees while also serving the affected community. Over 50 million of the country's residents were impacted by the natural disaster, which resulted in over 1,000 fatalities and left hundreds of thousands displaced and without access to necessities.

P&G supported emergency relief efforts to ensure that flood-affected families could meet their immediate needs.

They provided supplies including temporary shelters and tarpaulins, hygiene products, water purification materials, emergency kits, food baskets, and other essential items. Because of the local infrastructure damage, many residents were left without access to clean drinking water. The Children's Safe Drinking Water Program and long-time partner HOPE Pakistan helped deliver clean drinking water using P&G Purifier of Water packets, which transform dirty, contaminated water into clean drinking water in 30 minutes.

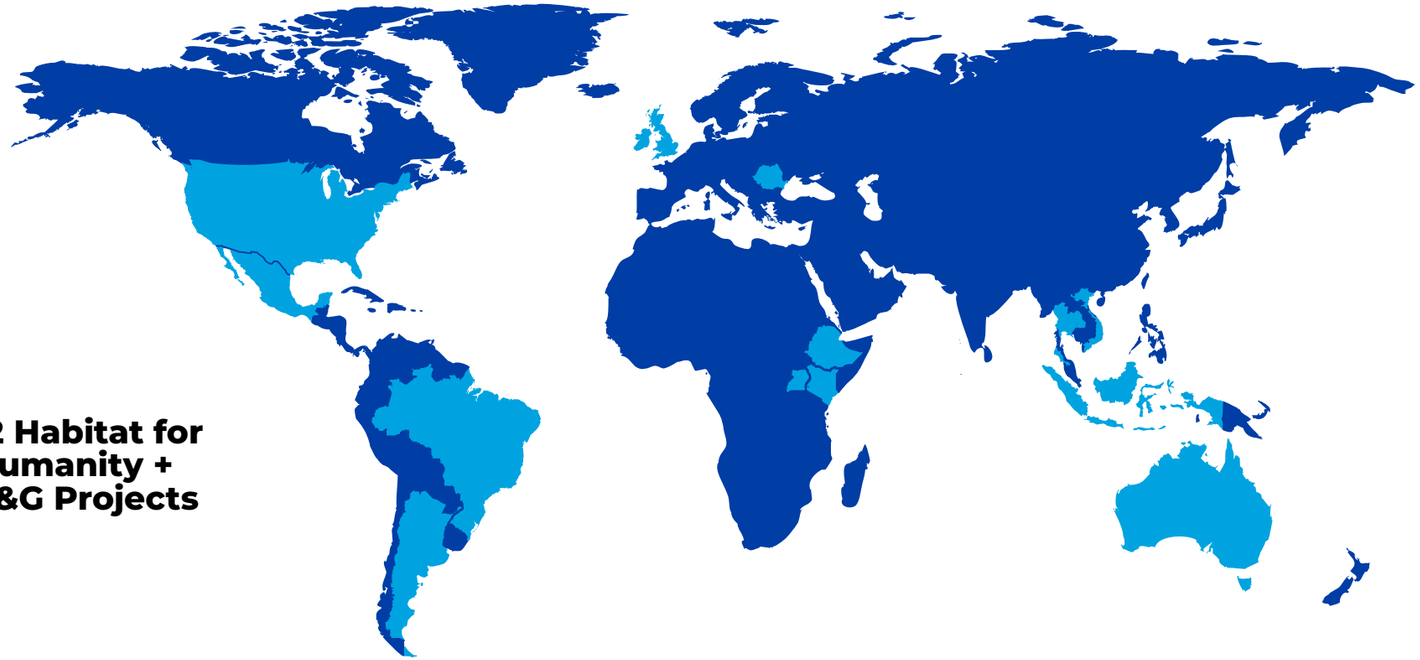
# GLOBAL PROGRAMS

## Building Homes and Hope

Habitat for Humanity brings people together to build homes, communities and hope, and helps create a more equitable world where more people have access to safe living spaces and hygiene facilities. This fiscal year, P&G and Habitat for Humanity came together to advance health, hygiene and gender equality through programs in a dozen countries.

Here are a few highlights:

- Construction of dedicated hygiene facilities serving nearly 800 students in Ethiopia.
- Upgraded hygiene facilities and outdoor space at a women's shelter in the U.K.
- Upgraded hygiene facilities in Romania to minimize disparities for girls, boys and children with disabilities.



**12 Habitat for Humanity + P&G Projects**

# ACTION FOR POSITIVE IMPACT WHERE WE LIVE AND WORK

P&G people live and work in over 70 countries, and we're focused on making a positive impact globally in the communities we touch, including our headquarters cities.

Different regions have different needs. To meet the unique needs of the people we serve and help where our brands and services can make a difference, our programs are designed in partnership with local organizations working in communities every day.

Learn more about our regional programs and see examples of how we help communities grow and thrive.

# ACTIONS FOR IMPACT

## United For Thriving Communities

William Cooper Procter, grandson of P&G's founder, is often credited as the driving force behind P&G's longstanding support of United Way, a nonprofit helping families in local communities thrive.

United Way has been part of our corporate culture for over 80 years. Through our work with this important organization, P&G and our people have contributed meaningfully to our communities, including in our headquarters' home city. The annual fundraiser raised more than $9 million for United Way of Greater Cincinnati (UWGC). We were named **number 1 on UWGC's Workplaces That Care list**, which recognizes Cincinnati workplaces that support the organization's fundraising efforts.

## P&G People in Action

Emily leads P&G's Young William Cooper Society, a group committed to maintaining P&G's legacy of employee volunteering with the UWGC.

"P&G encourages me to grow at work and in my community. The United Way helps so many people in our community live better lives. It's a humbling to be a part of that process, and experience making a difference alongside my coworkers with our company's support."
– **Emily, Products Research**

## 40 Years of Partnership with Feeding America

In 2022, P&G celebrated 40 years of partnership with Feeding America, a nonprofit organization committed to advancing transformational hunger relief across the U.S. to help communities most at risk of experiencing food insecurity. Feeding America serves tens of millions each year via its nationwide network of 200 food banks and more than 60,000 partner agencies. Beyond food insecurity, basic essential household items that are important in maintaining good personal health and clean homes are often difficult to afford.

To help address these challenges, P&G and our brands have donated more than $10 million of basic essential products since 1982 for Feeding America to distribute via its network and partner agencies.

## Healthy Start After Childbirth for Babies and Moms

Employee volunteers in Panama assembled P&G health and hygiene product kits for new moms and babies as part of the Mamás Seguras training program. The program also educated mothers to strengthen their knowledge about critical maternal health issues.

## Caring for Those Who Care for Others

In Guangzhou, China, P&G feminine hygiene brand Whisper donated almost 10,000 sanitary pads to the city medical workers at Zhongnanshan Medical Foundation of Guangdong Province working on COVID-19 treatments.

## Team Building for National Volunteer Week

P&G's Sacramento Manufacturing Plant participated in a local Habitat for Humanity Build Day. With the housing development only two miles from the plant, the team organized into three groups to work on three houses. After the hard working and rewarding day the team shared, "It was very touching and inspiring to see our efforts go to deserving families in our own community."

**Learn more from National Volunteer Week about how P&G employees step up around the U.S.**

**Lean more about P&G Acts of Good**

## Cleaning Up the Ohio Riverbanks

Employees from P&G's hometown of Cincinnati joined forces with Living Lands & Waters and its founder, Chad Pregracke, a 2013 CNN Hero of the Year, to remove more than 11,000 pounds of trash from the banks of the Ohio River. This program marked the fifth time we have come together to make a difference in surrounding environment. Together, the team removed debris, including a freezer, an old Christmas tree, many tires, a disco ball and much more.

"I look forward to this event every year. While it is hard work, you can see the incredible difference we make at the end of the day. It makes me proud to be a P&G employee."
– **Kate, Product Supply**

## Growing for Impact

Singapore employees celebrated Mother's Day with a Plant-A-Tree Program event with families and friends coming together in support of the Singapore Green Plan 2030 and the National Parks Board's mission to restore nature back to the city.

Dubai employees demonstrated their commitment to environmental sustainability and their community by hosting a volunteer tree planting activity at the Dubai Mangrove Forest in the Jebel Ali Wildlife Sanctuary.

P&G Spain and Portugal's continued partnership with ApadrinaUnOlivo, which helps the community recover and care for thousands of centenary olive trees that were abandoned during the regions' rural exodus. The ApadrinaUnOlivo olive tree recovery project helps sustain biodiversity and recover vulnerable trees while creating economic opportunities in rural areas of the Iberian Peninsula.

# EQUALITY & INCLUSION

We aspire to create a company where equality and inclusion are achievable for all, creating value and driving growth for our employees, through our brands, with our partners and in communities.

Simply put, equality and inclusion is good for business – broadening our market reach and driving market growth. This is enabled by our efforts to attract, develop, and retain the best employees from the broadest pool of talent available to best serve an increasingly diverse set of consumers.

**Shelly McNamara**

Chief Equality & Inclusion Officer

*retiring as of June 30, 2024

**P&G employees are unique and united in creating a workplace where everyone feels included.**

"We are committed to honoring the individuality and unique contributions of our people, and ensuring that every single employee shows up to work as their whole, authentic self and feels safe doing so.

We believe this makes P&G not only a great place to work, but also a stronger company because it is through diversity of thinking that we become more in touch with the consumers we serve. To holistically serve consumers in ways that matter and resonate with them, we need to create the kind of diverse and inclusive culture that has proven, time and again, to give life to the best thoughts and ideas."

# CREATING A CULTURE OF INCLUSION IN OUR WORKPLACE

Our company is built on serving consumers and improving their lives with superior performing products, in the most responsible way consistent with our Values and Principles. Our ability to do this most effectively is enabled by harnessing the unique lived experiences and perspectives of of over 100,000 employees around the world, reflecting the diversity of the billions of people we serve every day. Our unique differences spark innovation and creativity, inspire our careers and our culture, and help our company and our people to grow.

We strive for diversity in the broadest sense of the word, employing individuals with different backgrounds, skills, experiences, and capabilities. The current makeup of our Board of Directors reflects the diversity of our company and our consumers.

P&G is committed to improving equality and inclusion for all in our workforce and we comply with applicable laws as we strive for that improvement.

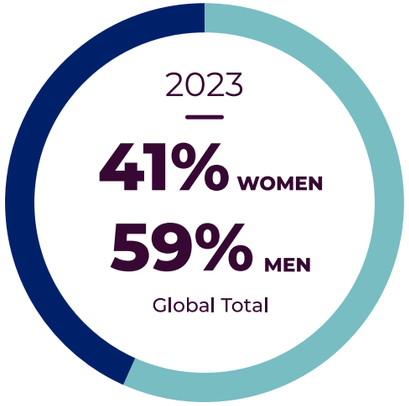
**Learn more about our progress**

# CULTURE OF INCLUSION

## Our Aspiration to Create a Globally Diverse and Inclusive Workforce

**Watch the video** on our Equality & Inclusion efforts.

## EMPLOYEES



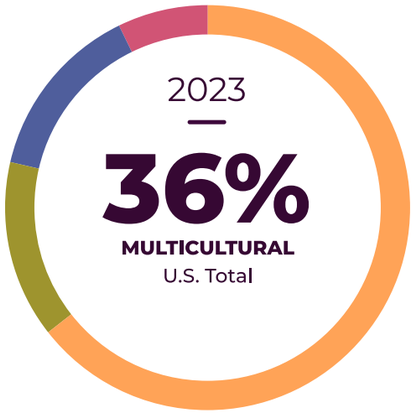

### RACE AND ETHNICITY

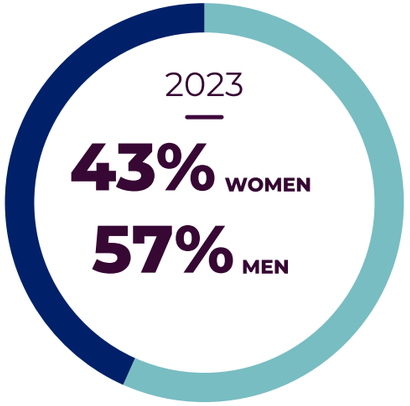
- African Ancestry ..... 12%
- Asian Pacific ..... 6%
- Hispanic / Latinx ..... 9%
- White ..... 68%

### GENDER

- Women ..... 41%
- Men ..... 59%

## BOARD OF DIRECTORS




### RACE AND ETHNICITY

- African Ancestry ..... 14%
- Asian Pacific ..... 14%
- Hispanic / Latinx ..... 7%
- White ..... 64%

### GENDER

- Women ..... 43%
- Men ..... 57%

Board data as of October 10, 2023

# CULTURE OF INCLUSION

**Broader representation strengthens our innovation and helps us better serve our increasingly diverse consumers around the world.**

**Over the past decade, we have continued our progress to help us serve consumers even better and reached a milestone on our gender equality journey – 50% women managers globally.**

## Neurodiversity Con dence Grows at P&G

At P&G, neurodivergent talent can grow their careers with confidence, enabled by our inclusive hiring practices, continuously-refined accessibility accommodation practices and a culture where every employee can bring their authentic selves and skills to work. For example, we have strategies to ensure inclusion of colleagues with autism as we source much-needed STEM talent while furthering the company's aspiration of increasing diversity in our workforce. P&G now has neurodiverse talent working in Costa Rica, Cincinnati, Poland, the U.K. and Singapore. Our support programs for employees cover key areas including recruiting, onboarding, retention, career advancement and a neurodivergent employee support group.

# CULTURE OF INCLUSION

## P&G Asia Paci c, Middle East, and Africa Region Hosts #WeSeeEqual Summit

Held in partnership with the United Nations Foundation, the annual #WeSeeEqual summit focused on emerging trends and insights for both employees and consumers. The event covered diversity in leadership styles and perspectives to foster innovation and creativity, and how we can deepen our culture of belonging to serve consumers and communities even better. The summit also highlighted mental wellness as an integral part of advancing equality and inclusion for all employees.

# INCLUSIVELY SERVING CONSUMERS WITH SUPERIOR BRAND EXPERIENCES

At P&G, we are united in building our trusted and superior performing brands to serve billions of consumers around the globe in an inclusive way. Every day we strive to understand their unique needs so we can provide a superior brand experience for all.

# INCLUSIVELY SERVING CONSUMERS

## Accessible Advertising Helps Reach More People

Across Europe today, 30 million adults are living with visual impairments.[5] Our research shows that 75% of people with hearing or sight loss would like companies to be more proactive in making their advertising accessible to all – yet estimates show that less than 10% of advertisements currently are.[6]

We are aiming to increase accessibility standards across our brand portfolios, and are working with our partners to embed accessibility into creative strategies and make content accessible and inspiring to all consumers. When creative design does not allow for embedded accessibility, we include audio description tracks to enable visually-impaired consumers to understand by listening and enabling captioning so information can be accessed by people with hearing impairments.

Change on this scale takes time and we are on a journey using the tools already available and a commitment to drive progress. In Portugal, we have started to introduce accessible ads and now have 90%+ of our ads with captions. Overall in Iberia, we assess that 60%+ of our advertising is accessible – either with captions, audio description or via an accessible website. The U.K., Spain and France are continuing to lead with audio description and closed captioning.

[5]World Health Organization and European Blind Union
[6]Radius Study, January 2023, U.K., France, Germany

# INCLUSIVELY SERVING CONSUMERS

## P&G Brands are Driving Positive Representation – In Front of and Behind the Camera

Advertising shapes how people see the world and see themselves, and connects consumers to our brands. The images we show and the words we use matter. That's why we are focused on assessing our communication in terms of on-screen representation of all consumers, inclusive of gender, ethnicity, ability, sexual orientation and more – to ensure we truly reflect the people our brands are serving.

To create accurate, real and authentic portrayals, we focus on increasing the diversity and experiences of those who are behind the camera. Several initiatives have been critical to this transformation, such as external partnerships and projects to help build the pipeline of directors with collaborators such as FREE THE WORK.

We launched **Widen the Screen** as an expansive content creation, talent development and partnership platform that enables increased inclusion of multicultural creators across the advertising, film and media industry. It also expands the multiculturally-owned-and-targeted media ecosystem, starting with Black creators and program development, along with Black-owned-and-targeted media companies.

The Queen Collective – a signature effort in partnership with Queen Latifah, and Flavor Unit Entertainment – is building the pipeline of Black and Brown women directors and their crews. Along with Queen Latifah, Flavor Unit and many more partners, we've developed programs with dozens of diverse creators and their crews over the past four seasons – and more are on the way.

**Watch the video**

These programs support our efforts to effectively serve all consumers.
**Learn more about our multicultural marketing.**

# INCLUSIVELY SERVING CONSUMERS

## Continuing P&G's Support for LGBTQ+ Consumers and Partners

Year-round, we support the LGBTQ+ community globally through our evolving internal policies, accurate and authentic representation of LGBTQ+ experiences in the work of our brands, and our partnerships with organizations that have a long history of providing critical services to the LGBTQ+ community.

Over 30 years ago, P&G was among the first Fortune 500 companies to include sexual orientation in our diversity statement. Today, we continue to refine our policies because supporting every employee and creating a welcoming workplace is part of our culture of belonging.

During Sydney World Pride 2023, P&G Australia joined the Sydney Gay and Lesbian Mardi Gras, Minus18 and Rainbow Families, retailers, and media partners in supporting the LGBTQ+ community. P&G employees and brands including Fairy, Gillette, Olay, Oral-B,

Pantene and VÖOST joined our parade float and P&G also provided donations from sales in major local retail partners to Minus18, a LGBTQ+ charity, providing anti-bullying resource kits to reach students across Australia.

2023 also marked the fourth year of Can't Cancel Pride, a Pride season event in partnership with iHeartMedia that delivers a message of hope to millions each year and showcases the unifying power of music and art. Hosted by JoJo Siwa, this year's show featured performances and appearances from Brandi Carlile, Adam Lambert, Big Freedia, Ciara, Billy Porter, Hayley Kiyoko, Kesha and more.

An estimated 20 million viewers tuned in for the 2023 edition and to date more than $14 million dollars has been raised for a diverse collection of beneficiary partners, including CenterLink, GLAAD, The National Black Justice Coalition, Outright International, SAGE and The Trevor Project. Can't Cancel Pride continues to unite the LGBTQ+ community by celebrating visibility and inclusivity for all.

# INCLUSIVELY SERVING CONSUMERS

## Achieving More Equality at Home

While communicating the superior performance of our products for all consumers, P&G brands are driving important conversations about equality and inclusivity. These conversations help inspire consumers to make a difference in their communities. Here are some award-winning, business-driving examples that reinforce the important link between growth and good.

## Ariel Encourages Sharing the Load

In 2015, our Ariel brand set out to change the common belief in India that household chores were solely a woman's responsibility. The #ShareTheLoad campaign addresses the unequal expectations placed on men and women starting from a young age, by asking pertinent questions that make people think, reflect and act. After seven years of the campaign, this social norm has significantly shifted and in the spirit of keeping this conversation going about equality within households, Ariel launched its latest edition with the film **"See the Signs & #ShareTheLoad"** spotlighting the long-term impact of unequal distribution of chores.

## Dawn & Swiffer Support Closing the Chore Gap

When research revealed that in 65% of U.S. households, the responsibility for most chores still falls on one person, P&G Home Care brands Dawn and Swiffer came together to create films, curriculum and content that

helps everyone get involved in closing the chore gap that exists in many homes.

In partnership with Reese Witherspoon's *Hello Sunshine* and *The New York Times* best-selling author Eve Rodsky's *Fair Play*, Dawn and Swiffer introduced **Home Eq[uity]**, an educational initiative that reimagines the traditional home economics curriculum and complements decades of work by family and consumer sciences experts on how to cultivate strong families and communities – because more equity at home can create more equity in the world.

# COLLABORATING WITH OUR PARTNERS TO ADVANCE E&I TOGETHER

We leverage our unique strengths and unite with others to make even more progress in creating access and opportunity for all. When we do so, communities are healthier, economies grow, and more businesses thrive to the benefit of everyone.

# PARTNERING FOR IMPACT

## Getting Students to and through College

Since the mid-1940s, P&G has partnered with the United Negro College Fund (UNCF) to support young people from underrepresented groups to become highly qualified college graduates.

Our work together provides a critical pipeline of talent needed to drive innovation that reflects and serves P&G's diverse consumer base.

In addition, our longstanding relationship has enabled brands such as Tampax, Olay and My Black is Beautiful to build more consumer-focused programs in collaboration with our retail partners with whom we serve this community of consumers.

UNCF programs help address the disparities in education for Black and Brown communities through general education and STEM-focused scholarships, emergency student aid, and higher education and job aid resources.

# PARTNERING FOR IMPACT

## Advancing Indigenous Representation and Inclusion at P&G Canada and Supporting Indigenous Communities

In 2021, P&G Canada set aspirations around Indigenous representation, chartered an Indigenous Professional Network and stepped up to support Indigenous communities. We supported Indspire and their Building Brighter Futures program that provides financial assistance to Indigenous students and connects those students with employers.

We also partnered with Wahkohtowin Development Guardian Program to support natural resources experiences and education for Indigenous youth in Canada through an expanded land-based experiential learning curriculum designed to connect people further to their environment, language and culture. In recognition of National Day for Truth and Reconciliation on September 30, 2022, a permanent land acknowledgement plaque was installed at our Canadian head office in Toronto.

As a result of our commitments and efforts, P&G Canada received the Employer of Choice certification by Indigenous Works. However, this is not the end of our journey; as an organization, we are continuing to learn, reflect and act.

Indigenous Works
EMPLOYER OF CHOICE

# PARTNERING FOR IMPACT

## Spotlight on P&G India: Advancing Equality and Inclusion in STEM Fields

Research indicates that over 40% of graduates in Science, Technology, Engineering and Mathematics (STEM) in India are women, one of the highest rates in the world, yet men continue to outnumber women in STEM fields, particularly at higher levels of the professions. P&G India is committed to advancing gender equality in STEM to bring more talent into these fields and create a diverse pool of innovators we can hire from and work with to help us find new and better ways to serve our consumers.

Their efforts include:

- Working with Save the Children to create specialized STEM labs that equipped girls with the necessary tools to implement hands-on, project-based learning of key STEM concepts.
- Providing financial aid and mentorship to girls to pursue technical and vocational courses focused on mechanical, electrical, computer and supply chain courses through the Shiksha Betiyan (Hindi for Girls Education) Scholarship Program.
- Creating Project Saksham (Hindi for Able and Empowered) in collaboration with key government authorities where flexible operating strategies at our Goa plant enabled women to work shifts that better accommodated their personal schedules. The project received the 2023 Gartner “Power of The Profession” Supply Chain Award in the People Breakthrough of The Year category.

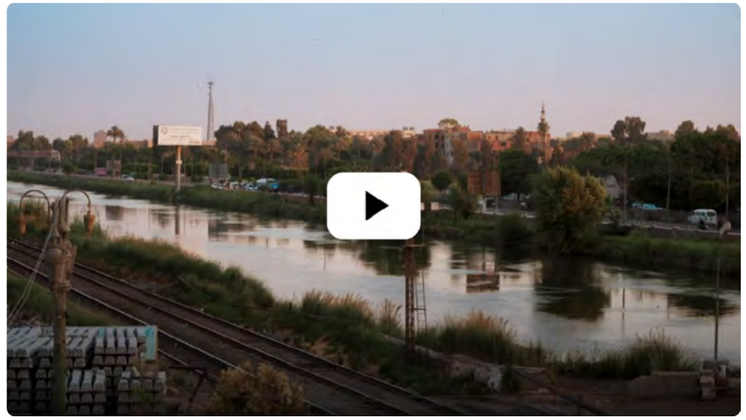
# PARTNERING FOR IMPACT

## Driving Women-Owned and Women-Led Businesses

Through our Women's Economic Empowerment program, we're working with organizations like WEConnect International, Women's Business Enterprise National Council (WBENC) and others to build capability and enable women to participate in P&G's value chain. In Egypt, we partnered with UN Women to equip entrepreneurs in rural and urban areas with the skills and support to integrate into our supply chain.

Nora is a graduate of the Stimulating Equal Opportunities for Women Entrepreneurs program and a successful business owner. She's leading the way in her community, inspiring young women to believe they can break barriers and build their own businesses.

More than 500 women in Egypt attended the program and learned business basics, financials and e-commerce. They are on their way to becoming entrepreneurs and making a living, uplifting their families and their wellbeing.



**Watch the video** about women-owned and women-led businesses.

# ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is embedded in how we do business.
Learn how we are delivering impact at three levels - reducing our own impact, enabling people to reduce their impact, and scaling industry-wide solutions that reduce environmental impact.

**Virginie Helias**

Chief Sustainability Officer

# ENVIRONMENTAL SUSTAINABILITY

"We are committed to improving people's lives with innovation that delivers superior performance and is more sustainable. We are working across Climate, Waste, Water and Nature to reduce our footprint in our operations, empower people to reduce their footprint when they use our products, and help society solve some of the global challenges where we can make the biggest difference.

Our employees also play a key role in ensuring sustainability is integrated into their daily work. Their commitment is fundamental to our journey toward a more sustainable future."

# AMBITION 2030 IT'S OUR HOME

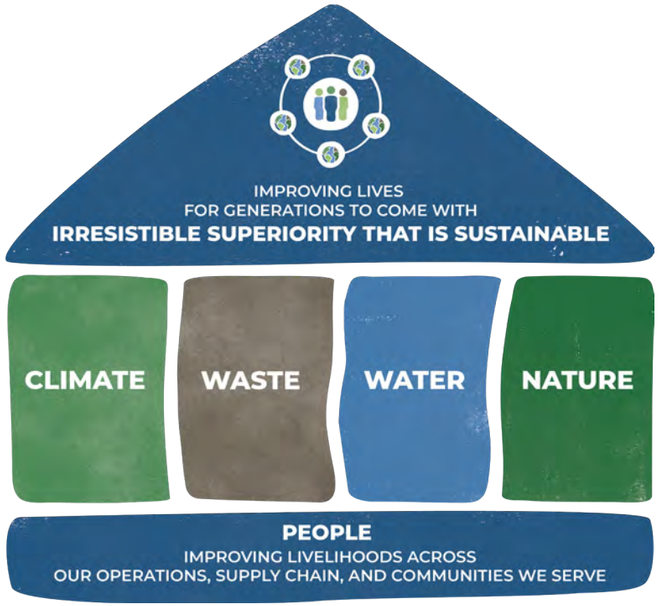
P&G's Ambition 2030 supports our brands' ability to provide irresistible superiority that is sustainable to improve lives now and for generations to come. It is built on the strength of four pillars – Climate, Waste, Water and Nature – where we can make the biggest difference for the planet and our business. Its foundation is improving the livelihoods of people across our operations, supply chain and the communities we serve.

We are setting a new standard of superiority, one where consumers' sustainability expectations are considered from the very start of the innovation journey. P&G focuses on consumer needs, and sustainability considerations are incorporated into every aspect of our approach to innovate for irresistible superiority.

We are working across Climate, Waste, Water and Nature to reduce our footprint in our operations, empower people to reduce their footprint when they use our products, and scale industry-wide solutions by being a catalyst for cross-value chain collaboration. We cannot achieve these goals alone. This requires collaboration between the private, nonprofit and public sectors and involves every aspect of our business.

To learn more about our projects and partnerships around the world, please explore this report further and visit Mapping Our Impact.

**Learn more about our Ambition 2030 goals.**



## P&G'S ENVIRONMENTAL SUSTAINABILITY AREAS OF FOCUS

**Watch to learn how innovation and sustainability reinforce each other to set the standard for "better"**

# CLIMATE

## Watch to learn more about P&G's efforts to reach net zero by 2040.

P&G's ambition is to reach net zero greenhouse gas (GHG) emissions across our supply chain and operations – from raw material to retailer – by 2040. Our climate journey began over a decade ago with goals at our own manufacturing facilities. Since then, we have expanded and accelerated our efforts to address GHG emissions across the life cycle of our products and within our operations and supply chain.

Our focus is on significantly reducing absolute GHG emissions in our total operational and supply chain emissions to reach our net zero ambition. We will balance any remaining emissions from our operations and supply chain by advancing natural or technical solutions that remove an equivalent amount of GHG emissions from the atmosphere. To help pace our progress toward 2040, we have established near-term science-based targets for 2030.

**Watch the video about Climate**

## Science-Based Targets

P&G uses science-based targets to guide our efforts in reducing greenhouse gas emissions. The Science Based Targets initiative (SBTi) is a collaboration that helps businesses set science-based emissions reduction targets. P&G was one of the first companies to have a validated science-based target for Scope 1 and 2 emissions when SBTi launched its initial standards in 2015.

Currently, SBTi has validated P&G's near-term science-based emissions reduction targets associated with our absolute Scope 1 and 2 emissions[7], renewable electricity, and intensity of Scope 3 emissions related to upstream transportation and our supply chain.

[7]P&G's formal SBTi validated target for Scope 1 and 2 is a 63% reduction by 2030 versus a 2015 baseline. This is effectively equivalent to our stated target of a 65% reduction by 2030 versus our 2010 baseline. Learn **more**

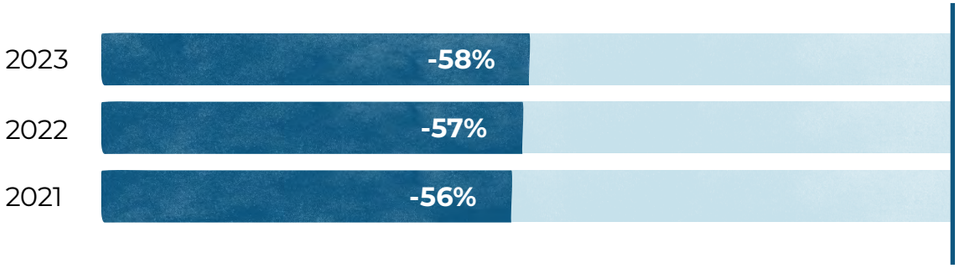
# Reducing Operational Emissions

Since P&G established our first goal to reduce GHG emissions from our manufacturing facilities over a decade ago, we have continued to raise the bar on climate action by exceeding our emissions targets for Scope 1 and 2 ahead of schedule. This year we are increasing our goals for GHG emissions reductions at our facilities. We now aim to reduce our Scope 1 and 2 emissions by 65% by 2030 versus a 2010 baseline – an increase from our previous 2030 goal of 50%. This new science-based target is aligned to a 1.5 degrees Celsius climate scenario.

| 2030 Goal | Progress |
|---|---|
| Reduce Scope 1 and 2 GHG emissions by 65% (vs. 2010 baseline) | **58% reduction** |
| Purchase 100% renewable electricity globally | **>99% renewable electricity globally** |

## Reduction in Total GHG (Scope 1 & Scope 2)

Percent reduction vs. 2010 baseline




## Reduction in Energy Consumption

Production Adjusted, vs. 2010 baseline

| | Total | | |
|---|---|---|---|
| **Energy (gigajoules x 1,000)** | **2023** | **2022** | **2021** |
| Energy Consumption | **60,855** | **62,244** | **63,973** |
| **Greenhouse Gas (GHG) (metric tons x 1,000)** | | | |
| Total GHG Emissions* | **2,253** | **2,309** | **2,398** |
| Scope 1 - Direct GHG Emissions | **2,123** | **2,158** | **2,238** |
| Scope 2 - Indirect GHG Emissions** | **130** | **151** | **160** |
| Biogenic GHG Emissions*** | **45** | **53** | **50** |

* Total GHG emissions = Scope 1 + Scope 2. Scope 2 emissions calculated using a market-based method.
** Market-based Scope 2 GHG emissions. Note: Location-based Scope 2 emissions in 2023 were 2,275 metric tons (x 1,000).
*** P&G reports biogenic emissions separately from Scope 1 emissions. This includes biogenic $CO_2$ from the use of biogas and biomethane delivered via the natural gas pipeline where 3rd party certified energy attribute certificates are provided by the supplier.

Note: The above table summarizes environmental statistics for our manufacturing operations, technical centers, and distribution centers. Numbers do not include production from contract manufacturing operations.

**Our greenhouse gas emissions data has been verifi d by an independent third party, Lloyd's Register Quality Assurance (LRQA).**

## Manufacturing Sites Leading the Way in Emissions Reductions

We are reducing our absolute emissions across our operations, including those from our manufacturing plants and additional facilities. P&G has seven sites in five countries – China, Egypt, Mexico, Saudi Arabia and Spain – that have reached an impressive milestone on the way to achieving our ambition. These sites have reduced Scope 1 and 2 GHG emissions by greater than 95% versus a 2015 baseline. As we continue to work toward lowering our emissions, we will apply key lessons learned at facilities across our operations.

## Investing in Renewable Power Projects and Supporting Local Ecosystems

In partnership with ENGIE North America, we announced our largest solar energy Power Purchase Agreement to date: Sun Valley Solar, adding new clean energy to the grid. Through the agreement, P&G will enable more than 530,000 MWh of renewable electricity annually – the power equivalent to the annual electricity needs of more than 50,000 U.S. homes.

A portion of the land will also be planted with locally appropriate vegetation that supports pollinators, such as butterflies and bees.

## Leveraging Renewable Thermal Energy

P&G is a founding member of the Renewable Thermal Collaborative (RTC), formed in 2017 with the World Wildlife Fund, manufacturers, and local governments to identify and scale renewable, cost-competitive thermal energy solutions. P&G is engaged in several of the RTC's working groups to develop innovations required to scale solutions for technologies such as solar thermal, thermal storage, biomethane, and green hydrogen. Likewise, P&G recently supported the development and launch of the RTC's Heat Pump Decision Support Tools to enable adoption of heat pumps across industries. The RTC also plays a pivotal role towards influencing policy to accelerate thermal decarbonization solutions.

RENEWABLE THERMAL COLLABORATIVE

## Advancing Natural Climate Solutions

As part of our overall efforts on nature, we are advancing a portfolio of natural climate solution projects to deliver a verified carbon benefit that balances any of our operational emissions not eliminated this decade.

**Learn more about these efforts in our nature pillar.**

# Addressing Emissons Across the Life Cycle of Our Products and Operations

## TRANSPORTATION

This past year we increased staffing and capability across regions and implemented advanced analytics tools to better understand details of emissions across individual freight lanes and transportation modes. We anticipate this will enable us to accelerate the rollout of additional emissions-saving efforts moving forward.

Operations remain challenging due to disturbances across supply chains in many parts of the world causing headwinds to our efforts. Undeterred by these challenges, we will continue to partner and collaborate with carriers, retailers, and the broader transportation industry to scale new ways of delivering products to the consumer with a reduced carbon intensity.

| 2030 Goal | Progress |
|---|---|
| Reduce global upstream finished product freight emissions intensity by 50% (vs. 2020 baseline) | **4% increase** |

## Increasing Ef ciencies that Reduce Transportation Emissions

Historically, Personal Health Care products in Europe were shipped in refrigerated trucks between 15 – 25 degrees Celsius to ensure the best product quality and stability, even in winter. Temperature-controlled trucks generate 15% more CO2 emissions per truckload versus regular trucks. While quality and safety continue to be at the center of everything we do, the team challenged whether active cooling is needed throughout the year. After careful analysis in collaboration between scientists and quality assurance experts, the team confirmed a significant portion of our portfolio could keep the same quality level in colder months, allowing us to stop using temperature controls in the winter to increase efficiency.

## Improving E-commerce Packaging With Lighter Material

Air Capsule is a consumer preferred package solution that enables transportation efficiencies. It starts as a flat envelope during transport and transforms into an inflated rigid 3D structure to protect products during shipment. This single component package used in China is 40% lighter and 75% less bulky than corrugated flat boxes. This innovative package is made with a recyclable polyethylene film while the multiple inflatable chambers give structural rigidity and puncture-surviving strength that helps secure the product during shipping. And people can use a tear tab to open it without needing to use a knife or scissors.

### The packaging is a 2022 Platinum Winner at the Dow Packaging Awards and was named E-commerce Best in Class at the 2023 PAC Global Awards.

## Electrifying Our Distribution for Ef ciency

P&G is partnering with transportation carriers to introduce battery-powered electric vehicles into our operations and our delivery lanes to major U.S. retailers. Trailer loads moving within our West Coast Fulfillment Center yard in Southern California are now electrified, and we have also begun using electric trucks to deliver goods to our customer distribution centers.

# SUPPLY CHAIN

We've set a goal to reduce Scope 3 emissions from the supply of materials that are necessary for P&G finished products – what we refer to as our supply chain – by 40% per unit of production by 2030 (versus a 2020 baseline). For fiscal year 2023, we focused our reporting on three priority categories that account for more than 85% of our total supply chain GHG emissions (Fabric Care, Beauty Care and Baby Care). We estimate that we have achieved an approximately 8% reduction per unit of production for these priority categories. Our calculations were based on a combination of both primary data (e.g., P&G material use and production volumes) and secondary data (e.g., material specific emission factors from lifecycle inventory databases).

We plan to continue pursuing a portfolio of strategies to reduce our supply chain emissions, including material efficiency, use of bio-based and recycled materials, increased renewable energy use, and exploring potential applications of carbon capture and storage. We also plan to expand reporting across additional P&G categories and integrate more supplier data into our measurement systems.

| 2030 Goal | Progress |
|---|---|
| Reduce supply chain emissions by 40% per unit of production (vs. 2020 baseline) | **~8% reduction within three priority categories (Fabric Care, Beauty Care, Baby Care) that account for 85% of our total supply chain GHG emissions baseline** |

Note: We define the scope of this supply chain goal as our purchase of raw and packaging materials, intermediates, storeroom materials and finished products that we buy externally for P&G products sold.

# WORKING TOGETHER TO ACHIEVE REDUCTION TARGETS

We understand that the only way we can succeed in achieving our supply chain emissions reduction goal is by working together across our supply chain. Over the past two years, P&G has been working closely with our suppliers suppliers to further enable progress on GHG emissions reduction. Through this dialogue, we have identified challenges and opportunities across our supply base and launched our P&G Supplier GHG reduction playbook to clarify expectations and help our suppliers in removing roadblocks toward their own climate journeys.

## Helping Suppliers Make Climate Progress- P&G's Unlock Program

At the beginning of 2023, P&G created the P&G Climate Unlock Program, which helps P&G suppliers in their climate progress and transition to net zero. The program provides education, resources, training powered by Schneider Electric's Accelerate Renewable Electricity program, and GHG reduction planning support from the Manufacturing Decarbonization program powered by Manufacture 2030.

## Synchronizing and Tracking Progress Collectively- WBCSD-PACT Program

We are currently collecting data from suppliers to refine our GHG baseline and track progress as an important step in reducing our supply chain GHG emissions. In parallel, we are piloting a digital solution to collect carbon footprints per material. In the future, we plan to scale up to more suppliers to track our purchased goods' carbon footprint reduction. The Partnership for Carbon Transparency seeks to accelerate decarbonization through data transparency of emissions in the value chain and is hosted by the World Business Council for Sustainable Development. P&G is participating in this synchronized effort across value chains, industry boundaries and technology. The objective is to enable a trusted and holistic foundation for measurement.

# Empowering Consumers and Industry with Solutions to Enable More Sustainable Outcomes

Collaboration across the private, nonprofit and public sectors is important to help enable systems-level solutions, learning from others and sharing our successes along the way.

## Tide and WWF Work to Make Washing in Cold the Next Big Eco Habit

Did you know that washing on cold saves up to 90% of energy[8] in every wash cycle? That's why Tide and World Wildlife Fund have joined forces to help establish washing laundry in cold water as the accepted routine for consumers.

Through partnerships, Tide is continuing to educate and encourage consumers to choose cold water when washing laundry. The brand estimates that a decade of Americans washing the majority (3 in 4) of their loads in cold would save enough electricity to power all of New York City and San Francisco for over a year.[9] Tide is working to achieve an ambition of 75% of laundry loads washed on cold by 2030 – 2 million tons of $CO_2$ have been avoided in the first two years from these efforts.

[8] On average when switching from hot to cold water
[9] According to reported city-wide annual electricity usage by **New York Building Congress** and the **California Energy Commission**

## Tide's ambition to get 3 of 4 loads done in cold in the U.S. and Canada combined with Ariel's efforts to lower average wash temperatures in Europe by 5° C is expected to help avoid more than 27 million tons of carbon emissions by 2030[10]

[10]Based on expected cumulative GHG emissions from 2020 – 2030

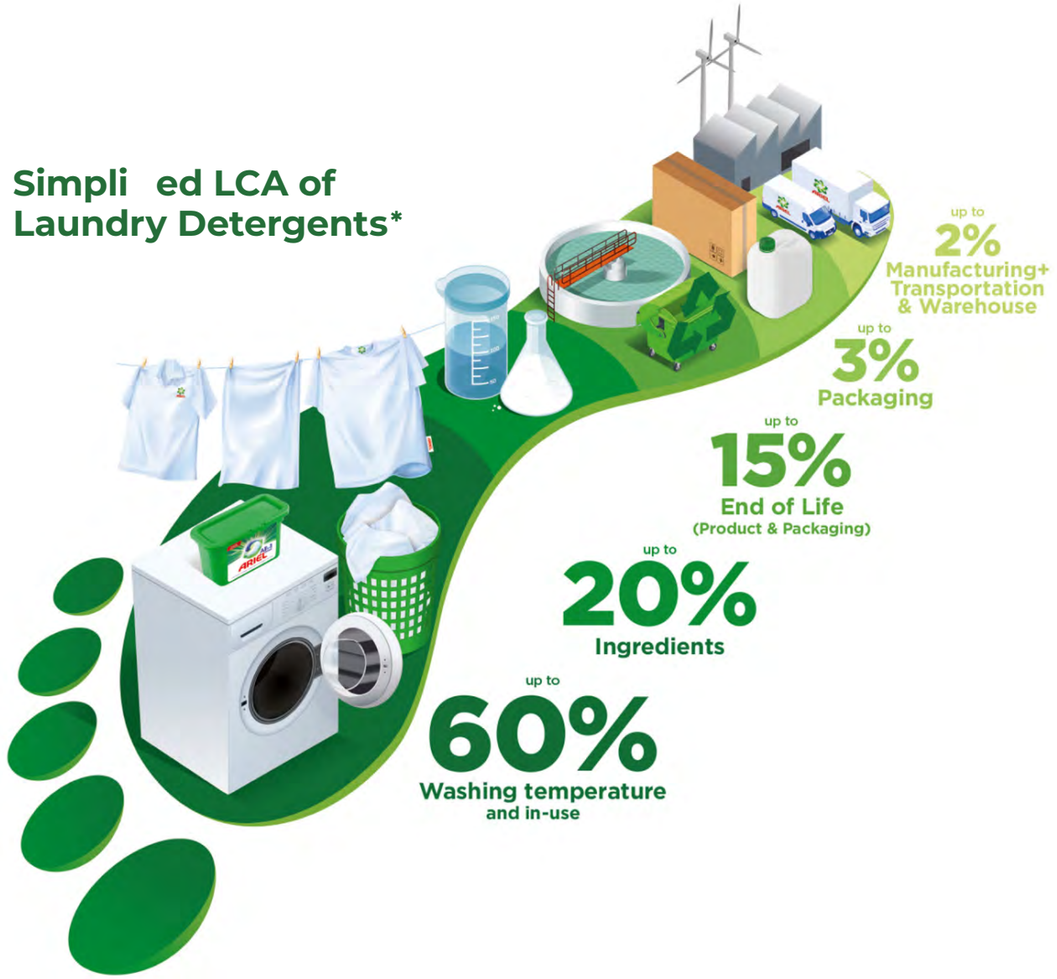
Reducing greenhouse gas emissions requires both ingenuity and partnership. In our path to net zero, we are looking toward using technology that exists today to reduce emissions, investing in new solutions and materials innovation, and embracing transformative collaboration.

We may not have all the answers, but we will not let uncertainty hold us back.

Learn more about how we're creating positive impact worldwide, on **Mapping our Impact.**

For more detailed information about emissions (including Scope 3 emissions), disclosures, policies and progress, please visit our **ESG Portal.**

### Simpli ed LCA of Laundry Detergents*




*Simplified LCA showing European average

# WASTE

P&G's aim is to create a more circular value chain where material is continually recycled and remade to remain in use instead of becoming waste. Watch how circularity helps build value.

P&G provides everyday products of superior quality and value to people around the world. Product packaging materials like plastic are useful in providing product protection and a lighter weight to lower GHG emissions during transportation.

We believe we can unlock more worth from packaging materials long after their first use. P&G is teaming up with industry coalitions and nonprofits to invent and find scalable solutions to reduce waste and reuse packaging and materials.

**Watch the video about Waste**

# Optimierung des Designs unserer Verpackung

Um Fortschritte bei unseren Zielen für Kunststoffverpackungen zu erzielen, setzen wir weiterhin vermehrt recyceltes Plastik ein, verwenden leichtere Designs und ersetzen Kunststoff durch andere erneuerbare Materialien (wie Papier und biobasierte Kunststoffe).

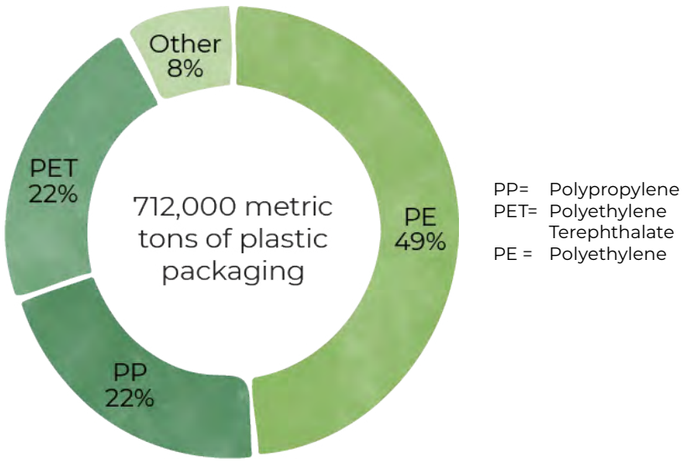
Wir haben seit der Bekanntgabe unseres Ziels, dass 100 % unserer Verbraucherpackungen so gestaltet werden, dass sie recycelbar oder wiederverwendbar sind, erhebliche Fortschritte erzielt. Obwohl unsere berichteten Ergebnisse von 78 % in diesem Jahr ähnlich wie im letzten Jahr sind, skalieren wir derzeit neue Verpackungsinnovationen über mehrere Plattformen, von denen wir erwarten, dass sie den Fortschritt in den kommenden Jahren beschleunigen werden.

| 2030 Ziel | Fortschritt |
|---|---|
| 100% of our consumer packaging will be designed to be recyclable or reusable | **78% of our consumer packaging is designed to be recyclable or reusable** |
| Reduce our use of virgin petroleum plastic in our consumer packaging by 50% per unit of production (vs. 2017 baseline) | **13% reduction** |
| NOTE: Fiscal year progress for packaging data uses the time period from April 1, 2022 – March 31, 2023. | |

P&G considers packaging to be recyclable if there is a recycling system operational at scale with viable collection, recovery, processing and end markets in place for the material and packaging format in at least one geography. We do not consider waste to energy and conversion to fuels as suitable end markets.

**14% of our resins (or about 101,000 metric tons) came from recycled sources in 2023.**

### Types of Resin Used in Consumer Packaging




Numbers do not sum to 100% due to rounding

### Progress Towards Goal

# ENTWICKLUNG VON PREISGEKRÖNTEN NACHHALTIGEN VERPACKUNGEN

Verpackungen spielen eine wesentliche Rolle beim Schutz, Transport und der Verwendung unserer Produkte. Aus diesem Grund haben wir uns ehrgeizige Ziele gesetzt, um Abfall zu reduzieren und eine größere Kreislauffähigkeit unserer Verpackungen am Ende des Produktlebenszyklus zu fördern. Unsere Teams aus Designern, Materialwissenschaftlern und Innovatoren arbeiten zusammen, um neue Verpackungslösungen zu entwickeln, die Plastik reduzieren, Transporteffizienzen schaffen und Materialien wiederverwenden – und dabei ein angenehmes, positives Nutzungserlebnis bieten.

## Waschmittelverpackungen ohne Plastik

Unsere Ariel-PODs, die in Europa verkauft werden, verfügen über eine patentierte Kartonverpackung, die aus FSC-zertifizierten Materialien und einem Minimum von 70 % recycelten Fasern besteht. Die Verpackung ist vollständig recycelbar in kommunalen Papierabfallsystemen und trägt dazu bei, Plastikabfälle zu reduzieren. Darüber hinaus ermöglicht ihre Größe eine höhere Produktanzahl pro Versandpalette, was die Anzahl der Lastwagen verringert, die für den Transport der Ariel-PODs innerhalb der P&G-Standorte eingesetzt werden, und den gesamten Energieverbrauch beim Transport des Produkts senkt.

### Die Verpackung erhielt den Diamond Award der Dow Awards 2022 und den Best in Show Award bei den PAC Global Awards 2023.

## Umstieg auf alternative Materialien

Gillette und Venus setzen weiterhin den Übergang von den Premium-Nachfüllpackungen[11] aus Plastikblistern zu nachhaltigeren und recycelbaren Kartonverpackungen aus FSC®-zertifiziertem Papier fort. Mit der Einführung dieser Kartonverpackungen für unsere Premium-Systemrasierer schätzen wir, dass wir in den letzten drei Jahren insgesamt 4.680 metrische Tonnen Plastik weltweit einsparen konnten. Das entspricht mehr als 170 Millionen Wasserflaschen.[12]

[11]Ausgenommen sind die Nachfüllpackungen für Sensor Excel, Sensor 3, MACH3 Start und Fusion Sport sowie der Heated Razor.
[12]Basierend auf den kombinierten Versandvolumina von Januar 2020 bis März 2023 weltweit und einer durchschnittlichen Größe von 500 ml pro Plastikflasche.

## Von Ingenieurin für Home Care Verpackungen zur Gewinnerin der Waste 360's 40 Under 40

Nicht nur unsere Verpackungen sind preisgekrönt; auch unsere Mitarbeiter sind es. Innovative Verpackungsarbeiten an P&G Home Care Produkten führten dazu, dass unsere Leiterin für Oberflächenpflegeverpackungen als eine der **„40 Under 40" von Waste 360** ausgezeichnet wurde.

"Mich hat es besonders stolz gemacht, dass die Verbraucher die Produkt- und Verpackungsvorteile verstehen, an denen ich gearbeitet habe." – **Vicki, R&D**

# Kreislauffähigkeit durch Partnerschaften fördern

Wir sind davon überzeugt, dass Partnerschaften dafür entscheidend sind, die Verwendung, Wiederverwendung und Erneuerung von Verpackungsmaterialien in einer Kreislaufwirtschaft zu transformieren. Sie sind unerlässlich, um positive Auswirkungen im großen Maßstab zu erzielen.

## DESIGN:

Wir gestalten unsere Verbraucherpackungen so, dass sie recycelbar sind, und beziehen recycelte Materialien für unsere Designs, um die Kreislauffähigkeit zu fördern.

## SAMMLUNG:

Wir arbeiten partnerschaftlich daran, mehr Menschen einen gerechten Zugang zu Recycling- und Sammelsystemen zu ermöglichen:

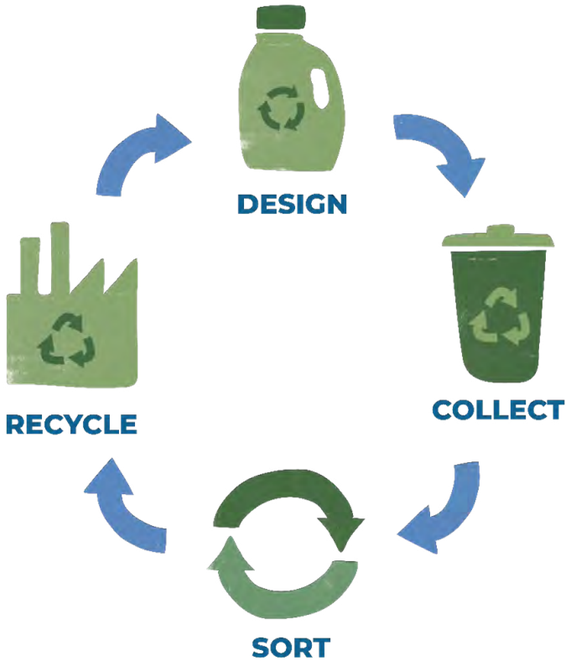
- Laufende Finanzierung des **The Recycling Partnership** und von **Closed Loop Partners**, die dabei helfen, den Zugang zum Recycling zu verbessern und das Engagement für das Recycling verschiedener Materialarten in den USA zu erhöhen.
- Startfinanzierungen für die Regionen Südostasien und Lateinamerika, die über eine sich entwickelnde Infrastruktur verfügen, durch**Circulate Capital's Ocean Fund** und **Delterra**. Die **Alliance to End Plastic Waste** unterstützt ebenfalls die Förderung einer Kreislaufwirtschaft in Entwicklungsländern und anderen Regionen weltweit.

## SORTIERUNG:

Wir arbeiten branchenübergreifend zusammen, um neue digitale Wasserzeichen auf Verpackungen zu skalieren, die eine bessere Trennung und Rückgewinnung hochwertiger Kunststoffe in die Lieferkette ermöglichen. In Europa entwickelte sich diese von P&G initiierte Idee zur schnelleren und genaueren Sortierung von Recyclingmaterialien zu den HolyGrail 2.0-Pilotprojekten, an denen über 160 Unternehmen beteiligt sind.

## RECYCLING:

Wir reagieren auf die Nachfrage nach hochwertigem, recyceltem Material, um den Kreislauf zu schließen. Unsere Ingenieure entwickeln und lizenzieren innovative Recyclingprozesse wie VersoVita™, um die Qualität von recyceltem Polypropylen sowohl für unsere Produkte als auch für die gesamte Branche zu verbessern.



## Investitionen in skalierbare Lösungen in Entwicklungsländern

Plastikabfall ist eine komplexe globale Herausforderung, die einen umfassenden und kooperativen Ansatz über den gesamten Lebenszyklus von Kunststoffen erfordert. Um dieses Problem zu bewältigen und eine größere Kreislauffähigkeit für Kunststoffe zu fördern, ist die Zusammenarbeit verschiedener Akteure notwendig, darunter Industrie, Regierungen, Zivilgesellschaft und Wissenschaft.

Wir setzen uns weiterhin dafür ein, kollektive Fortschritte für eine systemische Transformation zu erzielen, wie die Welt Produkte herstellt, nutzt und erneuert. Wir investieren in Regionen, in denen P&G tätig ist und Produkte vertreibt, die oft nicht über die notwendige Infrastruktur zur Sammlung, Sortierung und zum Recycling von Abfällen verfügen – und wo es an Kapital fehlt, um die Abfallinfrastruktur zu verbessern um so zu verhindern, dass Plastik in die Umwelt gelangt.

**Circulate Capital**, eine Investmentmanagementfirma, investiert in Unternehmen, die sich mit Plastikverschmutzung befassen und die Kreislaufwirtschaft in Südostasien vorantreiben. Der Ocean Fund stellt Finanzierungen für Start-ups in den Bereichen Abfallwirtschaft, Recycling und globale Technologien der Kreislaufwirtschaft bereit. Ihre Finanzierung umfasst auch lokale kleine und mittelständische Unternehmen, die Lösungen in Indien, Indonesien, Thailand, Vietnam und den Philippinen skalieren.

In den nächsten fünf Jahren plant **Delterra**, eine Umwelt-NGO, die Plastikverschmutzung in Südostasien und Lateinamerika anzugehen, indem sie Lösungen für die aufkommende Kreislaufwirtschaft für Kunststoffe entwickelt.

P&G ist zudem Gründungspartner der **Alliance to End Plastic Waste**, einer Organisation mit über 70 globalen Unternehmen, die gemeinsam Lösungen entwickeln, die in großem Maßstab replizierbar sind, um die Sammlung und das Recycling von Plastikabfällen zu erhöhen und zu verhindern, dass diese in die Umwelt gelangen.

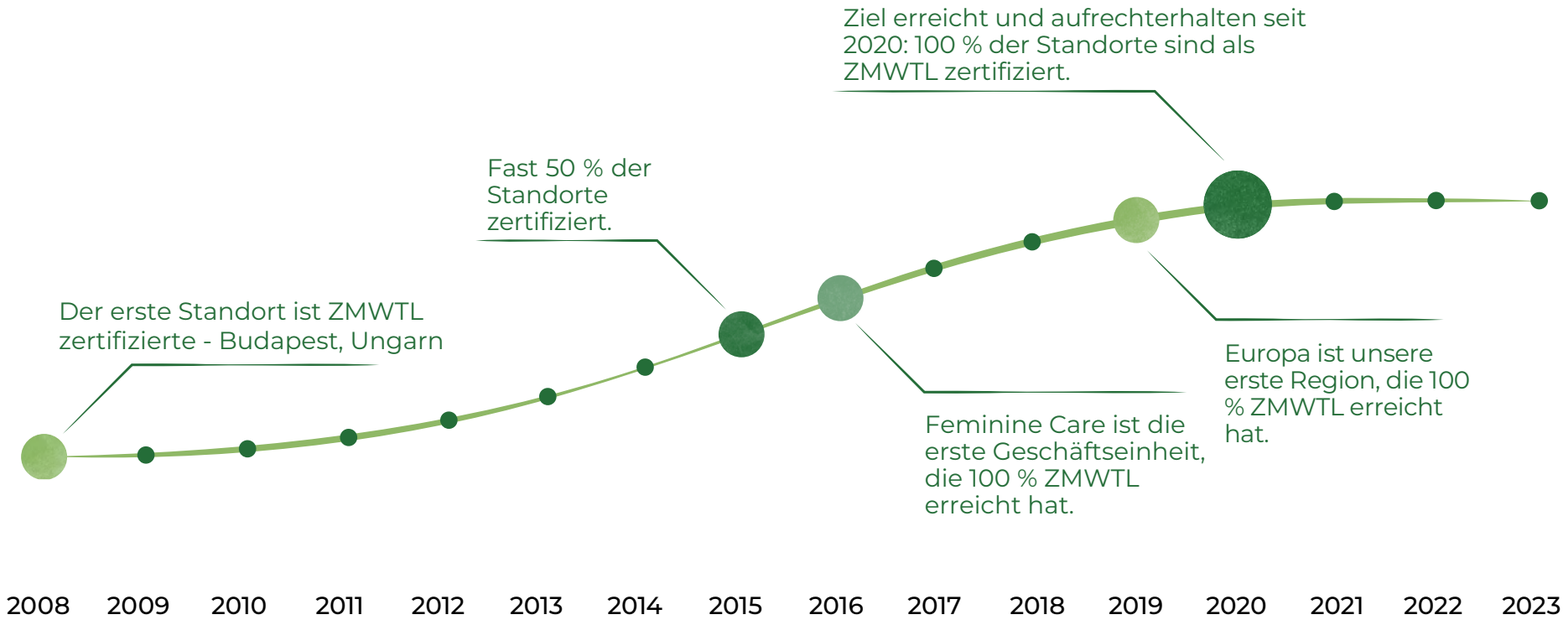
# Den Abfall reduzieren und Effizienz in unseren Betrieben steigern

Wir arbeiten stetig daran, Abfall zu reduzieren und die Effizienz in der Produktion zu steigern. In über 100 Standorten in mehr als 35 Ländern haben wir das Ziel erreicht, dass kein Abfall aus der Herstellung auf Deponien landet. Wir setzen uns auch dafür ein, Abfall in unseren Innovationszentren und Büros mit unseren Mitarbeitenden zu reduzieren. Im Geschäftsjahr 2023 haben wir so nahezu 676.000 metrische Tonnen an Produktionsabfällen im gesamten Unternehmen umgeleitet.

Bereits seit 2007 haben P&G-Werke weltweit das Ziel, null Produktionsabfälle auf Deponien zu erreichen. Im Jahr 2017 haben wir uns zum Ziel gesetzt, dies für 100 % unserer Produktionsstandorte zu verwirklichen, und im Jahr 2020 haben wir dieses Ziel erreicht. Während unserer Reise haben wir daran gearbeitet, den Materialverbrauch in den Betrieben zu reduzieren, Wiederverwendung, wo möglich, zu fördern und für alle anderen Abfälle einen neuen Lebenszyklus zu finden, um Deponien zu vermeiden. Jetzt konzentrieren wir uns darauf, Abfälle aus unseren Büros und technischen Zentren die auf Deponien landen würden zu reduzieren und zu vermeiden.

| 2030 Ziel | Fortschrit |
|---|---|
| Keine Produktionsabfälle auf Deponien | **Erreicht und aufrechterhalten seit 2020** |

## Qualifizierte Zero Manufacturing Waste to Landfill (ZMWTL) Standorte




Erfahren Sie mehr darüber, wie wir weltweit positive Auswirkungen schaffen, auf unserer Seite Mapping our Impact.
Für umfassende Informationen zu unseren Offenlegungen, Richtlinien und Fortschritten besuchen Sie bitte unser ESG Portal.

# WASSER

## Wie tragen wir zu einer wasserpositiven Zukunft bei?

Wasser ist entscheidend für die Herstellung und Nutzung unserer Produkte. Unsere Strategie umfasst Einsparungen beim Wasserverbrauch in unseren Betrieben, die Wiederaufbereitung von Wasser in 18 vorrangigen Gebieten mit Wasserknappheit, in denen wir tätig sind, sowie die Bewältigung von Wasserproblemen durch Innovation und Partnerschaften.

**Hier gehst zum Wasser Video**

# Den Wasserverbrauch in unseren Betrieben reduzieren

Wir haben uns ehrgeizige Ziele für 2030 gesetzt, um die Wassereffizienz in unseren Produktionsstätten um 35 % pro Produktionseinheit (im Vergleich zum Basisjahr 2010) zu steigern und jährlich 5 Milliarden Liter Wasser zu recyceln.
Änderungen in der Produktion führten im Vergleich zum Vorjahr zu einem leichten Rückgang der Wasser-effizienz. Wir werden weiterhin darauf fokussiert sein, Technologien zu implementieren, um Wasser in unseren Betrieben zu eliminieren, zu reduzieren und/oder zu recyceln, um unsere Ziele für 2030 zu erreichen.

| 2030 Ziel | Fortschrit |
|---|---|
| Die Wassereffizienz in P&G-Anlagen um 35 % pro Produktionseinheit steigern (im Vergleich zum Basisjahr 2010) | **24 % Effizienzsteigerung pro Produktionseinheit** |
| Jährlich 5 Milliarden Liter Wasser in P&G-Anlagen recyceln und wiederverwenden | **3,47 Milliarden Liter werden jährlich wiederverwendet** |

**Steigerung der Wassereffizienz pro Produktionseinheit**
Prozent gegenüber dem Basisjahr 2010

**Entnommenes Süßwasser**
Millionen von Kubikmetern

**3,47 Milliarden Liter aufbereitetes und wiedergewonnenes Wasser im Jahr 2023 entsprechen rund 1.388 olympischen Schwimmbecken.**

# Wasser für Menschen und Natur zurückgewinnen, dort wo wir tätig sind

Wir haben unsere Ziele über unsere eigenen Betriebe hinaus erweitert, um positive Auswirkungen auf mehrere wasserbelastete Gemeinschaften, in denen wir tätig sind, zu erzielen. Wir arbeiten mit lokalen Partnern zusammen, die über umfassendes Wissen zu den spezifischen Herausforderungen vor Ort verfügen, um Lösungen voranzutreiben, indem wir langfristige Projekte unterstützen, die die Frischwasserressourcen verbessern, verwalten oder schützen.

Unser Fortschritt ist nur dank der Unterstützung unserer Partner und der umsetzenden Organisationen in mehr als 20 Wasserrestaurierungsprojekten in diesen Regionen möglich.

## P&G Priority priorisierte wasserbelastete Einzugsgebiete

**Einzugsgebiete mit aktiven oder vetraglich vereinbarten Projekten**

**Einzugsgebeite die auf die zukünftige Umsetzung von Projekten warten**

| 2030 Ziel | Fortschritt |
|---|---|
| Mehr Wasser zurückgewinnen, als an P&G-Produktionsstandorten in 18 vorrangingen Gebieten mit Wasserknappheit verbraucht wird. Dieses Ziel richtet sich auf das Wasser, das während des Produktionsprozesses verdampft oder in unsere fertigen Produkte integriert wird. | **13 % unserer Ziele werden durch die aktuellen Projekte erreicht. Die verbleibenden 87 % werden durch zusätzliche Projekte erzielt, die noch identifiziert werden müssen.** |
| Mehr Wasser zurückgewinnen, als während der Nutzung unserer Produkte in den wasserbelasteten Metropolregionen von Mexiko-Stadt und Los Angeles verbraucht wird. Dieses Ziel konzentriert sich auf das Wasser, das in Haushalten während der Anwendung von P&G-Produkten verloren geht oder verdampft. | |

## Cascade unterstütztu Projekte zur Wasserrestaurierung

Cascade ermutigt die Menschen, in ihren eigenen Haushalten Wasser zu sparen, und unterstützt umfassende Wasserrestaurierungsinitiativen in den USA. Die Marke hat sich mit Change the Course zusammengetan, um eine Reihe von Wasserrestaurierungsprojekten zu finanzieren, die voraussichtlich über 2,6 Milliarden Gallonen (9,8 Milliarden Liter) frisches Wasser im Laufe der Projektlaufzeit zurückgewinnen werden.

Erfahren Sie mehr darüber, wie Cascade den Wasserschutz in den USA fördert.

# Wasserherausforderungen durch Innovation und Partnerschaften angehen

Wir verstehen, dass Wasserherausforderungen komplex sind und eine ausgiebige Zusammenarbeit erfordern. Durch langjährige Partnerschaften haben wir unser Wissen in den Bereichen Innovation und Verbraucherverständnis eingebracht, um neue Lösungen zu finden.

## Menschen dabei unterstützen, ihren Wasserverbrauch zu Hause zu reduzieren

Gemeinsam mit unseren Marken werden wir weiterhin Produkte entwickeln, die hohe Leistung bieten und es unseren Verbrauchern ermöglichen, zu Hause weniger Wasser zu verwenden. Dazu gehören beispielsweise das Geschirrspülen mit Dawn Powerwash Dish Spray oder die Anwendung von Haarspülungen ohne Ausspülen von Pantene und Rejoice.

## Für geschmeidige Ergebnisse mit Pantene und Rejoice - Haarspülungen ohne Ausspülen

Pantene und Rejoice haben Haarspülungen entwickelt, die es den Menschen ermöglichen, ihr Haar zu pflegen und zu nähren, ohne Wasser zu benötigen. Dank ihrer leichten und schnell einziehenden Formeln können diese Pflegeprodukte sowohl auf feuchtem als auch auf trockenem Haar angewendet werden und müssen nicht ausgespült werden. Sie hinterlassen das Haar geschmeidig und weich, sodass es wie gewohnt getrocknet und gestylt werden kann.

## Wasserverbrauch beim Geschirrspülen mit Dawn Powerwash minimieren

Dawn Powerwash Dish Spray nutzt sprühaktivierte Schaumbildung, die es ermöglicht, das Wasser bis zur letzten Spülung abzuschalten. Dadurch kann der Wasserverbrauch im Vergleich zu herkömmlichen Geschirrspülmitteln um bis zu 50 % reduziert werden, insbesondere bei Nutzern, die normalerweise das Wasser kontinuierlich laufen lassen.[13]

## Sparen Sie bis zu 30 Litern Wasser pro Spülgang mit Powerwash.[14]

[13]Befolgen Sie die Anweisungen für Powerwash und verwenden Sie Wasser nur, um einen Schwamm zu befeuchten und nach dem Reinigen abzuspülen.
[14]Unter den Verbrauchern, die das Wasser während des Geschirrspülungs mindestens 11 Minuten lang laufen lassen.

## Beschleunigung der Wasserinnovation in großem Maßstab

Als Gründungsmitglieder der 50 Liter Home Coalition, einer globalen Zusammenarbeit von Vertretern aus dem öffentlichen Sektor, der Privatwirtschaft und NGOs, suchen wir nach Innovationen, die die Zukunft der urbanen Wassernutzung neu gestalten werden.

Im Rahmen der 50 Liter Home Coalition bündeln wir unsere Kräfte mit der Electrolux Group, IKEA, Kohler Co. und dem U.S. Green Building Council – Los Angeles, um ein Pilotprojekt in Los Angeles, Kalifornien, umzusetzen. Wir werden die Wasser- und Energieverbrauchsdaten von 30 Haushalten in der Metropolregion Los Angeles analysieren, die Bewohner einbeziehen und 15 dieser Haushalte mit Produkten und Lösungen nachrüsten, um den Wasserverbrauch ganzheitlich zu senken. Dieses Projekt wird P&G helfen, weiterhin Erkenntnisse über unsere Produkte und die tatsächliche Nutzung von Wasser und Energie durch die Menschen zu gewinnen.
Die Stadt Phoenix, Arizona, arbeitet mit der 50 Liter Home Coalition zusammen, um Wege zu erkunden, wie potenziell skalierbare Innovationen getestet und beschleunigt werden können, um den Wasserverbrauch weiter zu reduzieren, ohne die Lebensqualität zu beeinträchtigen.

## Leben verändern durch die Kraft von sauberem Wasser

Unser **Children's Safe Drinking Water** (CSDW) Programm hat seit 2004 mit über 150 globalen Partnern für Advocacy und Umsetzung zusammengearbeitet, um die Wasserreinigungspakete von P&G an Menschen zu verteilen, die keinen Zugang zu sauberem Trinkwasser haben. In mehr als 90 Ländern wurden bis Ende Juni 2023 insgesamt 21 Milliarden Liter Wasser bereitgestellt.

| 2030 Ziel | Fortschritt |
|---|---|
| Bereitstellung von 25 Milliarden Litern sauberem Trinkwasser für bedürftige Kinder und Familien weltweit bis 2025 durch das CSDW-Programm. | **21 Milliarden Liter sauberes Wasser wurden durch das CSDW-Programm bereits bereitgestellt.** |

Auch in Zukunft werden wir sowohl unsere Strategie als auch unser Verständnis der komplexen Herausforderungen, die die Wasserressourcen der Welt betreffen, weiterentwickeln. Gleichzeitig werden wir auch daran festhalten leistungsstarke Produkte zu entwickeln, die den Menschen helfen, zu Hause Wasser zu sparen.

Erfahren Sie mehr darüber, auf unserer Seite **Mapping our Impact** wie wir weltweit positive Auswirkungen schaffen.

Für umfassende Informationen zu unseren Offenlegungen, Richtlinien und Fortschritten besuchen Sie bitte unser **ESG Portal.**

# NATUR

## Erfahren Sie, wie wir die Ökosysteme unterstützen, die sowohl P&G als auch die gesamte Umwelt fördern.

Bei P&G ist der Erfolg unseres Unternehmens eng mit der Gesundheit und Nachhaltigkeit der natürlichen Umwelt verknüpft. Wir glauben, dass es wichtig ist, kritische Ökosysteme zu schützen und wiederherzustellen, die unsere Betriebsabläufe unterstützen, das Wohlbefinden der Menschen fördern und die langfristige Gesundheit unseres Planeten schützen.
Wir setzen uns für eine verantwortungsbewusster Beschaffung von wichtigen Rohstoffen wie Zellstoff, Palmöl und Papierverpackungen ein und respektieren dabei die Menschen-, Arbeits- und Landnutzungsrechte in unseren Lieferketten. Darüber hinaus gehen wir über eine verantwortungsbewusste Beschaffung hinaus, um Landschaften in der Nähe unserer bestehenden Lieferketten zu schützen und wiederherzustellen sowie in Klimaschutzlösungen zu investieren, die Kohlenstoff reduzieren oder auch speichern können. Wir sind uns bewusst, dass wir dies nicht alleine schaffen können, weshalb wir eng mit Partnern zusammenarbeiten, um die für Menschen, den Planeten und P&G kritischen Ökosysteme zu schützen und wiederherzustellen.

# Förderung verantwortungsbewusster Beschaffung

Unsere Reise beginnt an der Quelle unserer Rohstoffe. Wir setzen uns entschieden gegen Abholzung in unseren Lieferketten für Zellstoff, Papierverpackungen und Palmöl ein und verfolgen konsequent unsere Ziele für verantwortungsvolle Beschaffung. In Zusammenarbeit mit unseren Lieferanten und Partnern arbeiten wir eng mit Landwirten, Grundbesitzern, indigenen Gemeinschaften und lokalen Bevölkerungen, um umweltfreundliche Praktiken zu fördern und die Lebensbedingungen in unseren Lieferketten zu verbessern.

**Für weitere Informationen zu unserer Beschaffung im Bereich Zellstoff, Palmöl und Papierverpackungen besuchen Sie bitte den Bereich Natur in unserem ESG Portal.**

**Für weitere Informationen zu unserem Engagement für die Achtung der Menschenrechte besuchen Sie bitte Respecting Human Rights: Our Approach.**

| 2030 Ziele | Fortschritt |
|---|---|
| Palmöl<br>100 % der in P&G-Marken verwendeten Palmöle sind Roundtable on Sustainable Palm Oil (RSPO) zertifiziert.* | **100 % RSPO-zertifizierte Palmöle in unseren Marken.** |
| Zellstoff<br>100 % des von uns bezogenen Zellstoffs ist durch ein weltweit anerkanntes Zertifizierungssystem zertifiziert.** | **100 % unabhängig zertifizierter Zellstoff.** |
| Papieverpackung***<br>100 % unserer Papierverpackungen sind entweder recycelt oder enthalten zertifizierte Frischfasern. | **97 % recycelt oder von Dritten zertifiziert.** |
| 50 % unserer Verpackungen aus Frischfasern sind bis zum Jahr 2025 FSC™-zertifiziert. | **Erreicht - 75% FSC™ zertifizierte Frischfaserverpackung.** |

* Palmöl, Palmölderivate, Palmkernöl, Palmkernölderivate. Mitgliedsnummer: 4-0113-10-100-00
** FSC™ ist unser bevorzugtes Zertifizierungssystem für Holzschliff; FSC-Marken werden unter FSC-100701 verwendet.
*** Papierverpackungen umfassen alle Wellpappen, Faltkartons, Displays, Papieretiketten und Verpackungen. Daten wurden von den Lieferanten selbst berichtet.

Die Antworten, die bis zur Veröffentlichung dieses Berichts eingegangen sind, entsprechen etwa 90-95 % des gesamten Liefervolumens. Wir erwarten nicht, dass der verbleibende Prozentsatz die berichteten Ergebnisse wesentlich beeinflussen wird.

# Partnerschaft für Wälder

“P&G engagiert sich dafür, Wälder für kommende Generationen zu erhalten. Durch zahlreiche Kooperationen, die Kleinlandwirte die Zertifizierung durch den Forest Stewardship Council™ ermöglicht haben, sowie durch Koalitionen zur Förderung einer verantwortungsvollen Forstwirtschaft setzen wir uns dafür ein, Wälder wiederherzustellen, die Tierwelt zu schützen und die Lebensgrundlagen der Menschen zu unterstützen.”

**– Chris Reeves,**
**Zertifizierter Förster von P&G**

## Forests Forward

Wir setzen unsere Partnerschaft mit dem World Wildlife Fund im Rahmen des Forests Forward fort, indem wir unser Engagement für eine verantwortungsvolle Faserbeschaffung umsetzen. Dabei arbeiten wir mit anderen Unternehmen entlang der Zellstoffwertschöpfungskette zusammen und erkunden Möglichkeiten zur Unterstützung kritischer Waldlandschaften..

## Forest Allies

Seit 2003 arbeiten wir mit der Rainforest Alliance zusammen und sind Gründungsmitglied der Forest Allies Community of Practice. Diese Initiative ermöglicht es Waldgemeinschaften, ihre Kapazitäten in den Bereichen soziale Governance, Eigentumsrechte, Landschaftsplanung, Waldmanagement und Unternehmensentwicklung auszubauen. Gleichzeitig wird der Zugang zu Allianzen, Finanzmitteln und Märkten gefördert.

## Evergreen Alliance

Neben der Zusammenarbeit mit der Arbor Day Foundation, um bis 2025 eine Million Bäume in den am dringendsten benötigten Wäldern zu pflanzen, sind wir Teil der Evergreen Alliance – einem Zusammenschluss engagierter und umsichtiger Führungskräfte im Bereich der Unternehmensnachhaltigkeit. Die Stiftung fordert die Mitglieder dieses Netzwerks auf, die Zukunft der Unternehmensverantwortung durch die einzigartige Kraft der Bäume mitzugestalten.

## Unterstützung der Lebensgrundlagen von Kleinbauern im Palmölanbau

Wir setzen unsere Zusammenarbeit mit Kleinbauern im Palmölsektor in Malaysia im Rahmen unserer verantwortungsvollen Beschaffung fort. Dabei fördern wir nachhaltige Landwirtschaftspraktiken und haben 100 Botschafter ausgebildet, die diese Praktiken in ihren Gemeinschaften verbreiten. So unterstützen wir die Bauern dabei, ihre Erträge und Einkünfte durch höhere Produktivität zu steigern und helfen ihnen, die Zertifizierung als Kleinbauern im Roundtable on Sustainable Palm Oil (RSPO) zu erlangen. Stand Februar 2023 haben bereits 306 Kleinbauern die Anforderungen des RSPO-Audits erfolgreich erfüllt.

"Das Programm hat Kleinbauern unterstützt, die Wissens- und Verständnisdefizite aufweisen. Seit meiner Teilnahme an diesem Programm haben wir wertvolle Informationen erhalten, beispielsweise über Ganoderma, den Nashornkäfer und Torfmoos. Darüber hinaus wurden uns Nachhaltigkeitsfragen nähergebracht, über die wir zuvor nicht nachgedacht hatten. Dank unserer Teilnahme an diesem Programm haben wir neue Erkenntnisse und Wissen gewonnen."- **N. Jaafar , Johor region, Malaysia**

## Verbesserung der Nachhaltigkeitsergebnisse für Kleinbauern im Kokosnussanbau

Kokosnussbauern, die zwischen 1 und 50 Hektar Land bewirtschaften, erzeugen etwa 95 % der weltweit geernteten Kokosnüsse. Im Rahmen unserer verantwortungsvollen Beschaffung unterstützen wir Landwirte in Indonesien und auf den Philippinen dabei, ihre Erträge und Einkünfte durch die Einführung modernisierter und nachhaltiger Anbaumethoden zu verbessern. Zudem haben wir uns mit sechs anderen multinationalen Konsumgüterunternehmen und dem internationalen Entwicklungsministerium Deutschlands (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, GIZ) zusammengeschlossen, um die Produktionsbedingungen entlang der Kokosöl-Lieferketten in zwei Regionen der Philippinen zu verbessern. Die Philippine Coconut Authority arbeitet daran, die erzielten Fortschritte zu skalieren und breiter zu integrieren.

[15]Weitere Partnerunternehmen des GIZ sind Barry Callebaut, Cargill, FrieslandCampina, JDE Peet's, Nestlé und Unilever.

photocredit © GIZ / Romer Sarmiento

# Gemeinsam für eine branchenführende nachhaltige Guar-Initiative

Guar ist ein natürlicher Inhaltsstoff, der in unseren Pflegeprodukten wie Shampoos und Lotionen verwendet wird. P&G Beauty hat sich mit einem unserer strategischen Lieferanten, Syensqo, in der Sustainable Guar Initiative (SGI) zusammengeschlossen. Diese Initiative wird das Leben von mehr als 21.000 Menschen positiv beeinflussen und die nachhaltige Guar-Produktion im Bikaner-Distrikt von Rajasthan, Indien, fördern, der zu den weltweit bedeutendsten Regionen für Guar gehört.

Seit der Bekanntgabe der Partnerschaft im April 2022 hat die Sustainable Guar Initiative (SGI) folgende Ergebnisse erzielt:

- Das Partnerschaftsziel, die Auswirkungen auf 24 Dörfer auszudehnen, wurde erfolgreich erreicht, indem über 5.200 Landwirte und deren Familien einbezogen wurden.
- Das ursprüngliche Ziel, 900 Frauen auszubilden, wurde weit übertroffen; mehr als 1.600 Frauen erhielten Schulungen in Haushaltsgesundheit, Hygiene und ernährungsphysiologischer Vielfalt.
- Fast 800 Frauen wurden in der Einrichtung von Nutzgärten geschult und unterstützt, was ihnen und ihren Familien ermöglicht, ihre Ernährung, Nahrungsvielfalt und Lebensgrundlagen zu verbessern.
- Der Gemeinschaftsteich wurde renoviert und seine Kapazität zur Sammlung und Nutzung von Regenwasser von etwa 2,2 Millionen Litern auf 3,8 Millionen Litern erhöht. Dies kommt rund 4.500 Menschen in vier Dörfern zugute.

Wir werden unsere Partnerschaften mit naturschutzorientierten Organisationen fortsetzen und von ihnen lernen, während wir gemeinsam an Projekten arbeiten, die darauf abzielen, die Wiederherstellung und Resilienz unserer Ökosysteme zu fördern.

# Schutz und Wiederherstellung von Ökosystemen

Wir arbeiten eng mit führenden Naturschutzorganisationen zusammen, um ein Portfolio von Projekten zu entwickeln, die mehr als 1,5 Millionen Acres Land schützen, wiederherstellen oder aufwerten sollen. Unser Fokus liegt auf Landschaften in der Nähe unserer bestehenden Lieferketten sowie auf Gebieten, die für den Naturschutz von entscheidender Bedeutung sind. Darüber hinaus engagieren wir uns für natürliche Klimaschutzlösungen, um alle Treibhausgasemissionen aus unseren Produktionsprozessen auszugleichen, die bis 2030 nicht beseitigt werden können. Die bisher zugesagten Projekte bringen uns bereits über 75 % näher an unser Ziel für natürliche Klimaschutzlösungen.

| 2030 Ziele | Fortschritt |
|---|---|
| Förderung natürlicher Klimaschutzlösungen und Ausgleich unserer Produktionsemissionen, die wir in diesem Jahrzehnt nicht vermeiden können. | **Es wird prognostiziert, dass 78 % unseres Ziels erreicht werden, sobald das aktuelle Projektportfolio vollständig umgesetzt ist.** |
| Schutz, Wiederherstellung oder Verbesserung von mehr als 1,5 Millionen Acres Land. | **Wir haben in Zusammenarbeit mit Conservation International Landflächen festgelegt und priorisierte Landschaften identifiziert.**<br><br>**Die Entwicklung unseres Projektportfolios ist bereits im Gange, und wir erwarten, in den kommenden Jahren über weitere Fortschritte berichten zu können.** |

**Wir sind uns der Bedeutung bewusst, über eine verantwortungsvolle Beschaffung hinauszugehen, um die Biodiversität und die Ökosysteme natürlicher Landschaften zu fördern und die Lebensgrundlagen der Menschen, die von ihnen abhängig sind, zu sichern.**

## Wiederherstellung einer der artenreichsten Regionen der Erde

Die **Mantalingahan Landschaft** auf der Insel Palawan in den Philippinen bietet Lebensraum für eine Vielzahl von Arten, die nirgendwo sonst auf dem Planeten zu finden sind. Sie beherbergt mehr als 1.000 Pflanzen- und Tierarten sowie 12.000 indigene Menschen, von denen viele direkt von der Natur für ihren Lebensunterhalt abhängig sind. In Partnerschaft mit Conservation International fördern wir ein Projekt, das sich auf den Schutz und die Wiederherstellung der Bergwälder und Mangroven konzentriert, um sicherzustellen, dass diese Ökosysteme weiterhin lokale Gemeinschaften unterstützen, die Biodiversität erhalten und zur Reduzierung von Treibhausgasemissionen beitragen.

Wir haben erste Ziele und Programme festgelegt und arbeiten weiterhin extern daran, die Wissenschaft, Methoden, Werkzeuge und Partnerschaften voranzubringen, die notwendig sind, damit die Gesellschaft den Verlust von Natur und Biodiversität angehen kann. In Zukunft werden wir uns weiterhin von der Wissenschaft, unseren Expertenpartnern und unseren Stakeholdern leiten lassen.

## Dawn - Hilfe zum Schutz der Wildtiere

Seit 45 Jahren arbeitet Dawn mit Experten für Wildtiere zusammen, um Tiere nach Ölpestunfällen zu schützen, zu pflegen und zu reinigen. Durch die Zusammenarbeit und Produktspenden an die **International Bird Rescue** und das **Marine Mammal Center** hat Dawn Hunderttausenden von aquatischen Vögeln und Tieren in Nordamerika geholfen.

**Erfahren Sie hier mehr darüber, wie und wo wir auf der Welt positive Auswirkungen schaffen.**

**Für detailliertere Informationen zu unseren Offenlegungen, Richtlinien und Fortschritten besuchen Sie bitte unser ESG Portal.**

# ETHIK & UNTERNEHMERISCHE VERANTWORTUNG

Aus 186-jähriger unternehmerischer Erfahrung wissen wir, dass nachhaltiger Unternehmenserfolg auf der Einhaltung strikter ethischer Compliance- und höchster Qualitätsstandards basiert.

**Susan Street Whaley**

Chief Legal Officer
and Secretary

# ETHIK & UNTERNEHMERISCHE VERANTWORTUNG

“Die Mitarbeitenden von P&G sind unser höchstes Gut. Auf der ganzen Welt leben sie täglich unsere Werte und unsere Grundsätze (PVPs) und leiten und tragen so maßgeblich unsere Geschäftsentscheidungen. Unsere Mitarbeitenden teilen uns jedes Jahr mit, dass unsere PVPs ein wesentlicher Grund dafür sind, warum sie gerne bei P&G arbeiten, und dass die Stärke unserer PVPs zu einer starken Unternehmenskultur beiträgt.“

Unser Ansatz für Ethik & Unternehmerische Verantwortung ist unsere Verpflichtung, Ihr Vertrauen jeden Tag aufs Neue zu verdienen.

## Unsere Ziele, Werte und Grundsätze

Unsere Ziele, Werte und Grundsätze (PVPs) bilden das Fundament dessen, wer wir sind. Unser Ziel besteht darin, das Leben der Verbraucher auf kleine, aber bedeutende Weise zu verbessern, und inspiriert unsere Mitarbeitende dazu, jeden Tag positive Beiträge zu leisten. Unsere Werte – Integrität, Führung, Verantwortung, Erfolgswille und Vertrauen – prägen, wie wir miteinander und mit unseren Partnern arbeiten. Und unsere Grundsätze verdeutlichen unseren bewussten Ansatz zur täglichen Arbeit.

Wir wissen, dass unsere Mitarbeitende an den persönlichen und geschäftlichen Wert dieser PVP-Grundlage glauben. In unserer jährlichen Umfrage nennen die Mitarbeiter konsequent unsere PVPs als den wichtigsten Aspekt der P&G-Kultur, den sie nicht ändern würden. Unsere Philosophie ist, dass ein Ruf von Vertrauen und Integrität über die Zeit aufgebaut wird, jeden Tag verdient wird und nachhaltigen Wert für unsere Stakeholder darstellt.

## Gute Unternehmensführung

Wir handeln im Einklang mit dem Gesetzes und halten überall dort, wo wir Geschäfte tätigen, hohe ethische Standards ein. Darüber hinaus sind wir der Überzeugung, dass starke Governance-Prinzipien, -Richtlinien und -Praktiken zu besseren Ergebnissen für die Aktionäre beitragen. Der Vorstand hat die Corporate Governance-Richtlinien verabschiedet, die unser Engagement und unsere Leitprinzipien für eine starke Unternehmensführung beschreiben.
Insgesamt sind wir der Meinung, dass unser Ansatz zur Unternehmensführung den Vorstand stärkt, die Aufsicht, Überprüfung und Beratung für das Unternehmen zu gewährleisten. Was essentiell ist, da er im Namen aller unserer Aktionäre handelt. Wir beschreiben diese und andere Praktiken im Abschnitt zur Unternehmensführung in unserem **ESG Portal**.

## Einhalten der Menschenrechte

Das Einhalten der Menschenrechte ist grundlegend für unsere Geschäftstätigkeit. Unsere **Erklärung zur Menschenrechtspolitik** kommuniziert unsere Unterstützung für die Leitprinzipien der Vereinten Nationen für Unternehmen und Menschenrechte, die die Prinzipien der international anerkannten Menschenrechte achten und ehren.

Wir übernehmen dieses Engagement und die Verantwortung dafür, dass die Menschenrechte entlang unserer gesamten Wertschöpfungskette gewahrt werden, die wiederum alle unsere Stakeholder umfasst, insbesondere unsere Mitarbeitenden, unsere Verbraucher, die Gemeinschaften, in denen wir tätig sind, und unsere Geschäftspartner.

## Vertrauen und Zuversicht

Wir gewinnen das Vertrauen der Verbraucher, indem wir offen über unsere Produkte und Geschäftspraktiken kommunizieren und auf eine verantwortungsvolle, respektvolle und transparente Weise agieren. Nichts ist wichtiger, als sicherzustellen, dass unsere Produkte sowohl für die Verbraucher als auch die Umwelt **sicher sind**.

Wir bieten Informationen über unsere Produktsicherheitsstandards und die Inhaltsstoffe, die wir in unseren Produkten und Düften verwenden, die über die Etiketten hinausgehen. Zudem erkunden wir neue Möglichkeiten, um Informationen über Inhaltsstoffe zu teilen, um sicherzustellen, dass sie klar, zuverlässig und zugänglich sind. Wir verpflichten uns zu verantwortungsvoller Beschaffung und führen Veränderungen mit unseren Lieferanten herbei, um ethische und qualitativ hochwertige Lieferketten zu gewährleisten.

Wir handeln auch transparent hinsichtlich der Verbraucherdaten, die wir sammeln, und wie diese verwendet werden. Dabei stellen wir sicher, dass wir die Zustimmung unserer Verbraucher einholen und respektieren sowie diese Informationen gemäß unserer **globalen Datenschutzrichtlinie für Verbraucher** schützen.

Wir arbeiten eng mit unseren externen Geschäftspartnern zusammen, um sicherzustellen, dass sie unsere Erwartungen verstehen und unsere Standards für Sicherheit, Transparenz, Verantwortung und Datenschutz teilen.

## Einsatz für Transparenz

Unsere Mitarbeitenden fordern sich selbst und einander dazu auf, mit Vertrauen und Integrität zu handeln, als Führungskräfte und Teilhaber des Unternehmens Verantwortung zu übernehmen und die Balance zwischen verantwortungsvollem Handeln und dem Streben nach Erfolg zu wahren.
Wir sind bestrebt, ein Arbeitsumfeld zu schaffen, das offene Kommunikation fördert und die Mitarbeitenden dabei unterstützt, potenzielle Verstöße zu **melden**. Sowohl Mitarbeitende als auch Personen in unseren Betrieben oder in unserer erweiterten Lieferkette können potenzielle Verstöße melden. Wir verpflichten uns, alle Vorwürfe von Fehlverhalten zu prüfen und dulden keine Art von Vergeltungsmaßnahmen.

# PREISE & AUSZEICHNUNGEN

Wir sind stolz auf diese Auszeichnungen. Sie zeigen klar: P&G ist eine Kraft für Wachstum und eine Kraft für das Gute.

Die Logos sind Eigentum ihrer jeweiligen Inhaber; Verwendung mit Genehmigung.

## ESG für Investoren

P&G bietet umfassende Informationen über seine Ziele, Ergebnisse, Richtlinien und Prinzipien. Besuchen Sie unsere **Webseite** für weitere Informationen.

SASB | CDP | GRI | TCFD

**Weitere Informationen finden Sie unter pg.com/citizenship.**

**ZUKUNFTSGERICHTETE AUSSAGEN** Bestimmte Aussagen in diesem Bericht, einschließlich Aussagen zu unserer ökologischen Nachhaltigkeit, Gleichstellung und Inklusion sowie anderen ESG-Zielen, Schätzungen, Projektionen, Zielen, Verpflichtungen und erwarteten Ergebnissen sowie den Annahmen, auf denen diese Aussagen basieren, sind „zukunftsgerichtete Aussagen" im Sinne des Private Securities Litigation Reform Act von 1995, Abschnitt 27A des Securities Act von 1933 und Abschnitt 21E des Securities Exchange Act von 1934. Sie sind im Allgemeinen durch die Wörter „glauben", „erwarten", „voraussagen", „beabsichtigen", „Gelegenheit", „planen", „projizieren", „werden", „sollten", „könnten", „würden", „wahrscheinlich" und ähnliche Ausdrücke gekennzeichnet. Zukunftsgerichtete Aussagen basieren auf aktuellen Annahmen, die Risiken und Unsicherheiten unterliegen, die dazu führen können, dass die tatsächlichen Ergebnisse erheblich von den zukunftsgerichteten Aussagen abweichen, einschließlich der in Punkt 1A - Risikofaktoren des Formulars 10-K, das in unserem Jahresbericht 2023 enthalten ist, sowie in unseren neuesten 10-Q- und 8-K-Berichten, diskutierten Risiken und Unsicherheiten. Solche zukunftsgerichteten Aussagen gelten nur zum Zeitpunkt ihrer Abgabe, und wir übernehmen keine Verpflichtung, zukunftsgerichtete Aussagen öffentlich zu aktualisieren oder zu überarbeiten, es sei denn, dies ist gesetzlich erforderlich.

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Die Informationen in diesem Bericht beziehen sich auf den Zeitraum vom 1. Juli 2022 bis zum 30. Juni 2023. Fragen zu diesem Bericht können an **mediateam.im@pg.com** gerichtet werden..