



RESPONSIBLE SOURCING

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

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

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



Our supply chain is a significant part of our business, and more than half of our employees support its day-to-day operations.

We source from over 500 suppliers and contract manufacturers, the majority of which are located in North America. All of our employees and suppliers are expected to comply with our Global Operations Guiding Principles (the "Principles"), which are incorporated by reference into most of our supplier agreements.

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

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

In 2024, we further educated our employees responsible for relationships with suppliers and contract manufacturers on potential Human Rights challenges in the supply chain and our Responsible Sourcing Program. We continued our relationship with AIM-PROGRESS, a forum of manufacturers and suppliers that promotes responsible sourcing practices, to help benchmark and provide industry guidance in support of our responsible sourcing journey. We worked with our supply base to onboard participating factories in at-risk geographies on the SEDEX platform.

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

We have Code of Conduct training that applies to all employees and directors. Any violation of applicable laws, our Code of Conduct, or our Principles by a Church & Dwight employee or supplier may result in disciplinary action, including termination of employment or business relationship. In 2024, we had met our target and assessed 100% of our at-risk suppliers against safety, labor, environmental, and ethical standards.

The Sedex logo is displayed in white text on a dark blue background. It features the word "Sedex" in a bold, sans-serif font, followed by a registered trademark symbol (®). A large, thin orange circle is partially visible behind the logo, framing it from the top and sides.

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

Responsible Sourcing - Palm Oil

While we do not directly buy or use palm oil or palm kernel oil in our products, some of our products – including animal feed, liquid laundry detergents, gummy vitamins, oral care, and feminine care products – incorporate palm oil derivatives. Although our use of palm oil derivatives is relatively low, approximately less than 1% of total direct materials spend, we recognize the palm oil industry has a significant impact on biodiversity, climate change, people, and communities. Accordingly, we strive to responsibly source palm oil derivatives in a manner that does not contribute to deforestation of high conservation value, high carbon stock forest and peatlands, or exploitation of people and local communities.

In 2024, we continued our membership with the Roundtable on Sustainable Palm Oil (RSPO) and completed our fifth Annual Communication of Progress (for 2023 results). We purchased approximately 6,900 tons of palm oil derivative raw material in 2024, a decrease from 21,300 tons purchased in 2023. While we are not RSPO Supply Chain Certified, nearly all of the palm oil derivative raw material volume we purchased in 2024 originated from one RSPO member supplier, which reported that this material is over 97% traceable to the mill level. Our supplier has also represented to us that all such palm oil derivatives have been produced in conformance with its “No Deforestation, No Peat, No Exploitation Policy.” More than 95% of our palm oil derivative raw material volume was purchased in mass balance material, compared to 66% in 2023. In addition, we exceeded our internal goal of 84% due to the discontinuation of our primary product containing palm fatty acid distillate (PFAD), a palm oil derivative.

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

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

- Ending our contributions to deforestation by conserving and protecting primary and secondary forests, High Carbon Stock¹ and High Conservation Value² forests across all supplier landholdings
- Ending new development on peatlands, regardless of depth

- Leveraging best management practices³ for existing palm oil plantations on peat soils
- Prohibiting the use of fire for preparation or clearing of land areas
- Reducing greenhouse gas emissions from deforestation and existing operations
- Complying with existing RSPO Principles and Criteria or other equivalent standards
- Ending any exploitation of the rights of Indigenous peoples and local communities

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

Conflict Minerals

We are committed to preventing our products from including conflict minerals that have funded armed groups in the Democratic Republic of the Congo or an adjoining country. Any supplier found to be in violation of our policies is subject to corrective action, which may include termination of business.

Supplier Diversification

Established in 2019, our U.S.-based Supplier Diversity Program is intended to identify and competitively source from a variety of suppliers with the goal of expanding and diversifying our supplier base to increase competition for our business and strengthen our supply chains. Through the program, we engage in an inclusive selection processes that includes, among other things, informing potential suppliers about opportunities to contract with Church & Dwight, providing broader access to suppliers to compete for our business, and hiring small and local businesses when they meet the needs of our business. All selection decisions are based on legitimate, non-discriminatory business justifications, such as total cost, quality, and service levels. . In 2024, we continued to educate and collaborate with stakeholders throughout the organization on our Supplier Diversity Program. Our consolidated Direct and Indirect spend with certified diverse suppliers in 2024 was \$83 million out of \$2.6 billion.

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

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

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



2024

SUSTAINABILITY
REPORT