



Respecting Human Rights: Our Approach



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Our
Commitment



Purpose, Values and Principles

Our Purpose, Values and Principles (PVPs) are the foundation of who we are:

Our Purpose

is to improve consumers' lives in small but meaningful ways, and it inspires our people to make a positive contribution every day.

Our Values

of Integrity, Leadership, Ownership, Passion for Winning and Trust shape how we work with each other and with our partners.

Our Principles

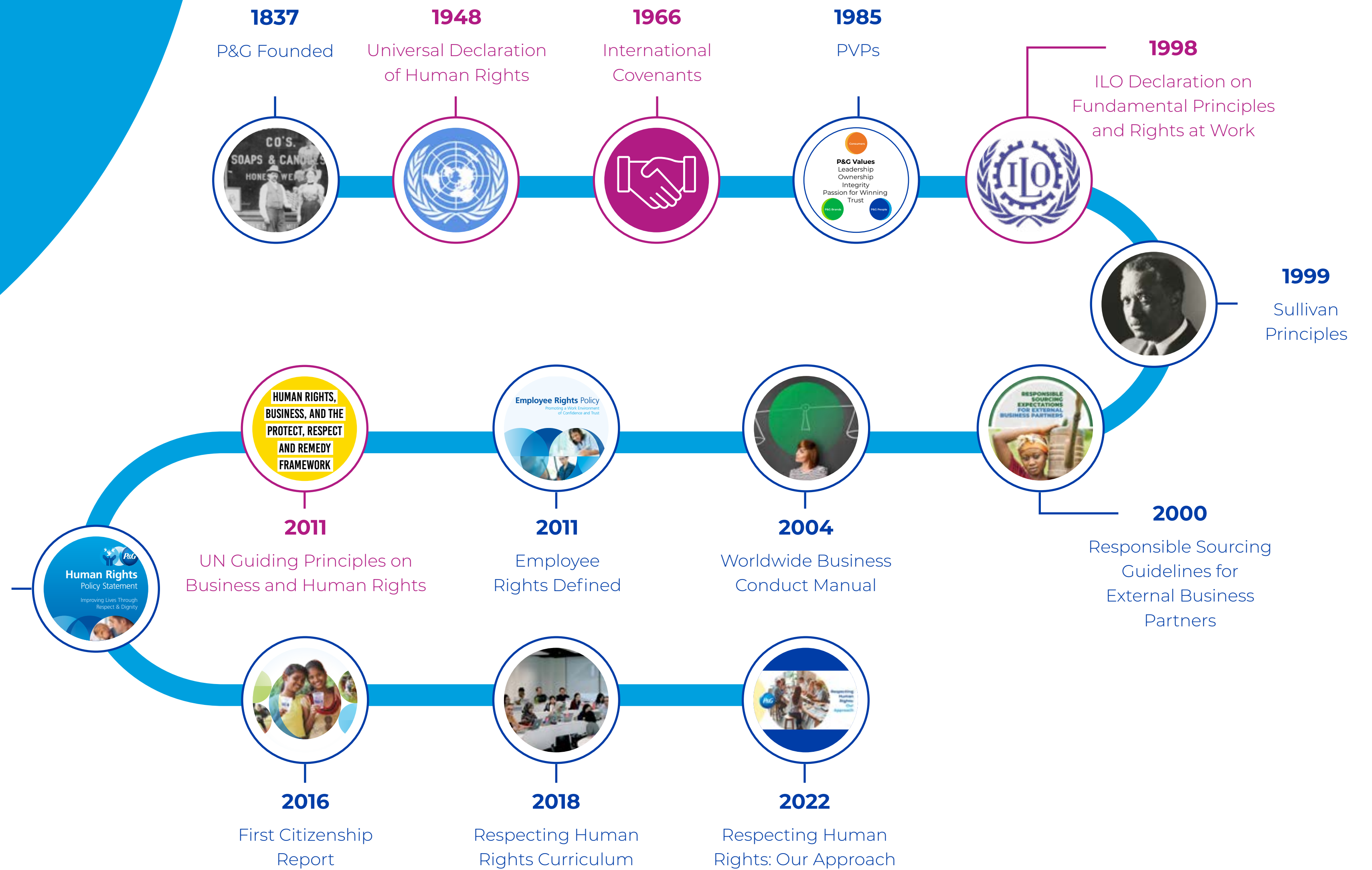
articulate our deliberate approach to conducting work every day.

While our business has grown and changed our PVPs have endured. They guide and inform **each and every** business decision we make, operating responsibly, ethically, with integrity. Our philosophy is that a reputation of trust and integrity is built over time, earned every day and provides lasting value for our stakeholders. Our respect for human rights is intrinsic to and flows directly from our PVPs.

[Purpose, Values And Principles >](#)

Human Rights Journey

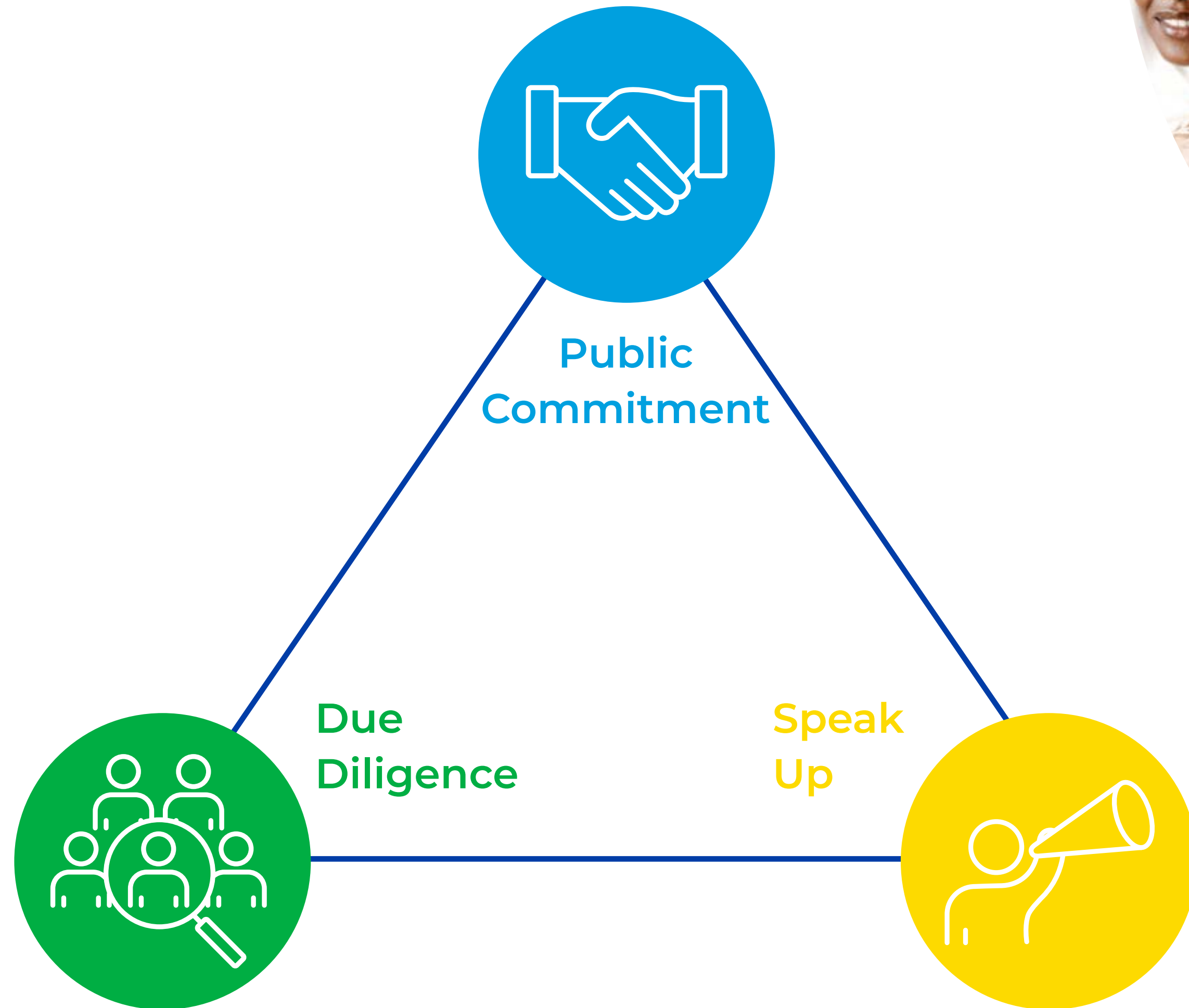
At P&G, respect for Human Rights is fundamental to how we manage our business. We view this as a **“must-have”** not a **“nice to have”** within our operations and across our end-to-end value chain.



KEY
● External
● P&G

Respecting Human Rights Framework

Our public commitment to embed respect for human rights into everything we do.



Our due diligence process to identify, prevent and/or mitigate adverse human rights impacts.

Our Speak Up Culture to create an environment that fosters open communication.



Human Rights Policy Statement

Our Human Rights Policy Statement communicates our support for U.N. Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ Framework which respects and honors the principles of internationally recognized human rights consisting of:

Those rights expressed in **The International Bill of Human Rights** (i.e., Universal Declaration of Human Rights, the International Covenants on Economic, Social and Cultural Rights and Civil and Political Rights).

The principles concerning fundamental rights as set out in the **International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work** which are freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation.

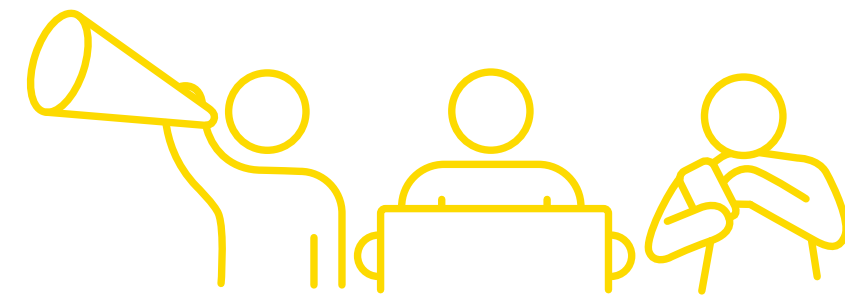
Embedding Respect for Human Rights



Our Leaders:

Expectation, Direction, Oversight

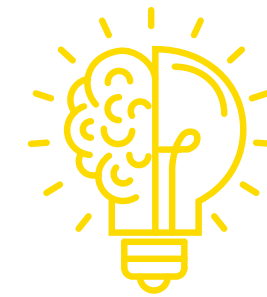
...help set direction, expectations and lead by example.



P&G Multi-functional Teams:

Operationalize

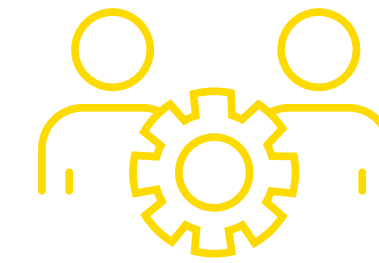
...ensure that plans are operationalized and brought to life effectively everyday by integrating approaches into working practice.



Subject Matter Experts:

Legal, Employee & Labor Relations, Human Resources, Ethics & Compliance

...build our organizations understanding, capability, implementation and develop approaches systems to ensure expectations translate to the right action.



P&G Employees and Partners

...are expected to act with integrity and a personal commitment to respect human rights everyday.

We believe that embedding human rights within our organization starts at the top. But is brought to life through the engagement and interactions between all P&G people within our organization and with our business partners across our supply chains.

Our Expectations

Policy expectations help us establish a common framework for everyone:

- Our Employees, Suppliers, Business Partners and their employees all have a clear, shared understanding of our expectation on Human Rights – their rights and responsibilities.
- They enable us to engage with stakeholders for feedback, incorporate emerging regulatory developments and apply international best practices.
- Where required we develop specific policies for key commodities or programs which take into account the needs of vulnerable groups.

We set ourselves high standards and expect every P&G employee to share our commitment to respect human rights. We apply the same expectations to our business partners.

Worldwide Business Conduct Manual

explains the global standards to be followed in our daily business activities as well as our legal and ethical responsibilities. The WBCM applies to all employees and members of the Board of Directors, regardless of location, seniority level, business unit, function, or region.

[Worldwide Business Conduct Manual >](#)

Responsible Sourcing Expectations for External Business Partners

explain the global standards to be followed in daily business activities on behalf of P&G. External business partners, their subcontractors and suppliers are expected to be informed of and share P&G's commitment to these standards.



Human Rights Policy Statement

shares our commitments to respect Human Rights.

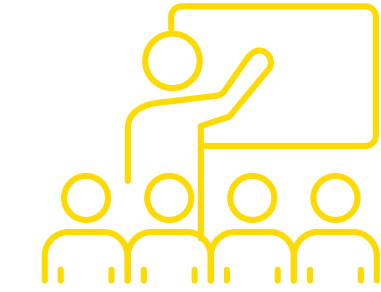


Training

We continuously work to strengthen education and develop awareness-raising tools for the company and extended supply chain. We have a library of engaging, custom-built training courses, which are available to all employees as a resource and are further assigned based on role and location to maximize relevance and impact.



On-line training



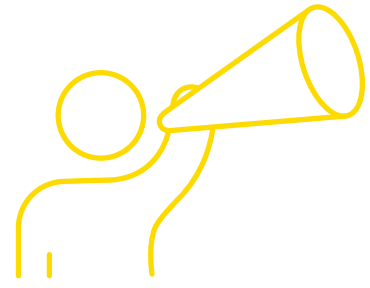
Classroom
(led by P&G and external experts)

Foundational
All Employees

Proficient
Managers of Others

Advanced
Role Based





Foundational Training

As part of a wider learning program, we have developed a series of short videos (less than 2 minutes each) to help our employees and those of our vendors and contractors recognize human rights issues in the workplace. By educating them to spot problems in the office and manufacturing facilities, we empower them to speak up and get help for others. These tools are offered through our Respecting Human Rights Learning Page and Training Curriculum.

What do you see at the office?



What do you see at the plant?



What do you see in the supply chain



What happens when you speak up?





Due
Diligence

Our Due Diligence Approach

Human Rights Due Diligence consists of the processes that our business uses to become aware of and manage its actual and potential impacts on individuals' human rights while engaging stakeholders throughout the process. We work to promote sustainable practices, support value creation and assess both actual and potential human rights adverse impacts in our direct operations as well as our supply chain. We strive to implement and improve systems in business relationships across our supply chain in order to mitigate the risk for impacted rights holders. We openly engage with our business partners and stakeholders to identify areas of concern and develop solutions where there are risks of infringements.



Assess & Identify

Actual or potential impacts on people.



Integrate & Act

Take steps to prevent negative impacts occurring, mitigate their likelihood and severity and leverage our business relationships to influence and provide remedy.



Track & Monitor

The effectiveness of our business process for assessing and addressing impacts.



Communicate

Share information with stakeholders on how the business addresses impacts and risk, including where appropriate through public reporting.

> > > > > > Openly engage with our business partners and stakeholders > > > >

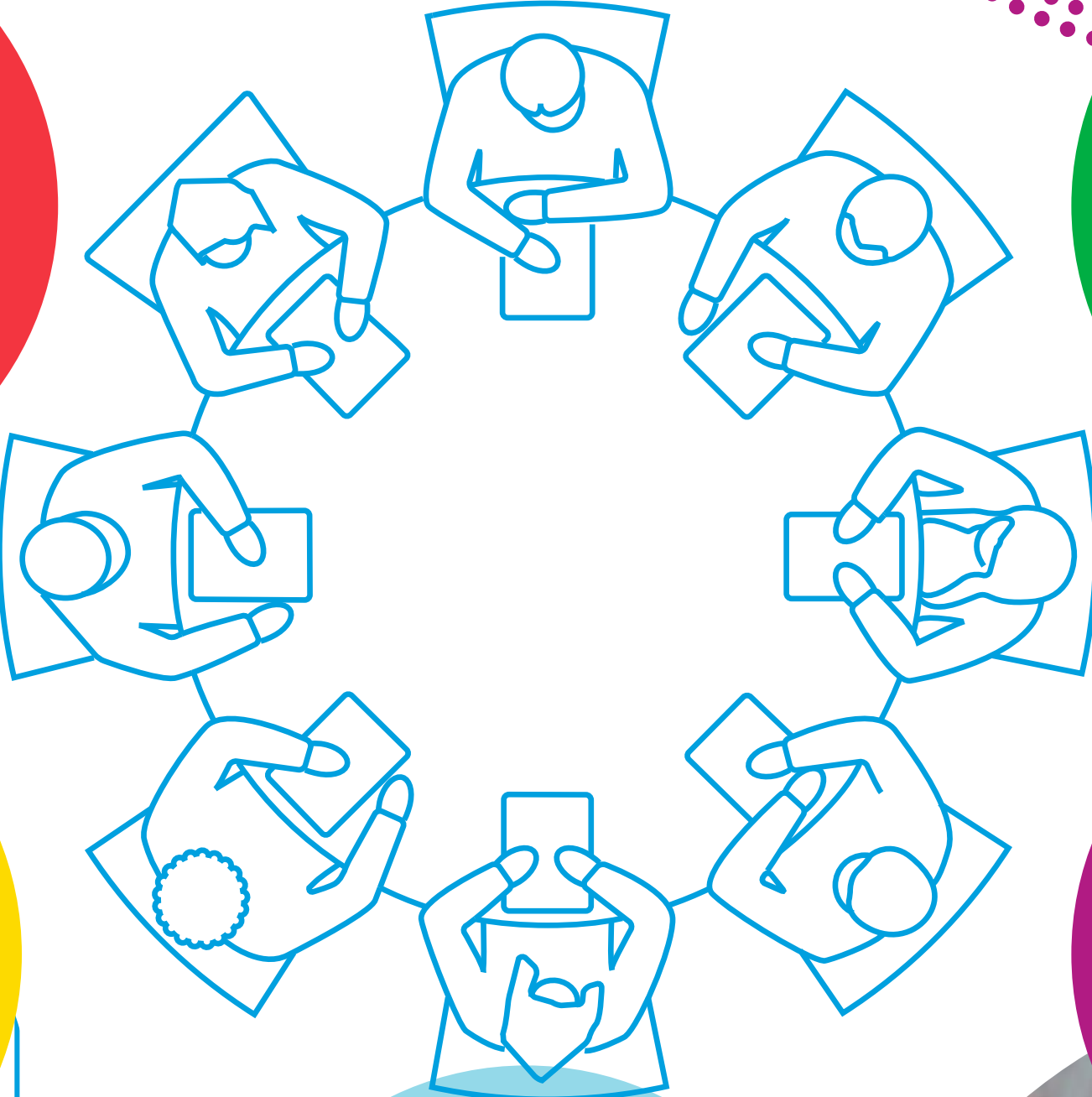




Communities



Business Partners and their Workers



Civil Society Organisations

Industry and Business Associations

Our Employees

Government Authorities

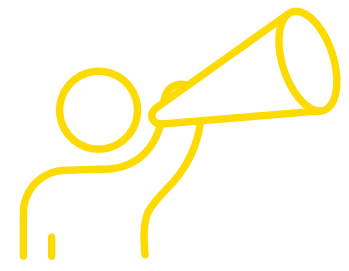


Engaging Stakeholders

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



Speaking
Up



Speaking Up

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

We also establish clear expectations of our direct business partners, including an expectation to respect internationally recognized human rights, comply with all applicable laws and conduct their business ethically and responsibly. We will not knowingly condone or contribute to adverse human rights impacts caused by the actions of our business partners. When we become aware of an adverse impact, we will engage to be part of the solution to address the issue or dilemma, including seeking to prevent or mitigate the adverse impact.

P&G is committed to creating a work environment internally and with our business partners that fosters open communication and supports individuals in reporting potential violations. Retaliation for raising concerns in good faith will not be tolerated.



Our Grievance Approach

Phase 1 Receive and Evaluate

Ensuring all concerns are taken seriously and investigated appropriately using our Incident Response Guidelines and Approach.



GRIEVANCE RECEIVED

Grievance received; P&G acknowledges receipt.



EVALUATE

Grievance is evaluated by P&G to determine if:

- There are sufficient details to investigate.
- It is linked to our supply chain.
- There is an alleged violation of law or policy.

Phase 2 Investigate

Investigations are conducted by investigators appointed to looking to look into the facts.



INVESTIGATE GRIEVANCE

Initiate and conduct investigation including but not limited to:

- Gathering data, obtaining records/documents.
- Engaging with stakeholders (e.g. suppliers, civil society experts affected individuals).
- Add grievance to Grievance Tracker.



NO ACTION

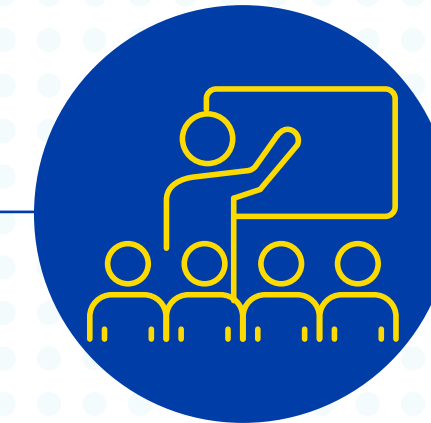
No basis for an investigation because:

- There are insufficient credible or factual details to investigate.
- The grievance is not linked to P&G's supply chain.
- There is not an alleged violation of law or policy.

The complainant is notified that no action is being taken and the reason.

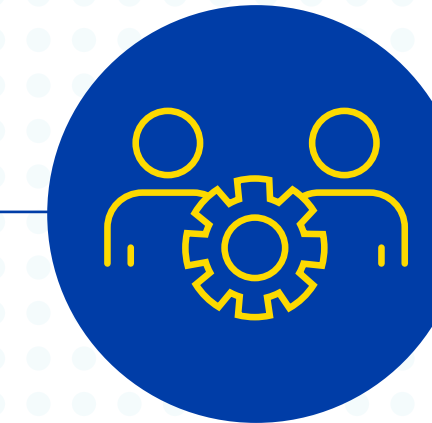
Phase 3 Remediate

Investigators are supported, as required by the case, with the expert resources needed to investigate. This may include assigning managers from Human Resources, Legal, the Ethics & Compliance Office, Global Security or Purchasing Teams to provide subject expertise support.



ANALYZE AND DEVELOP

Analyze the findings of the investigation and develop course of action to remediate.



ACTION

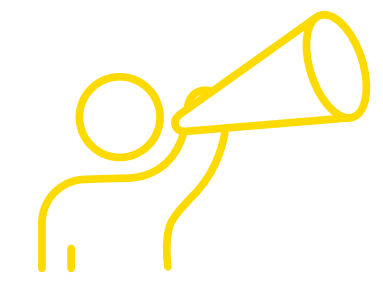
Implement course of action to remediate grievance.
Notify complainant and update Grievance Tracker.



MONITOR AND REPORT

Monitor progress and update Grievance Tracker.

Communication: ongoing cadence of communication with relevant stakeholders.



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

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

EMAIL:
pghelpline@alert.com

MAIL:
WBCM Helpine, P&GPMB, 3767,
13950 Ballantyne Corporate
Place, Charlotte, NC 28777