UNITED STATES SECURITIES AND EXCHANGE COMMISSION WASHINGTON, DC 20549

FORM 8-K

CURRENT REPORT Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported) April 8, 2022

COLGATE-PALMOLIVE COMPANY

(Exact name of registrant as specified in its charter)

<u>Delaware</u>	<u>1-644</u>	<u>13-1815595</u>
(State or Other Jurisdiction of Incorporation)	(Commission File Number)	(I.R.S. Employer Identification No.)
300 Park Avenue		
New York, New York		<u>10022</u>
(Address of Principal Executive Offices)		(Zip Code)
(Registra	(212) 310-2000 nt's telephone number, including ar	rea code)
Check the appropriate box below if the Form 8-K filing is following provisions (<i>see</i> General Instruction A.2. below):	s intended to simultaneously satis	sfy the filing obligation of the registrant under any of the
☐ Written communication pursuant to Rule 425	5 under the Securities Act (17 CFI	R 230.425)
Soliciting material pursuant to Rule 14a-12 u	under the Exchange Act (17 CFR 2	240.14a-12)
☐ Pre-commencement communication pursuan	t to Rule 14d-2(b) under the Exch	ange Act (17 CFR 240.14d-2(b))
☐ Pre-commencement communication pursuan	at to Rule 13e-4(c) under the Exch	ange Act (17 CFR 240.13e-4(c))
Securities registered pursuant to Section 12(b) of the Act: Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$1.00 par value	CL	New York Stock Exchange
0.500% Notes due 2026	CL26	New York Stock Exchange
0.300% Notes due 2029	CL29	New York Stock Exchange
1.375% Notes due 2034	CL34	New York Stock Exchange
0.875% Notes due 2039	CL39	New York Stock Exchange
Indicate by check mark whether the registrant is an emerging Rule 12b-2 of the Securities Exchange Act of 1934 (17 CFR § Emerging growth company \Box		ule 405 of the Securities Act of 1933 (17 CFR §230.405) or
If an emerging growth company, indicate by check mark if the or revised financial accounting standards provided pursuant to		

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Following engagement with stockholders, on April 8, 2022, the Board of Directors of Colgate-Palmolive Company ("Colgate") adopted a policy that Colgate will not execute any new severance agreement with an executive officer that provides for cash severance benefits exceeding 2.99 times the sum of the executive officer's base salary plus target annual bonus opportunity, without seeking stockholder ratification of the agreement.

Item 9.01. Financial Statements and Exhibits.

(d) *Exhibits*. The following exhibits are filed with this document:

Exhibit Number	<u>Description</u>
10.1 104	Colgate-Palmolive Company Executive Officer Cash Severance Policy Cover Page Interactive Data File (embedded within the Inline eXtensible Business Reporting Language (Inline XBRL) document)

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

COLGATE-PALMOLIVE COMPANY

Date: April 8, 2022 By: <u>/s/ Jennifer M. Daniels</u>

Name: Jennifer M. Daniels

Title: Chief Legal Officer and Secretary

COLGATE-PALMOLIVE COMPANY EXECUTIVE OFFICER CASH SEVERANCE POLICY

Colgate-Palmolive Company (the "Company") will not execute any new severance agreement with an executive officer that provides for Cash Severance Benefits exceeding 2.99 times the sum of the executive officer's base salary plus target annual bonus opportunity, without seeking stockholder ratification of the agreement. "Cash Severance Benefits" include:

- Payments in connection with the termination of the executive officer's employment;
- · Payments for any consulting services;
- Payments to secure an agreement not to compete with the Company;
- · Payments in excess of, or outside of, the terms of a Company plan or policy; or
- Payments to offset tax liability in respect of any of the foregoing.

For the avoidance of doubt, "Cash Severance Benefits" do not include (a) the payment, vesting, acceleration or other handling of equity-based awards granted under stockholder-approved plans prior to the executive officer's termination, (b) earned retirement benefits, consistent with normal practices, provided under the Company's retirement plans, (c) perquisites, insurance, disability and other non-cash benefits generally available to other employees, or (d) payments based on accrued qualified and non-qualified deferred compensation plans, including without limitation the Company's supplemental retirement and savings plans.