



P&G Code of Ethics

In P&G we trust in the following Ethics Values:

- ***Honesty.*** Each member of the P&G's Team is honest and truthful in all his/her dealings and he/she do not deliberately mislead or deceive others by misrepresentations, overstatements, partial truths, selective omissions, or any other means.
- ***Integrity.*** Each member of the P&G's Team demonstrates personal integrity and the courage of his/her convictions by doing what he/she think is right even when there is great pressure to do otherwise; he/she are principled, honorable and upright; he/she will fight for their beliefs. He/she will not sacrifice principle for expediency, be hypocritical, or unscrupulous.
- ***Loyalty.*** Each member of the P&G's Team is worthy of trust, demonstrate fidelity and loyalty to persons and institutions by friendship in adversity, support and devotion to duty, he/she do not use or disclose information learned in confidence for personal advantage. He/she safeguards the ability to make independent professional judgments by scrupulously avoiding undue influences and conflicts of interest. He/she is loyal to their companies and colleagues and if he/she decides to accept other employment, he/she provides reasonable notice, respect the proprietary information of their former employer, and refuse to engage in any activities that take undue advantage of his/her previous positions.
- ***Accountability.*** Each member of the P&G's Team acknowledges and accepts personal accountability for the ethical quality of their decisions and omissions to themselves, his/her colleagues, his/her companies, and his/her communities.

P&G shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, or age.

P&G shall not tolerate bribery and corruption and will not accept improper offers of payments to or from its employees or agents. Ending the abuse of power and impunity for the corrupt is critical and urgent. Bribery of public officials is prohibited. Nobody may provide, either directly or indirectly, anything of value to any Public Official in order to obtain or retain business or to obtain an improper business advantage. The term "Public Official" is defined very broadly, and includes an employee of a government owned or controlled entity or a public international organization, any political party, any candidate for public office.

Commercial bribery is prohibited. Nobody may provide, either directly or indirectly, anything of value to any person in order to obtain or retain business, confidential information, or an improper business advantage. Offering, paying, or accepting gifts, courtesies, entertainment or travel expenses to, from, or on behalf of a Public Official or any supplier, customer, or competitor; and engaging consultants, agents, lobbyists, joint venture partners or other third parties.

P&G shall not engage in or support the use of forced labour.

P&G shall respect the right of all personnel to form and join trade unions of their choice and to bargain collectively. P&G shall ensure that representatives of such personnel are not the subject of discrimination and that such representatives have access to their members in the workplace.

Violations of this Code, any of the implementing policies and procedures, or of any applicable law or regulation will be grounds for serious disciplinary action, including possible termination of employment and/or termination of business relations.