

**Coordinating Committee meeting held
on March 11th , 2022 in Rome**

**Statement of the: Colgate Palmolive European Works Council and the
European Federation IndustriAll Europe on the war in Ukraine**

We are living one of the darkest hours since the last World War. Europe is at war again.

Less than two weeks ago, Ukraine was a free country but since February 24th, 2022 it has been struck by a war that has plunged men, women and children into chaos, forcing millions of people to an exodus, destroying families. Information and images on this drama leave us speechless.

The war raging in Ukraine is putting an end to peace in Europe and is jeopardizing European security, in particular the countries bordering Ukraine and Russia. The Russian Government and its President Vladimir Putin bear full responsibility for this war and the risk of losing stability in the world.

The direct consequences of this war are casualties and a humanitarian crisis. To help the Ukrainian people in getting out of this situation of exodus, the European countries, which share borders with Ukraine, extended to the whole of Europe, have mobilized. This solidarity does honor the values of Europe.

We, the members of the European Works Council of Colgate Palmolive, as well as the European Federation IndustriAll Europe, are deeply shocked by the current events and the Russian aggression towards the Ukrainian people. All our thoughts and solidarity go out to the people of Ukraine who are threatened with endless suffering caused by the brutal violation of international law done by the Russian President and his government. We join all those who call for peace and respect for human rights.

We would also like to express our solidarity with all the colleagues employed by Colgate Palmolive affected by this terrible situation.

We also give our full support to Colgate Palmolive workers in Europe and other countries, who are mobilizing to welcome refugees.

We call on the Russian government to immediately cease all attacks, withdraw from Ukraine and restore its territorial integrity. We call on the European Union and all its Member States to stand in solidarity with the Ukrainian people and provide them with all the humanitarian aid they need.
Coordinating Committee and the


The European Works Council of Colgate Palmolive supports the call made by IndustriAll Europe and IndustriAll Global Union for a de-escalation of the terrible conflict in Ukraine, and the need to find a peaceful solution through dialogue which is the only way to guarantee a lasting solution to the crisis and to ensure the security of Ukraine, Europe and the world.

We ask the management to establish, together with the Coordinating Committee, a regular follow-up about the situation of regions directly or indirectly affected by the war for Colgate Palmolive' employees, their families and Colgate (sub)contractors, as well as all other consequences for the company in order to support all necessary initiatives and assistance. We also encourage the Colgate Palmolive group to support all solidarity initiatives towards the Ukrainian people.

Coordinating Committee members representing Colgate Palmolive Works Council Signature


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Paola Calandra


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Ebba Bartz


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Jean Martins


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Marcel Ossenblok

European federation of Industriall Europe representative signature

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Sylvain Lefebvre
