

CHD Privacy Policy				
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CHD Privacy Policy

Church & Dwight Co., Inc.

Revision History

Date	Version	Revised By	Reason for Revision
06-25-2018	1.0	Valarie Moore	Original
05-30-2024	2.0	Daniel Doris	Refresh
06-05-2024	2.1	David Ortiz	Updated executive summary

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1 Purpose

This privacy policy defines the commitment of Church & Dwight Co., Inc. and its wholly owned or controlled subsidiaries throughout the world (“Church & Dwight” or the “Company”) to preserve the privacy and security of Personal Information that is collected or used by the Company in the course of conducting Company business.

2 Scope

This policy governs the collection and use of Personal Information in the course of Company business and applies to all Company locations, and all Personnel who have access to or use Personal Information.

3 Executive Summary

This policy states management’s commitment to safeguarding the privacy of individuals and complying with applicable data protection laws regarding user notification, consent, and access while maintaining the security and integrity of user data.

What you need to know:

- Church & Dwight respects data privacy rights and protects Personal Information.
- Church & Dwight follows the applicable laws regarding the collection and use of Personal Information.
- Report any misuse of Personal Information to the privacy team.

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4 Policy

We respect the privacy rights of individuals.

Church & Dwight respects the privacy of individuals and is committed to complying with all legal requirements regarding the use of Personal Information. The Company will review its Personal Information practices to ensure compliance with applicable laws and regulations from time to time or as required by changes in applicable law.

We give notice of Personal Information collection.

To the extent required by applicable law, Church & Dwight will notify individuals when Personal Information is collected. Notices will explain the purpose of Personal Information collection and describe how Personal Information will be used.

We get explicit consent for sensitive Personal Information/opt-in.

To the extent required by applicable law, Church & Dwight will maintain procedures to obtain explicit consent before collecting sensitive Personal Information.

We process and distribute information consistent with the applicable Company privacy notices.

Church & Dwight will collect and use Personal Information in accordance with the applicable Company privacy notices. However, Church & Dwight reserves the right to remove identifiable features from collected Personal Information and use the resulting information for statistical, historic, scientific, or other purposes, consistent with applicable law.

We provide information security.

Church & Dwight will utilize commercially reasonable methods to maintain the security and integrity of Personal Information.

We design new processes and systems to take privacy and security of Personal Information into account.

Church & Dwight will take the privacy and security of personal information into account when adopting new technologies and designing systems and processes. Church & Dwight will seek to process the least amount of personal information necessary for the purposes for which the information is being processed.

We provide individuals with a way to access and correct their information.

To the extent required by applicable law, Church & Dwight will provide individuals with the means to gain access to their collected Personal Information and, when appropriate, correct their Personal Information that is inaccurate or incomplete. To the extent required by applicable law, Church & Dwight will also provide individuals with a means to delete their Personal Information in Church & Dwight's possession or control.

We require others who process Personal Information on Church & Dwight's behalf to comply with applicable law.

Church & Dwight will require third parties who process Personal Information on the Company's behalf to comply with applicable privacy and data protection laws and maintain appropriate security controls to safeguard Personal Information in accordance with applicable law.

We take complaints about our privacy practices seriously.

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Church & Dwight will maintain procedures for responding to complaints regarding the Company's privacy practices.

We will disclose Personal Information when legally required.

Church & Dwight will, to the extent required by law or court order, collect, use, transfer and/or disclose Personal Information pursuant to procedures that do not require giving notice (for example, in connection with law enforcement investigations).

We will align our Human Resource processes with the Church & Dwight policy.

Church & Dwight will align its Human Resources processes, policies, practices, and guidelines to comply with this Policy.

We retain the flexibility to change this policy.

Church & Dwight reserves the right to modify and update this policy or its related business practices at any time.

If you are concerned about our use of your Personal Information, please contact Privacy Team

If you are located in the EU at privacyeu@churchdwight.com

If you are located in the United States at privacychd@churchdwight.com

This policy must be reviewed at least every 12 months.

5 Non-Compliance

Violations of this Policy may be subject to appropriate discipline, up to and including termination of an employment or contractual relationship with the Company.

Any Personnel & Third Parties requested to undertake an activity which that individual believes is in violation of this Policy must provide a written or verbal complaint to the individual's manager, the Human Resources Department or as provided in the Company Code of Conduct.

Any Personnel & Third Parties who becomes aware of a violation of this Policy should report the suspected or actual violation via the Service Desk: (866)253-0972 or service.desk@churchdwight.com or refer to the Code of Conduct on Policy Central for additional reporting channels.

6 Appendix

Definitions

[Global Information Security Policy and Standards Glossary](#)

Term	Definition
Personnel	Company employees, business partners, service providers, consultants, contractors, suppliers, including any Contingent Worker (as defined in the Contingent Worker Policy).
Personal Information	Any information relating to an identified or identifiable individual.

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References


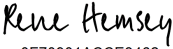

Document Name	Description
Information Security Policy	The overarching Policy that establishes the guiding principles for protecting Company Information and computing environment from both internal and external threats.
Information Technology Policies and Standards	A collection of policies and standards supporting the “Information Security Policy,” which provide principles/standards/guidelines to Church & Dwight personnel on the setup, management, configuration, and usage of technology, including but not limited to, account creation and management, password management, and usage of company devices.
Code of Conduct	Code of Conduct (the “Code”) is guideline for everyone at Church & Dwight to recognize and deal with ethical issues in the workplace.

Governing Laws, Regulations & Standards

Guidance – Section	Description

7 Approval and Authorization

Providing a signature below signifies the review and approval of this Policy.

Name	Job Title	Signature	Date (DD-MMM-YYYY)
Policy Approver: Patrick de Maynadier	EVP General Counsel	<div>DocuSigned by:  D9D33ADB9BB4485...</div>	15-Aug-2024
Policy Approver: Rene Hemsey	EVP, Chief Human Resources Officer	<div>Signed by:  0F70901ACCE3462...</div>	19-Aug-2024
Policy Approver: Kevin Gokey	SVP, Global Chief Information Officer	<div>DocuSigned by:  7BE8E85AE2E0491...</div>	15-Aug-2024