



A TRUST WE RENEW EVERY DAY



CHURCH & DWIGHT
CODE OF CONDUCT

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*Contact the Ethics Hotline via Internet or Telephone
www.churchdwright.ethicspoint.com*

*US and Canada: 1-855-384-9879 | Australia: 1-800-339279 | Brazil: 0800-8911667 | China (Northern) 10-800-712-1239 | China (Southern) 10-800-120-1239
France: 0800-902500 | Mexico: 001-8008407907 | New Zealand: 0800-447737 | United Kingdom: 0800-0328483*

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WE BELIEVE IT'S BOTH POSSIBLE AND DESIRABLE TO PROMOTE THE HEALTH AND WELLBEING OF PEOPLE AND THE PLANET WHILE ALSO GENERATING PROFITS.

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A Message **from the CEO**

Innovation and integrity have always been our core focus at Church & Dwight. Since our founding more than 150 years ago, our company has built its success and reputation on two basic commitments: we consistently create new, high-quality products that enhance the lives and well-being of our consumers, and we conduct our business with honesty and integrity. We are fortunate to own some of the most trusted brands in the countries where we do business — and our conduct reflects the importance of maintaining that trust.

Sustaining our success depends as much on the public's confidence in our high ethical standards as it does on the performance of our products. By innovating and acting with integrity day in and day out, we renew the trust placed in us by our consumers, business partners, shareholders, and the communities in which we live, work, and play.

Our Code of Conduct is a key resource in support of our commitment to be honest and

fair in conducting business and is an important part of our compliance program. Laws and standards of business conduct can be complex. The Code explains in a practical way many of the basic rules that apply at Church & Dwight. I encourage you to study the Code and discuss its contents with your supervisor and co-workers. It's also important to speak with your supervisor or other employees about the situations that may give rise to ethical questions and to explore the acceptable ways of addressing these issues.

The Code of Conduct does not address every specific situation that may arise. You are encouraged to communicate your questions and concerns directly with your manager, supervisor, Human Resources representative, company lawyer, the Internal Audit department, or any of the members of the Ethics Committee (EVP General Counsel & Secretary, EVP of Human Resources, and Director of Internal Audit). You may also ask questions and raise concerns about conduct which you believe, in good faith, to be a violation of our Code of Conduct, law or Company policy by contacting our Ethics Hotline via telephone or internet. For your convenience, the contact information for our ethics hotline is available at the bottom of each page in this Code of Conduct.

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**BY INNOVATING TO ENHANCE THE LIVES OF OUR CUSTOMERS AND ACTING WITH INTEGRITY,
WE RENEW THE TRUST OUR COMPANY HAS EARNED DECADE AFTER DECADE.**



Employees who report violations or suspected violations of the Code in good faith will not be subject to retaliation of any kind. Retaliation in any form may itself be a violation of law and is a serious violation of the Code. This is sometimes called “whistleblower” protection.

Ethics is at the heart of our strong tradition of trust — starting with Arm & Hammer and extending to the many brands we own today. Each of us has a responsibility to renew that trust on a daily basis by conducting ourselves in an ethical manner. By knowing the Code well and acting in accordance with its principles and guidelines, we help to strengthen our culture of honesty, accountability, and mutual respect.

Thank you for all your contributions to Church & Dwight and for making us the company our many stakeholders place their trust in.

Matthew T. Farrell
President and Chief Executive Officer



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About the Code of Conduct

At Church & Dwight Co., Inc. and its worldwide subsidiaries (referred to as the "Company"), we are committed to conducting business with the highest standards of integrity. We must continually dedicate our efforts to maintaining the highest ethical standards in our relationships with one another and with our customers, suppliers, vendors, and the wider community. Our reputation for honesty and fairness is vital to sustaining the Company's success.

Our Code of Conduct (the "Code") is intended as a guide to help each of us at Church & Dwight to recognize and deal with ethical issues in the workplace. The Code applies to all Company personnel, including directors, officers, managers, and employees.¹ We should read the Code thoroughly and ask questions if we are uncertain about any of its guidelines. Direct any questions about the Code to your supervisor, to the Company's Director of Internal Audit (the "Compliance Officer"), your Human Resources representative, the Ethics Committee, or to the Law Department. Once you are familiar with the Code, continue to consult it as a guide to help you make the right ethical choices.

¹Note: **Requests for a waiver of a provision of the Code of Conduct must be submitted in writing to the Compliance Officer or General Counsel for appropriate review, and an executive officer, director or appropriate Board committee will decide the outcome.** For conduct involving an executive officer or director, only the Board of Directors or the Audit Committee of the Board has the authority to waive a provision of the Code. The Audit Committee must review and approve any "related party" transaction as defined in Item 404(a) of Regulation S-K, promulgated by the Securities and Exchange Commission, before it is consummated. In the event of an approved waiver involving the conduct of an executive officer or director, appropriate and prompt disclosure must be made to the Company's stockholders as required by Securities and Exchange Commission or other regulation or by applicable listing standards of the New York Stock Exchange.

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About the Code of Conduct

Knowing and Abiding by the Code: Our Responsibilities

The Company will provide employees with periodic training on our Code of Conduct and related policies. The training will include procedures for reporting actual or suspected violations. Company officers and managers must certify annually that they have read and reviewed the Code and are in compliance with its provisions. In addition, Company officers and managers are encouraged to review the Code of Conduct with their subordinates and certify that this has occurred if other training is not available at their location. Within a short time of joining the Company, all Company personnel must certify that they have read this Code of Conduct and to the best of their knowledge are in compliance with all its provisions. Forms for these certifications are included at the end of this document. Depending upon your location, you'll be asked to complete the certifications on paper or electronically.

All Company officers and managers are responsible for enforcement of the Code. They must lead by example and ensure that employees understand and comply with its requirements. Directors, officers, and other managerial employees are expected to

WE ARE ALWAYS EXPECTED TO ACT HONESTLY, FAIRLY, AND WITH A VIEW TOWARD “DOING THE RIGHT THING.”

promote honest and ethical conduct. Managerial employees may be disciplined if they condone or fail to report misconduct.

Compliance with Laws and Regulations

A variety of laws, rules, and regulations apply to the Company and its operations. Wherever we do business, employees of the Company must comply with all local laws, rules, regulations, and in the case of certain United States laws such as the Foreign Corrupt Practices Act, with the laws of the United States.

We also must honor our contracts with other parties. These include confidentiality agreements, software licenses, contracts with our customers and suppliers, and dealings we may have with government authorities.

Our Code of Conduct is designed to provide helpful guidelines; it is not intended to address every situation we may encounter on the job. We are always expected to act honestly, fairly, and with a view towards “doing the right thing.” Therefore, dishonest or unethical conduct or conduct that is illegal will constitute a violation of the Code.

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Reporting Violations

A key element of our company's ethical culture is the willingness of each one of us to speak up when we feel something's not right. Another related element is our willingness to hold ourselves and one another accountable for our actions. If you are unsure about a situation, or if you believe that your own conduct or that of another employee may have violated our Code of Conduct, you have an obligation to report the matter promptly.

You must report violations in good faith. Even if your report turns out to be untrue, you will not be subject to discipline or retaliation so long as you have made the report in good faith. However, it is unacceptable and is a violation of this Code of Conduct to submit a complaint knowing it is false.

If an ethics-related situation arises, you are encouraged to discuss the issue with your supervisor. He or she is in a good position to understand your concerns. Give your supervisor an opportunity to resolve the issue. If your concern involves your supervisor, or you still have concerns after talking with your supervisor or are not comfortable discussing the matter with your supervisor, for any reason, then discuss it with a higher-level manager, the Compliance Officer, your Human Resources representative, or the Law Department. Alternatively, violations may be reported directly to the Audit Committee of the Board of Directors.

The Company has established an Ethics Hotline that is accessible to all U.S. and international employees via

telephone and internet. The Ethics Hotline may be used to report any concerns about this Code of Conduct or Company policies, including internal financial control and auditing matters, as well as any other conduct which you believe, in good faith, to be a violation of our Code of Conduct, law or Company policy. The Company has a no-tolerance policy for retaliation for raising concerns in good faith.

Our Ethics Hotline is managed by EthicsPoint, a third party. All calls will be transcribed by an employee of EthicsPoint, and along with any internet reports, will be forwarded to the Company's Ethics Committee for investigation. If you choose to remain anonymous when making your report, you will not be identified. Should you make a report via the Ethics Hotline, either by telephone or internet, you will be assigned a unique report key and password which will enable further anonymous follow-up or questions. The Company will, where practicable and permissible, endeavor to keep reporting persons apprised of the progress and outcome of any investigation.

Employees may also send an anonymous letter to the Compliance Officer, Ethics Committee or Audit Committee to report concerns.

For the Compliance Officer or Ethics Committee, write to:

Compliance Officer/Ethics Committee
Church & Dwight Co., Inc.
Princeton South Corporate Park
500 Charles Ewing Boulevard
Ewing, NJ 08628

**Note: Requests for a waiver of a provision of the Code of Conduct must be submitted in writing to the Compliance Officer for appropriate review, and an executive officer, director or appropriate Board committee will decide the outcome. For conduct involving an executive officer or director, only the Board of Directors or the Audit Committee of the Board has the authority to waive a provision of the Code. The Audit Committee must review and approve any "related party" transaction as defined in Item 404(a) of Regulation S-K, promulgated by the Securities and Exchange Commission, before it is consummated. In the event of an approved waiver involving the conduct of an executive officer or director, appropriate and prompt disclosure must be made to the Company's stockholders as required by Securities and Exchange Commission or other regulation or by applicable listing standards of the New York Stock Exchange.*

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About the Code of Conduct

You also may leave a phone message for the Compliance Officer at 1-609-806-1387.

Reported violations will be investigated and addressed promptly and will be treated confidentially to the extent possible. Company personnel are required to cooperate fully in the investigation of reported violations and to provide truthful, complete, and accurate information. Except as required by law or to adequately conduct the investigation; those conducting the investigation will not disclose the identity of anyone who reports a suspected violation if anonymity is requested.

A violation of the Code of Conduct may result in disciplinary action, which may include the termination of employment.

Non-Retaliation Policy (Whistleblower Protection)

Employees who report violations or suspected violations of the Code ***in good faith*** will not be subject to retaliation of any kind. Retaliation in any form may itself be a violation of law and is a serious violation of the Code. This is sometimes called "***whistleblower***" protection.

Report any alleged act of retaliation immediately to the Compliance Officer or the Law Department.



**EMPLOYEES WHO REPORT VIOLATIONS
OR SUSPECTED VIOLATIONS IN GOOD
FAITH WILL NOT BE SUBJECT TO
RETALIATION OF ANY KIND.**

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Making Good Ethical Decisions

Sound ethical decision-making is essential to the success of the Company. Some decisions are obvious and easy to make, while others are not.

When faced with an ethics-related situation, working through the following questions can help you to make the right decision:

Question One: *What is the ethics issue?*

This question helps to identify and clarify the ethics issue at stake in a situation when you are not sure. It moves you beyond that uncomfortable feeling into a process of ethical reflection.

Question Two: *Does this situation violate or appear to violate a law, regulation or Company policy?*

Compliance with the law and Company policy is a baseline; an ethical must. Once you have a clear sense of the ethics issue involved, you need to ask: Does this situation or action violate or appear to violate our Code, Company policy, or law?

In some ethics-related situations, you can arrive at clear answers to the first two questions and resolve the matter quickly. The right course of action is clear and straightforward.

However, other cases may prove to be more complex and difficult. Several responses may seem appropriate, and there may not be any obvious “right answers.” Asking further questions can help you to think through these more challenging situations in order to arrive at the best course of action.

Question Three: *Is it fair to all stakeholders?*

Ethical decision-making demands that you take into account the effects of your decision on customers, suppliers, employees, shareholders and the wider community. It’s important to widen your ethical lens and think about whether your considered response to the situation is consistent with our values and is fair for everyone concerned. Who has an interest at stake in this situation, and how significant is it compared to other stakeholders? Who will be helped or hurt by the options you’re considering?

Question Four: *How would it be perceived?*

The last question brings into focus the consequences of your decision for both you and the Company. It’s worth asking: How will this decision affect my reputation and that of the Company? How would I feel about the decision if it were reported on the front page of the newspaper?

Finally, whenever you are faced with an ethics issue on the job, do not hesitate to ask for help. Good advice and clear guidance can often make all the difference.

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Q&A

Q. I observed a situation that I suspect is a violation of our Code. Should I report this situation even if I am not completely certain that there is a problem?

A. Yes. If you have observed this possible violation of the Code "in good faith," meaning you honestly believe there is a problem, then you are responsible for reporting it immediately. While reporting to your supervisor is usually the first step, you may also call the hotline, the Compliance Office, your Human Resources representative or the Law Department. Your report will be taken seriously and investigated. It is better to report a suspicion that turns out not to be an issue than to ignore a possible violation of the law or the Company policy.

Q. I have an issue with a co-worker that I think is bordering on harassment. Is it better for me to call the hotline or to talk to my supervisor?

A. You do not have to call the hotline if there is a way to resolve the situation through a discussion with your supervisor or your local Human Resources representative. The hotline is an option for people who may not feel comfortable discussing the matter with a supervisor or manager or with a Human Resources representative, or to report issues that concern accounting, internal financial control, and auditing matters.



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Our Commitment to the Company



ALL EMPLOYEES SHARE RESPONSIBILITY FOR ENSURING THAT THE COMPANY'S BOOKS, RECORDS AND ACCOUNTS ACCURATELY AND FAIRLY REFLECT THE COMPANY'S FINANCIAL CONDITION.

Keeping Accurate Books and Records

Both the effective operation of our Company and the integrity of its public disclosures depend on accurate business records. As a public company we are required by law to ensure that our books, records, and accounts accurately and fairly reflect the transactions of the Company and its financial condition.

If you are responsible for any aspect of our internal accounting controls or financial and tax reporting, you must be sure to record entries accurately and honestly, and in compliance with all legal requirements. If you are uncertain about proper recording of Company transactions or accounting or tax matters, consult with a manager.

Company personnel engaged in preparation of filings and submissions with the Security Exchange Commission (SEC) and public communications ("Public Disclosure Personnel") have a special responsibility to ensure that Company information used in these disclosures is accurate, complete, fair, and understandable.

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However, all employees of the Company share this responsibility and must take it seriously. We are expected to:

- ◇ Prepare and maintain all Company records accurately and honestly.
- ◇ Make no false or misleading entries in any books, records or accounts of the Company.
- ◇ Use Company funds only for the purpose described in the documents supporting the disbursement.
- ◇ Provide timely, accurate, relevant, understandable, and complete information to Public Disclosure Personnel when they request it.
- ◇ Cooperate with internal and independent auditors who are reviewing Company financial statements. Provide them with clear and truthful information.
- ◇ Retain Company records in accordance with the Company's record retention policies.
- ◇ Report complaints or concerns about accounting, internal controls, or auditing matters to the Compliance Officer, the Hotline, or to the Audit Committee of our Board of Directors. Reports may be submitted anonymously, and will be treated as confidentially as possible.



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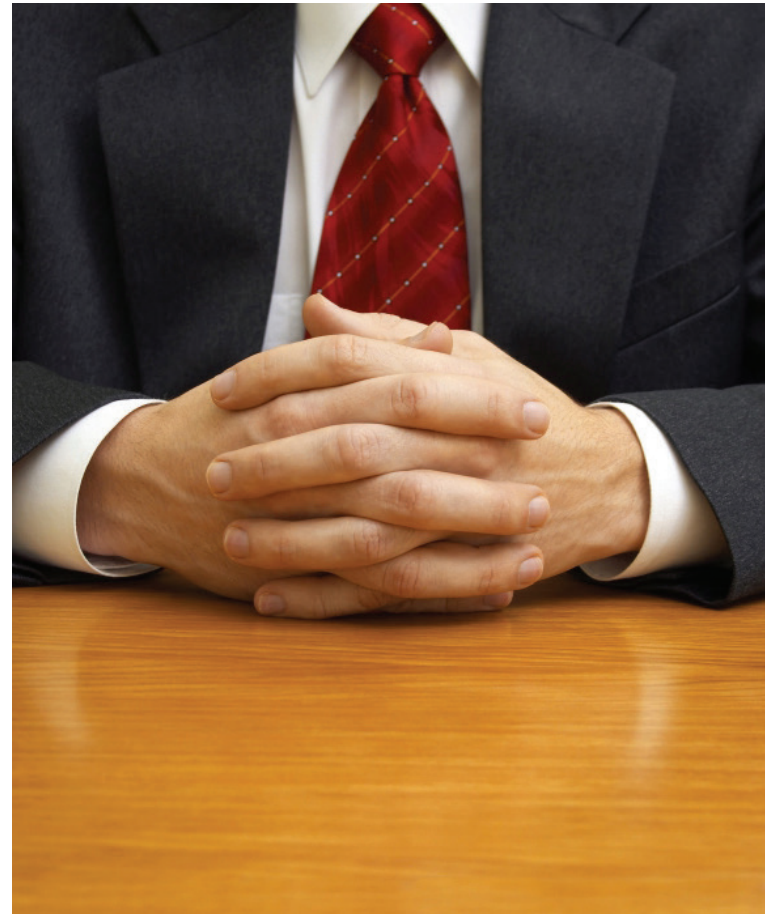
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Our Commitment to the Company

Delegation of Authority

Company personnel, particularly officers and other managerial employees, must exercise due care to ensure that any delegation of authority is reasonable and appropriate and follows the Company's delegation policy. If you are unsure about the delegating authority for any matter, you may call the Company's financial controller, your local senior finance manager or the Law Department with any questions.



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Q&A

Q. I am not a manager. Can I be held legally responsible for failing to report company information accurately?

A. Yes. Although top management must sign off on the Company's financial reports, most employees record transactions, and these all affect our financial reports. Be sure every transaction you record is accurate.

Q. I am supposed to record hours worked for each project on a weekly timesheet, but sometimes I am just too busy to track my hours project-by-project. Is it OK to estimate my hours?

A. Timesheets must reflect the actual time worked on each project for our Company records to be accurate; our financial reports and budget processes are more dependent on the accuracy of every record. You must track your time as required, and if you have an issue with doing this accurately, speak to your supervisor.

Q. My supervisor has instructed me to record financial information differently from the way I've been taught to do it in the past and I think I'm being asked to do something that isn't right. Should I report this request or should I do what I'm instructed to do?

A. You should report this instruction to the senior manager in your area, or by contacting the Hotline, Compliance Officer, Ethics Committee, Law Department or Audit Committee. If you have concerns, you should ask questions and raise the issue immediately and before you enter data into the Company's financial systems.



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Our Commitment to the Company

CONFLICTS OF INTEREST CAN MAKE IT DIFFICULT TO PERFORM OUR CORPORATE DUTIES OBJECTIVELY AND EFFECTIVELY.

Avoiding Conflicts of Interest

A conflict of interest exists whenever our personal interests, or the interests of our immediate family, close relatives, or business partners, interfere with the interests of the Company. A conflict of interest can occur in a variety of situations; for example, when an employee or a family member receives a gift, a unique advantage, or an improper personal benefit as a result of the employee's position at the Company.

Conflicts of interest can make it difficult to perform our corporate duties objectively and effectively. Whenever we conduct business on behalf of Church & Dwight, we have a duty to act in the best interests of the Company and to avoid even the appearance of a conflict of interest.

This section outlines some common conflicts of interest. Each of us is responsible for recognizing and addressing actual or potential conflicts of interest that may occur in the course of our job. If you or another employee has an actual or potential conflict of interest, you must disclose the matter to any member of the Ethics Committee.

Outside Activities and Employment

Employees are prohibited from taking part in any outside employment without the Company's prior approval.

You may not perform services for any entity that is, or which you know may become a vendor, customer, or competitor of the Company.

Any outside activity must not interfere with the time and attention you devote to your duties at the Company or adversely affect the quality or quantity of your work.

You may not use corporate equipment, facilities, or supplies for any outside activity.

Unless you have the Company approval, do not offer or imply Company sponsorship or support of any outside activity.

Any business opportunity that comes to you as a result of your position at the Company belongs to the Company. You may not take this opportunity for yourself, a family member, or others.

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Financial Interests in the Company's Competitors and Business Associates

You may not have a financial interest in any entity that is, or which you know may become, a vendor, customer or competitor of the Company except for passive investments of up to 1 percent as further noted below.* If you hold an interest in any entity that is traded on a public stock exchange, you may not purchase or sell securities in that entity if you hold any material, non-public information about that entity regardless of how you obtain this information (see "Insider Trading" later in this Code).

Gifts and Entertainment

In the course of business, we may sometimes receive gifts from people or companies doing business, or seeking to do business, with the Company.

**Note - You may have a passive investment in up to 1 percent of the total outstanding shares of an entity that is listed or quoted on a national or international exchange or quotation service, provided the investment does not create the appearance of a conflict of interest. For example, a conflict might exist if the investment technically meets the one percent requirement, but it represents a large percentage of your total net worth or is a large dollar amount. Directors of the Company who are not employees of the Company must be sensitive to situations in which they may have an interest or association with an entity that competes or does business with the Company. While these relationships are not prohibited, they should be avoided where reasonably practicable. Any Company director engaged in such a relationship must promptly bring it to the attention of the Board of Directors. If a conflict cannot be avoided, it must be managed in an ethical and responsible manner.*

Company personnel and members of our families must not exchange valuable gifts with any person associated with the Company's vendors or customers. This includes gifts of equipment or money, as well as discounts or favored personal treatment.

We may accept a gift intended as a memento, such as a conference gift (mug, tee-shirt, pen) or other inconsequential gift valued at less than one hundred dollars (\$100).

We may engage in normal occasional business related entertainment, such as meals or use of sporting, theatrical, or other public event tickets. However, we are expected to exercise sound judgment in participating in these events to avoid any situation that may be subject to question.

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Our Commitment to the Company

WE MAY NEVER KNOWINGLY MISAPPROPRIATE COMPANY ASSETS FOR OURSELVES OR ANYONE ELSE, OR FOR AN IMPROPER OR ILLEGAL PURPOSE.

Inventions, Books, and Publications

Employees must receive written permission from the Ethics Committee before developing or participating in any way in the development outside of the Company of any products, software, ideas, technologies, or intellectual property that may be related to the Company's current or potential business.

Civic, Charitable, and Political Activities

Employees are encouraged to participate in civic, charitable, or political activities, as long as it does not interfere with their Company-related duties. We may not involve the Company or its assets or facilities in these activities. We must also take care not to create an appearance of Company involvement or endorsement.

Employees may not make any direct or indirect political contributions of any kind on behalf of the Company unless authorized by the Law Department.

Proper Payments

Company personnel may not make or promise payments to influence anyone's acts or decisions, or give gifts beyond those extended in normal business. In addition to complying with local laws, rules, and regulations about bribery and anti-corruption where the Company conducts business, all employees and directors of the Company around the world must comply with the U.S. Foreign Corrupt Practices Act and the United Kingdom's Bribery Act. This is discussed in more detail in Section entitled "Doing Business Internationally" in this Code.

Loans to Employees

The Company will not provide loans or extend credit guarantees to or for the personal benefit of directors or officers except as permitted by the Law and the listing standards of any exchange or quotation system on which Company's Common Stock is listed. Loans or guarantees may be extended to other employees only with the Company's approval.

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Q&A

Q. I would like to invite a long-time customer to play a round of golf at a local course. This is an excellent way for me to stay up-to-date on his company's current needs. Is it acceptable for the Company to pay his greens fee?

A. *The outing you describe falls within the range of acceptable business entertainment, because you will be spending time with this customer discussing business. It would not be acceptable to give him passes for a round of golf, or if the course where you plan to play is exorbitantly priced.*

Q. Our department has lots of overflow work so lately we have been hiring some temporary workers to help us. My son, a bright college student, is looking for a summer job. Can we hire him temporarily?

A. *No. It would be a conflict of interest for your son to work in your department. Check with Human Resources to see if there are other departments within the Company that might need help. Be sure to disclose your relationship when you recommend your son for the job.*

Q. A new supplier offered me four expensive tickets to a concert by a very popular rock band, as a "token of appreciation" for choosing to do business with his company. He won't be going to the concert with me – the tickets are for me, my family and friends. May I accept this offer?

A. *No. The tickets are clearly more than "nominal value" and accepting them would have the appearance of undue influence. If you accepted this offer, you would not be able to deal with this supplier in the future without feeling obligated to him. If you would be attending the concert as part of a business outing and are concerned about the price of the tickets, please discuss this with your supervisor to determine if your attendance is appropriate.*



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Our Commitment to the Company

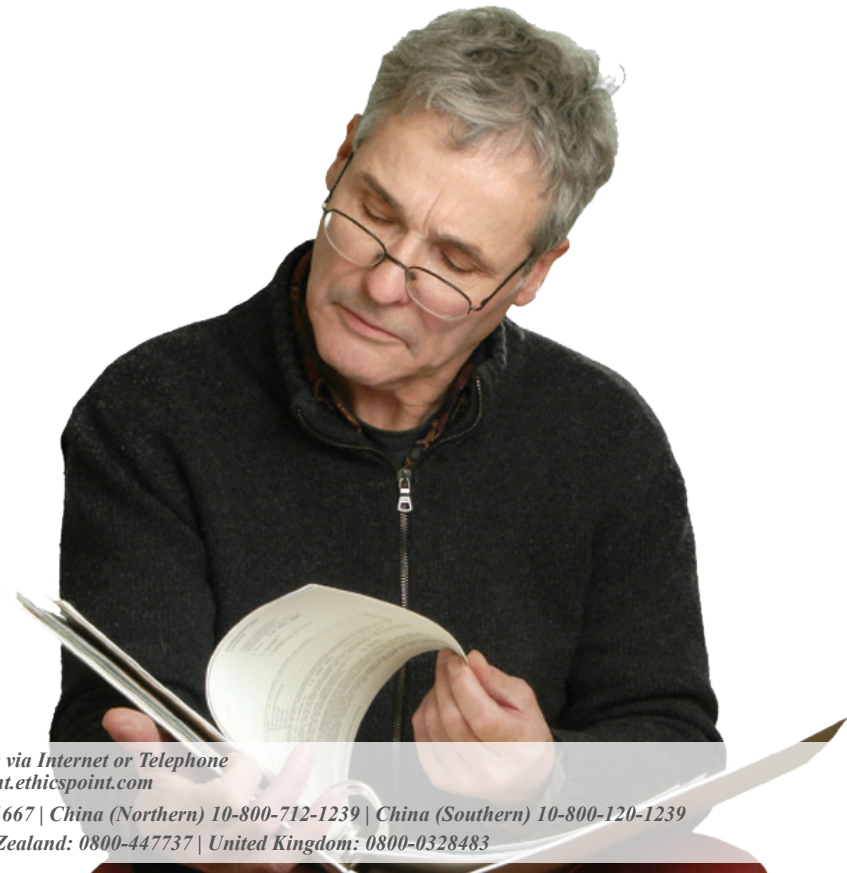
**WE MAY NEVER KNOWINGLY
MISAPPROPRIATE COMPANY ASSETS FOR
OURSELVES OR ANYONE ELSE, OR FOR AN
IMPROPER OR ILLEGAL PURPOSE.**

Using and Protecting Company Assets

Company assets may be used only for legitimate business purposes of the Company. Examples of these assets include facilities, materials, supplies, equipment, computers, cars, furniture, time, information, intellectual property, technologies and concepts, ideas, business and product plans, and information about the Company's business, software, and other assets.

Employees are not permitted to:

- ◇ take or make use of, steal, or knowingly misappropriate Company assets, including confidential Company information, for ourselves or anyone else, or for an improper or illegal purpose or for any purpose other than fulfilling your Company-related responsibilities.
- ◇ remove or dispose of anything of value belonging to the Company without the Company's consent.
- ◇ destroy Company assets without permission.



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Q&A

Q. A relative is starting a new business and asked me to provide a list of our customers in his area. His business doesn't compete with our Company. Can I share this information with him?

A. No. Our customers have provided the Company with information in order to conduct business with us. It would not be fair to them or to our Company to provide this information to anyone outside the Company who does not have a Company-related business need for it.

Q. I'm in charge of Company vehicles at the plant. A friend I volunteer with at a local charity asked to borrow a Company van in order to pick up donations. She promises to fill up the gas tank when she returns the van. May I lend her the van for this purpose, or drive the van for her?

A. No. Company vehicles must only be used for Company business purposes. Although your participation in this charity is encouraged, you cannot allow your friend to use the Company van to pick up donations. You should also not use the Company's van to drive your friend to pick up donations. In addition to being Company property, you could subject the Company to liabilities if an accident occurred while you were driving.



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Our Commitment to the Company

WE RESPECT THE TRADE SECRETS, COPYRIGHTS, TRADEMARKS, AND PATENT RIGHTS OF OTHERS.

Handling Confidential Information

Information is a valuable corporate asset. Employees at every level may have access to information about our business, employees, customers, suppliers, vendors, and competitors that should be kept confidential. Unless disclosure is approved by the Company or legally mandated, we must protect the confidentiality of all confidential information.

Financial information is particularly sensitive. It should be considered confidential except where its disclosure is approved by the Company, or after two full business days following its disclosure in a press release or a report filed with the SEC. We must also safeguard proprietary information, which includes information that is not generally known to the public and has commercial value in the Company's business.

Examples of Confidential information include:

- ◇ Computer software systems, databases, documentation, and all related data
- ◇ Financial data (including investments, profits, pricing, costs, and accounting)
- ◇ Inventions, new product design, research, and development

- ◇ Manufacturing processes, techniques, and formulae
- ◇ Marketing, advertising and sales programs, and strategies
- ◇ Merger, acquisition, or divestiture activity
- ◇ Personnel information (including compensation, recruiting, and training)
- ◇ Regulatory approval strategies
- ◇ Strategic business plans

Confidential information should be used within the Company only on a "need to know" basis. Do not discuss confidential information with family members or others outside the Company. Similarly, you should not attempt to obtain or learn confidential information unless you need the information to perform your job duties.

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Our Commitment **to the Company**

All companies regard their confidential information as extremely valuable. As part of our business, we frequently agree to keep other companies' information confidential. We must honor all of these agreements and protect such information in the same that way we protect our own confidential information.

We respect the trade secrets, copyrights, trademarks, and patent rights of others. The unauthorized duplication of copyrighted material (printed or electronic), copyrighted computer software, or recorded materials, violates copyright laws and is prohibited. Consult the Information Services ("IS") Department or your local IS manager before copying or purchasing computer software.

Do not discuss confidential matters (in person or by telephone) where unauthorized persons might hear you, such as in elevators (even on Company property), restaurants, taxis, trains, airplanes, or other publicly accessible areas. Use cellular telephones or other non-secure means of communication with care.

If you receive an inquiry from a journalist or other media representative, you must immediately refer the request to the Chief Financial Officer of the Company at the Company's headquarters and not otherwise respond to any questions.

If you believe it is appropriate for business or legal reasons to disclose or use confidential information outside the Company, contact the Law Department. The Law Department can also help to determine whether information is considered confidential and can discuss proper protective measures.

Any unauthorized use or disclosure of Confidential Information may subject you to civil or criminal liability, and you may be prosecuted fully by the Company.

Your obligation to preserve the Company's confidential information during your employment and continues even after your employment ends.



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Q&A

Q. A coworker of mine left the Company to work for a start-up. She asked me to send her examples of contracts, plant layouts, materials specifications, and other Company documents. Since the new company isn't a competitor, is it OK for me to meet this request?

A. *Unless this information is publicly available, it should not be shared with a former employee. If you have any question about whether requested information is publicly available, get advice from the Law Department meeting the request.*

Q. At a recent social gathering after work, I overheard an employee tell someone outside the Company about a new marketing strategy we are about to launch. This seems like confidential information to me. What should I have done?

A. *Information about products, customers, research, strategies, and marketing are all strictly confidential and could harm the Company's position in the marketplace if it were known by a competitor. You should have politely interrupted your co-worker and privately reminded him or her that the information being discussed was confidential. You should report this incident to your supervisor or a higher-level manager.*



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Our Commitment to the Company

BE CAREFUL WHEN COLLECTING, MAINTAINING, AND DISCARDING SENSITIVE INFORMATION.



Privacy and Personal Data

Some of us handle personal data, including information about employees, contractors, customers and others with whom the Company does business. Use sensitive information for business purposes only, and share it only with authorized people who have a legitimate need to know, either within or outside our Company.

As a general rule, personal data should only be handled and processed when there is a legitimate business reason, and should never involve more or different personal data than is required. Be careful when collecting, maintaining, and discarding sensitive information, such as name, address, telephone, social security information, credit card numbers, or e-mail addresses.

Privacy laws vary widely around the world. Local management must seek advice about local privacy standards, and must communicate the requirements to anyone responsible for handling personal data. Please consult the Law Department if you have any concerns about transmitting personal data even if it is being sent to other offices within the Company.

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Q&A

Q. A colleague who works for another company asked me to provide the names of some of my business contacts. My colleague's company does not compete with our Company. Is it OK to give her this information?

A. No. Our client information is not only confidential but also is considered personal data. It should not be shared with anyone except as required or with the permission of the business contact.



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Our Commitment to the Company

Electronic Communications

We are all responsible for ensuring that the Company's e-mail, Internet access, and telecommunications systems are used for legitimate business in the course of our assigned duties only. While occasional personal use is permitted, inappropriate use may result in loss of access privileges and disciplinary action.

Remember that e-mail is not private. When we use Company e-mail or the Internet using Company equipment, we do so with the understanding that we have no right of personal privacy. The Company may monitor any communications or information created in, transmitted by, received from, or stored in Company systems depending on local laws. This may include e-mail that you retrieve on your Company computer from your personal e-mail account or statements made on social networking sites such as Facebook, Twitter, LinkedIn, or similar sites.

We treat Company-related electronic information or communications as confidential, to be accessed only by the intended recipient. You are not authorized to access any communications or information not sent to you.

We are always courteous to other Internet users and employ high standards of professionalism and integrity in Internet use. In addition, we understand that Company records, e-mail, Internet records, and computer files may be subject to disclosure to law enforcement or government officials or to other third parties. Therefore, we do not make statements in Company messages, records, or files that are inaccurate, inappropriate, or unlawful, or which would reflect unfavorably on the employees or the Company if disclosed.



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Q&A

Q. Can I use my company e-mail to send an occasional personal e-mail to friends in other organizations or to friends or family in general?

A. *You may use our company e-mail system for occasional brief correspondence, the way you might briefly use the telephone to talk to a friend or family during office hours. Recognize that the e-mail you exchange with friends or family on a company network may be accessed and read for legal or security reasons at any time. Information transmitted on the network that violates any law or is deemed to be offensive or inappropriate may subject you to disciplinary action.*

Q. A former co-worker asked me to post a reference for him on a social networking site that we both use. My profile on the site identifies me as a Church & Dwight employee. Is it OK to post a personal reference on this site?

A. *Our Company policy states that we do not provide references for employees or former employees of the Company. You should explain to your former co-worker that our Company's policies do not permit you to provide this reference. Your best course of action is to refer your co-worker or others requesting references to the Human Resources department.*

WHEN WE USE COMPANY E-MAIL OR INTERNET USING COMPANY EQUIPMENT, WE DO SO WITH THE UNDERSTANDING THAT WE HAVE NO RIGHT OF PERSONAL PRIVACY.

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Our Commitment to Each Other



OUR CONSTANT AND DILIGENT AWARENESS IS NECESSARY TO MAINTAIN A SAFE WORKING ENVIRONMENT.

Maintaining a Healthy, Safe, and Secure Workplace

All Company employees have a right to safe working conditions. While the Company is responsible for providing a safe working environment, the constant and diligent awareness of each employee is necessary to maintain that environment. Each of us must act responsibly and assure that our conduct does not jeopardize anyone's health or safety.

We should develop a "safety mindset" and continually assess the working environment to identify any existing and potential hazards. Promptly report any concerns, accidents, or "close calls" to your supervisor or facility coordinator.

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Q&A

Q. I told my supervisor that another employee suffered a minor accident on the production floor but that he seemed to be fine. My supervisor told me not to include the event on an accident report, since it was minor. Should I allow the accident to go unreported?

A. Even small incidents and minor injuries can have serious consequences. Our Company requires employees to report accidents and injuries. If your location has a reporting system for incidents like this, follow the local policy. If you are not familiar with a local policy and your supervisor does not take note of the incident, you should notify your local manager or your Human Resources representative. Reports can be used to spot safety issues and trends that may prevent more serious injury in the future.

Q. The other day, I was walking through the warehouse and noticed a pool of water on the floor. When I passed through the warehouse later that day, I noticed the spill had not been cleaned up. What should I have done?

A. A safe and healthy workplace is everyone's responsibility. In this case, you need to immediately report what you have observed to your local supervisor or to the person designated in your local reporting policy. Do not assume that someone else will take care of it. The spill could be dangerous, and the work crew may not be aware of what happened.



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Our Commitment to Each Other

**THE COMPANY DOES NOT TOLERATE, ALLOW,
OR CONDONE VIOLENCE.**

Security and Workplace Violence

Because of our commitment to a safe work environment, the Company does not tolerate, allow, or condone violence by employees, supervisors, managers, non-employees, visitors, or others who conduct business with the Company. Firearms, other weapons, explosive devices, or other dangerous materials are forbidden on Company premises. In addition, acts or threats of violence, including harassment, intimidation, or coercion or inappropriate physical, verbal, or psychological threats, are not tolerated.

We do not allow unauthorized or unwanted persons to trespass or otherwise threaten our employees or Company property. Be aware of specific security concerns that may exist at your work site. Follow security regulations at your location and report suspicious activities following your local policy.



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Q&A

Q. I saw a person in the hallway that was unescorted and did not have a Company or visitor ID. What should I do?

A. *An unescorted, unidentified person on Company property is a potential risk to security. Approach the person to ask if you can help. If the person is a visitor who has not checked in, offer to escort them to the reception area/security checkpoint at your facility. If they refuse to speak to you or move away from you, contact your local reception area/security personnel immediately. If your facility follows a different policy or procedure, you should follow your local policies and procedures.*



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Our Commitment to Each Other



Substance Abuse

The Company is committed to maintaining a workplace that is drug and alcohol free. Substance abuse—the misuse of drugs or alcohol—can have a negative effect on the safety, health, productivity, and welfare of employees, guests, visitors, or customers. Employees are forbidden to use, sell, transfer, or possess illegal drugs on Company time or premises or in Company vehicles.

We require pre-employment drug testing of all candidates who have been offered a position with the Company. Additional testing may be required in the future if there is concern about an employee's fitness for duty or the welfare or safety of others.

An employee who is unfit to work due to the effects of alcohol or drugs is subject to disciplinary action, up to and including termination. We retain the right to search Company property at any time, including offices, desks, and lockers. Confiscated illegal substances will be turned over to the appropriate authorities.

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Q&A

Q. A co-worker is going through a stressful personal situation, and lately he's appeared to be "under the influence" while at work. Although I haven't seen him drink or take drugs on the job, I'm worried he may hurt himself or someone else. What should I do?

A. Report the situation to your supervisor or your Human Resources representative as soon as possible. Remember, safety comes first. Depending on your relationship with your co-worker, you may also want to speak with your co-worker about the situation. If it seems appropriate, encourage him to seek help from the Employee Assistance Program.

Q. I am taking a prescription drug that lists possible side effects that could impact my performance on the job. However, I feel fine. Do I need to tell anyone I'm taking this drug?

A. Yes. Even though the drug does not appear to have a negative effect on you, you are required to tell your supervisor and/or Human Resources that you are taking this prescription. You do not, however, need to disclose the nature of your illness.

Q. Is it acceptable to drink alcohol at a Company-sponsored event?

A. Consumption of alcohol at a Company-sponsored event or activity is not prohibited, as long as the consumption is not excessive or inconsistent with safe and lawful conduct (including operating a car or other vehicle), and has been expressly permitted by management.



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Our Commitment to Each Other



Promoting a Respectful Workplace

Our Company is an equal employment opportunity employer. Our employment goal is to attract and hire people with the finest qualifications to meet our employment opportunities. In our naturally diverse workplace, each individual is free to effectively use and develop his or her abilities, talents, and expertise.

Unlawful discrimination in employment decisions is not tolerated.

**IN OUR NATURALLY DIVERSE WORKPLACE,
EACH INDIVIDUAL IS FREE TO EFFECTIVELY
USE AND DEVELOP HIS OR HER ABILITIES,
TALENTS, AND EXPERTISE.**

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Q&A

Q. I want to apply for a transfer, but I think I might be considered too young to be considered for the job. Should I apply?

A. *If you think you are qualified to do the job, you should apply. The hiring manager will evaluate all candidates on the basis of their experience and qualifications, and only on that basis. If you have concerns about your decision to apply, speak to your Human Resources representative.*



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Our Commitment **to Each Other**



Harassment and Hostile Work Environment

Everyone in our workforce deserves to work in an environment that is free from tensions involving matters that do not relate to the Company's business. Our work environment must be free of harassment, including harassment because of a person's age, ancestry, disability, citizenship status, ethnicity, gender, gender identity, marital status, military service, national origin, race, color, religion, and sexual orientation.

Employees must always treat one another with respect. Harassing, intimidating or "bullying" behavior, including potentially offensive or degrading remarks and jokes, is not permitted.

If you feel that you have been harassed or treated in a discriminatory manner, contact your supervisor, Human Resources representative, or the Law Department. Our Company prohibits retaliation against anyone who reports discrimination or harassment or who participates in an investigation of a report.

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Q&A

Q. If I regularly joke with an older employee about his inability to keep up because he's too old, is this harassment even though I'm only kidding?

A. Yes, if the employee who is the target of the joke finds this offensive and it interferes with his work performance it will be considered harassment. Do not assume he is not offended by your comments just because he doesn't say anything. He may not tell you he's offended, but he may tell a supervisor or just keep it to himself. Regardless of his actions, joking and kidding in this manner does not demonstrate respect for your co-workers, and you should not do it.

Q. Two members of my work group argue constantly. They come from very different cultural backgrounds, and I believe this might be the real problem. Their constant arguing disrupts the team and hurts both morale and productivity. What should I do?

A. The Company is committed to a diverse and respectful workplace; it's important to address this situation as soon as possible for the sake of the team and the Company as a whole. Because group dynamics are complex, you should consult your supervisor or Human Resources representative for guidance.



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Our Commitment **in the Marketplace**

WE COMPETE VIGOROUSLY BUT FAIRLY AND IN FULL COMPLIANCE WITH ALL ANTITRUST, ANTI-BRIBERY AND COMPETITION LAWS.

Dealing Fairly with Our Customers, Suppliers, and Competitors

We always deal fairly and in good faith with the Company's employees, customers, suppliers, regulators, business partners, and others. We do not take unfair advantage of anyone through manipulation, concealment, misrepresentation, inappropriate threats, fraud, abuse of confidential information, discrimination, or other related conduct.

Federal, state, and many international and local laws prohibit unfair methods of competition and unfair or deceptive acts and practices. These laws generally prohibit bribery, corrupt payments or conduct, false advertising, and false statements about competitor's products, among other things. These laws are designed to protect competitors and consumers. While it is impossible to list all types of prohibited conduct, some examples include:

- ◇ Commercial bribery or payoffs to induce business or breaches of contracts by others.
- ◇ Acquiring a competitor's trade secrets, pricing information, new product data or similar information through bribery or theft.
- ◇ Agreeing to buy products from a supplier only if they agree to buy products from our Company.
- ◇ Making false, deceptive, or disparaging claims or comparisons about competitors or their products.
- ◇ Mislabeling products.
- ◇ Making affirmative claims about our own products without a reasonable basis for doing so (for example, making claims without proper testing data or substantiation).

Our Company's public statements should always be truthful and have a reasonable basis in fact. This includes our advertising, promotional materials, sales representations, warranties and guarantees. Our statements should not be misleading or be deliberately intended to mislead.

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France: 0800-902500 | Mexico: 001-8008407907 | New Zealand: 0800-447737 | United Kingdom: 0800-0328483*

Q&A

Q. The purchasing manager at our customer has papers on his desk with information about some new competitive products and prices. Since the information is visible, may I use this information to set our pricing proposal and for our own new product use?

A. No. You may not use any of the information you've seen for any purpose and you should not discuss it with anyone, including your co-workers. You should contact the Law Department if you have any questions about this.

Q. The purchasing manager at our customer hands me documents about a competitor's pricing for certain products and tells me that I must meet this price in order for our products to be sold by that customer. May I take this information? May I use it in making our pricing proposal?

A. Yes, if the purchasing manager at a customer tells you the price of competitive products and asks us to meet that price, you may take the information and use it in making your proposal on those products.



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Our Commitment in the Marketplace

Government Procurement

Our Company treats all customers, including government-related entities, ethically, honestly, and fairly. If a local law permits conduct that is prohibited by this Code, you must comply with the Code. When doing business with any government we must:

- ◇ accurately represent which Company products are covered by government contracts.
- ◇ provide high-quality products at fair and reasonable prices.
- ◇ never offer or accept kickbacks, bribes, gifts or other gratuities of any kind. Even business lunches are prohibited.
- ◇ never solicit or obtain proprietary or source selection information from government officials before award of a contract.
- ◇ hire present and former government personnel only in compliance with applicable laws and regulations.
- ◇ comply with all laws and regulations ensuring the ethical conduct of participants in procurement.



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Q&A

Q. A sales person for a new supplier has offered our Company a great price on materials that we use on a regular basis. The savings would be substantial, so I want to replace our current supplier as soon as possible. How should I proceed?

A. *Our Company has a covenant of good faith with all of its suppliers, who are chosen on the basis of their integrity and reliability in addition to the price they offer. Regardless of potential savings, we must be fair to our existing suppliers and honor our previous agreements. Discuss this proposal with your manager to be sure the long-term benefits are balanced with the short-term savings.*

Q. We have a position open in our department, and I am interviewing someone who currently works for a competitor. Is it OK to ask her about how the competitor conducts certain aspects of their business?

A. *No. Focus on the person's experience and qualifications for the position, not on gathering information that may be confidential. Consult with*

your local Human Resources representative or the Law Department if you have any questions about this or if the person you are interviewing gives you unsolicited confidential information about the competitor. You should not use this confidential information for any purpose.

Q. A supplier who often partners with our Company recently offered to obtain a competitor's price list. This information would definitely be useful to me. He offered, I didn't ask for the information, so is it OK to use it?

A. *No, you must refuse this offer. Furthermore, a supplier who provides you with another company's confidential information is not someone with whom our Company wants to partner. Report the issue to your supervisor or the Law Department.*

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Our Commitment in the Marketplace

WE BELIEVE IN PRINCIPLES OF FREE AND COMPETITIVE ENTERPRISE AND ARE FIRMLY COMMITTED TO THEM.

Respecting Fair Competition and Insider Trading Rules

Our Company competes vigorously but fairly and in full compliance with all antitrust and competition laws. U.S. antitrust laws apply equally to business conducted outside of the United States. In addition, many non-U.S. jurisdictions have their own competition laws.

The underlying principle behind antitrust laws is that a person who purchases goods in the marketplace should be able to select from a variety of products at competitive prices unrestricted by artificial restraints. These restraints might include price fixing, illegal monopolies and cartels, boycotts and requiring a person to buy a group of products in order to obtain favorable pricing. We believe in principles of free and competitive enterprise and are firmly committed to them.

Antitrust compliance is extremely important to the Company and its employees. Certain violations of the antitrust laws are punishable as criminal offenses or felonies, and carry heavy fines and penalties for the Company and individuals.

Much of antitrust law deals with agreements between competitors. Always be careful when communicating with competitors:

- ◇ avoid discussions of pricing, margins, discounts, promotions, terms of sale, markets, or territories with competitors unless they have a Company-related business need to know about our business.
- ◇ be especially cautious when interacting with competitors at social gatherings, industry associations, and tradeshow – avoid all discussions about customers, competitors, pricing, etc.
- ◇ obtain competitive prices only from sources other than competitors, such as published lists or mutual customers.

We allow our dealers and distributors to resell Company products in accordance with their contracts, at prices they set independently. We do not come to any agreements with them concerning resale prices or territories, nor do we limit their handling of competitive merchandise. Consult with the Law Department if you are creating or terminating a relationship or refusing to sell to a specific dealer, distributor, or customer, since these situations may lead to real or claimed antitrust violations.

Antitrust and competition laws are very complex and vary from country to country. If you believe you are involved in or have observed a potential antitrust or competition issue, consult the Law Department.

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Q&A

Q. At an industry conference, I was having lunch with a group of sales representatives from several competitors. One of them suggested that dividing up the territories might result in more profit for all of us. Is this a good idea?

A. No. This sales representative is suggesting market division, which is a violation of antitrust or fair competition laws. You should immediately leave the meeting in a way that leaves no doubt about your objection to the discussion (voice your objection loudly and announce your departure). Also, you should provide a written account of the incident to your supervisor and the Law Department. If you are in doubt about the discussion or what to do, leave the meeting and call the Law Department.

Q. I got a call from a colleague who works for a competitor, asking if our Company was planning to bid on a particular Request For Proposal (RFP). He suggested that if we skipped this one, his company would skip the next one. We were already considering not responding to this RFP due to time constraints. Should I accept his offer?

A. No. Your colleague is asking you to do something that is against the law – it is sometimes called “bid rigging”, or collusion, and it’s illegal to accept his suggestion. Our Company’s decision not to compete for this business must be made for our own valid reasons, not as part of a “deal” with a competitor. Be very clear with your colleague that our Company would never consider this kind of offer and that it is strictly prohibited by law and under our Code of Conduct. You should report this incident immediately to your supervisor and the Law Department.



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Our Commitment in the Marketplace

INSIDER TRADING IS NOT ONLY UNETHICAL, BUT ALSO ILLEGAL.

Insider Trading

In the course of our duties, we may be exposed to “material information” about the Company or other companies that is not available to the general public. “Material information” is any information that a reasonable investor would consider important in deciding whether to buy, sell or hold securities. This type of information is sometimes called “inside information”.

It is against the law for anyone in possession of inside information to use that information to purchase or sell securities (for example, stock, options, warrants, bonds). It is also illegal to have another person, such as a friend or family member, purchase securities on behalf of the person with the information. This activity is commonly referred to as “insider trading.” It is not only unethical, but also illegal, and could expose you, your friend or family member, and the Company to civil and criminal penalties.

Examples of material information include:

- ◇ acquisitions and divestitures
- ◇ changes in key management
- ◇ large contracts or joint ventures

- ◇ new products or processes
- ◇ earnings figures and trends
- ◇ dividend changes
- ◇ important information on litigation

If you are not sure what information might be considered “material,” please consult the Law Department.

We must not disclose material non-public information to any person outside the Company (including relatives, friends, or business associates) until authorized Company officials have adequately disclosed the information to the public.

Executive officers and directors of the Company are frequently in possession of non-public material information. To prevent trading in Company stock while in possession of this confidential information, all executive officers and directors should consult with the Law Department before engaging in any trading of Company stock.

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Q&A

Q. I recently learned that another company with whom we do business would announce disappointing financial results for this quarter. Since this information is not about our Company, is it still considered inside information?

A. *Yes. This kind of financial news can have a negative effect on a company's stock and would certainly be considered material non-public information, or inside information. If you, or a person with whom you share this information, purchases or sells securities on the basis of this information before it becomes public, then you are engaging in insider trading.*

Q. I have Company stock options I would like to exercise. How do I know when it's OK to exercise options, and when I might be considered an "insider"?

A. *If you have any doubt as to whether you possess inside information about the Company, and would therefore be prohibited from exercising options and selling the underlying shares until the information becomes public, contact the Law Department. If you are exercising options and will hold the shares you receive upon exercise, you may do so but it is recommended that you contact the Law Department before you exercise the options.*



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Our Commitment in the Marketplace

Doing Business Internationally

Doing business in foreign countries can be complex. Local cultures, customs, and business practices vary dramatically from country to country. However, although we adapt to local business customs and market practices, we must follow all applicable U.S. and local laws, regardless of any local customs and regardless of the fact that our partners or suppliers may not be subject to the same restrictions.

We respect the laws, cultures, and customs of all countries in which the Company operates. We conduct the Company's overseas activities in a way that contributes to the positive development of the local community.

Business with International Vendors and Government Officials – Anti-Bribery and Anti-Corruption Laws

Under the U.S. Foreign Corrupt Practices Act (FCPA), the United Kingdom's Bribery Act, and other anti-bribery and anti-corruption laws around the world, employees and representatives of our Company are prohibited from providing to, or accepting from, government officials or anyone else, anything of value

in order to win or retain business, or influence the government official's acts or decisions for the Company's benefit.

The Foreign Corrupt Practices Act (FCPA) and other anti-bribery laws also require that all books, records, and accounts must accurately and fairly reflect business transactions and dispositions of the Company's assets. The Company maintains a system of internal accounting controls to provide adequate corporate supervision over our accounting and reporting activities.

Certain payments and gifts to government officials whose duties are essentially ministerial or clerical may be permissible. Since it is often difficult to determine the legality of such payments under local law and U.S. law at a given location, **you must consult with the Law Department before authorizing or making any such payment.** For additional guidance on conducting business internationally, please refer to the Company's separate policy on Global Anti-Corruption.



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Export and Import Control Laws and Regulations

Many countries have laws restricting or requiring licenses for the export or import of particular goods and services to other countries and to certain parties. In addition, countries often impose trade sanctions against other countries or groups. We comply with all export and import control laws and regulations of all countries in which the Company does business. Seek guidance from the Law Department before importing or exporting goods or services that might be impacted by these trade sanctions.

Anti-Boycott Laws

Some countries have adopted laws prohibiting companies from participating in or cooperating with international trade embargoes or sanctions that have been imposed by other countries. In the United States, for example, anti-boycott laws prevent any person or company from taking any action in support of a boycott imposed by one country upon a country that is friendly to the United States. U.S. anti-boycott laws also require companies to report any request to participate or cooperate in such a boycott. If you receive such a request, immediately notify the Law Department.

**ALTHOUGH WE ADAPT TO LOCAL BUSINESS CUSTOMS AND MARKET PRACTICES,
WE MUST ADHERE TO ALL APPLICABLE U.S. LAWS.**

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Our Commitment
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Q&A

Q. I am working on a proposal for a customer. They have asked for a certificate of origin proving that none of the products supplied was made in Israel. The products in question were not manufactured in Israel, so may I provide this certificate?

A. *No. This request violates US anti-boycott laws. You should report this request to the Law Department.*

Q. I am working on behalf of our Company in a country where the government owns and operates certain stores. The manager overseeing these stores has asked our local distributor to pay a fee in order to get our products on the shelves. Would this payment violate anti-bribery laws?

A. *The manager of the state-owned stores is considered a government official, and thus our local distributor is acting as an agent of Church & Dwight in dealing with a foreign government. In this case, the payment could be considered a*

violation of both the FCPA and local anti-corruption statutes. Before proceeding, contact the Law Department.

Q. I recently met an agent who can assist our Company in obtaining business in a country where it has been particularly difficult for us to become established. May I engage this agent on behalf of our Company?

A. *Speak with our Law Department first to ensure that the agent's contacts and methods are in line with both local and U.S. laws. Due diligence about the agent's business, its' affiliations, reputation, financial status and legal history is critical; our Company cannot avoid legal liability by acting through an agent or other third-party representative. If an agent violates the U.S. Foreign Corrupt Practice Act by making an improper payment to a government official or takes any other action that violates the law, the Company may be held responsible for that conduct.*



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Our Commitment
to Our Communities

“Never underestimate the power of a single good idea to transform most any business.”

*– Bob Davies, former Chairman
and CEO of the Company*

Conserving Our Environment

Church & Dwight has a proud history of integrating environmental stewardship and conservation with business strategy. Our corporate culture was formed around our respect for our consumers, customers, employees, and the planet. Both our products and the way we conduct our business reflect that attitude of respect.

We will comply with all applicable environmental, safety, and health laws and regulations. Where laws and regulations do not exist, we will apply responsible standards.

If you discover improperly functioning pollution control devices or any potentially hazardous discharges or are aware of any problematic spills, leakage, or air emissions report the issue to your supervisor and follow your local rules for handling these matters. If you are still concerned, you may contact the Law Department or Environmental Safety Operations Department for assistance.

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Our Commitment to Our Communities

Our Sustainable Future

Long before “corporate responsibility” became fashionable, Church & Dwight was pioneering socially responsible practices. For example, as an early supporter of environmental protection, we introduced Arm & Hammer Non-Polluting Laundry Detergent in 1970. In keeping with our tradition, we remain committed to product and process innovations that will help sustain our environment and carry forward the trust our stakeholders place in us and our products.

Our Company’s commitment to sustainability goes beyond product development. It extends into every facet of our business operations. We seek to integrate the economic, social, and environmental benefits of our sustainability program in order to provide enhanced shareholder return. Underlying this approach is a holistic view of sustainability: we believe it’s both possible and desirable to promote the health and wellbeing of people and the planet while also generating profits.



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Our Commitment **to Our Communities**

A good example of our progress toward becoming a more sustainable enterprise is the Company's integrated laundry detergent manufacturing plant and distribution center in York County, Pennsylvania. This state-of-the-art facility was designed with ambitious sustainability goals in mind. The York plant will result in a 30% reduction in energy consumption, a 50% reduction in solid waste and industrial effluent from manufacturing operations, and use renewable energy sources for on-site processing needs.

Corporate Sustainability Report

In 2007, our Company issued its first Corporate Sustainability Report, reporting on seven Global Reporting Initiative (GRI) indicators. Going forward, we will report on key indicators as we continue to integrate other aspects of sustainability into our day-to-day business.

The key reporting areas in our sustainability program include:

- ◇ Ingredient Sourcing and Preferred Suppliers - our ingredients are obtained and used in ways that meet environmental standards and our suppliers are expected to meet our standards.
- ◇ Supply Chain Management Efficiency - throughout the supply chain, our operations strive to reduce waste and minimize use of resources.
- ◇ Product Development and Stewardship - we provide consumers with products that are both cost-effective and sustainable for our environment.
- ◇ Marketing Our Brands - our message to consumers is consistent with our commitment to sustainability.

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WE BELIEVE IT'S BOTH POSSIBLE AND DESIRABLE TO PROMOTE THE HEALTH AND WELLBEING OF PEOPLE AND THE PLANET WHILE ALSO GENERATING PROFITS.

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Our Commitment to Our Communities



Employee Participation

Every employee, regardless of their direct involvement in product development or manufacture, is integral to the success of the Company and to our implementation of these sustainability initiatives.

At our various locations, our employees participate in charitable activities, including monetary contributions and serving meals at food centers or building houses for those in need. These activities exemplify our belief that sustainability is not just about the environment, but includes a commitment to foster the health and wellbeing of the communities where we live, work, and play.

Our employees are encouraged to support local charities and to participate in charitable or community activities to assist those who are less fortunate. In some locations we have introduced an incentive program to encourage employees to commit to making personal changes in support of both human and environmental health. For more information about these programs, contact the Sustainability Office at sustainability@churchdewight.com or your local Human Resources representative.

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Q&A

Q. I have an idea that would save the Company money and help the environment. How can I get it implemented?

A. Every idea makes a difference, whether you implement it here at our Company or in your personal life. Contact the Office of Sustainability at sustainability@churchdwight.com or talk with your local supervisor to explain your idea.

Q. I've heard a lot about trying to reduce our carbon footprint and "going green," but what can we as individual employees really do to help?

A. A lot! Turning off lights and computers when you go home at night, recycling paper, carpooling, all of these things add up to big savings for the Company and for our planet. Speak to your supervisor for more ideas, or contact the Office of Sustainability at sustainability@churchdwight.com. Your commitment to the environment, both in the workplace and at home, reflects the Company's commitment to a sustainable future.



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Exhibit
A-1

INITIAL CHURCH & DWIGHT CO., INC. CODE OF CONDUCT DISCLOSURE STATEMENT

As a director, officer, general manager, or other employee of Church & Dwight Co., Inc. (the “Company”), I have read and understand the Company’s Code of Conduct, and I hereby reaffirm my agreement to comply with its terms. I hereby certify as follows:

1. I have received a copy of the Code of Conduct.
2. I have read, understand and agree to comply with the Code of Conduct.
3. I am currently in compliance and, as applicable, members of my family are in compliance, with the terms of the Code of Conduct and all obligations imposed by it, except as disclosed below or on a separate page attached to this statement.
4. I am not aware of any conduct on the part of any person associated with the Company that may constitute a violation of the Code of Conduct, except with respect to any matters that I may have disclosed to the Compliance Officer and/or as disclosed below or on a separate page attached to this statement.

I understand that all Disclosure Statements may be available to the Compliance Officer, the Board of Directors of the Company, the Law Department, the Human Resources department, and outside legal counsel. Such information shall otherwise be held in confidence except when, after consultation with the Company’s legal counsel and senior management at my location and at the Company’s headquarters, the Company’s best interests would be served by disclosure.

Each person signing a Disclosure Statement is responsible for keeping his/her Disclosure Statement current. These statements will be kept by the Company’s Law Department.

Signature

Name

Date

Comments or disclosures with respect to items 1-4: (Use separate page if necessary)

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Exhibit A-2

ANNUAL CHURCH & DWIGHT CO., INC. DISCLOSURE STATEMENT

As a director, officer, general manager or other managerial employee of Church & Dwight Co., Inc. (the “Company”), I have read and understand the Company’s Code of Conduct, and I hereby reaffirm my agreement to comply with its terms.

With respect to the last 12 months, I hereby certify as follows:

1. I have complied and, as applicable, members of my family have complied, with the terms of the Code of Conduct and all obligations imposed by it, except as disclosed below or on a separate page attached to this statement.
2. I am not aware of any conduct on the part of any person associated with the Company that may constitute a violation of the Code of Conduct, except with respect to any matters that I may have disclosed to the Compliance Officer and/or as disclosed below or on a separate page attached to this statement.

I understand that all Disclosure Statements may be available to the Compliance Officer, the Board of Directors of the Company, the Law Department, the Human Resources department, and outside legal counsel. Such information shall otherwise be held in confidence except when, after consultation with the Company’s legal counsel and senior management at my location and at the Company’s headquarters, the Company’s best interests would be served by disclosure.

Each person signing a Disclosure Statement is responsible for keeping his/her Disclosure Statement current.

These statements will be kept by the Company’s Law Department.

Signature

Name

Date

Comments or disclosures with respect to items 1-2: (Use separate page if necessary)

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