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November 7, 2013

Mr. Arvind Ganesan
Business and Human Rights Director
Human Rights Watch
350 Fifth Avenue, 34th Floor
New York, NY 10118

Dear Mr. Ganesan,

Thank you for the continued dialogue since our July 29, 2013 response to HRW's first outreach. We have received your most recent letter dated October 10, 2013 and appreciate HRW's engagement in support of global human rights. As we have discussed at P&G, our commitment to diversity is unwavering, and our support of our lesbian, gay, bisexual, and transgender employees is unequivocal as we work to create and maintain a fully inclusive and safe work culture.

Specific to the Sochi Winter Games, we strongly support the IOC's statement that sport is a human right and that the Games should be open to all regardless of race, gender, or sexual orientation. We expect the IOC to ensure the games are free of discrimination. We have asked the IOC to obtain written assurances from the Russian government, which the IOC has posted online at <http://www.olympic.org/news/ioc-statement/207922>. The IOC further affirms their ongoing commitment to uphold the Olympic charter, including a games free of any discrimination for all who are involved, from spectators to athletes.

The Olympics provide a unique opportunity to unite the world in a positive and inspirational way. We recognize the importance of participation and remain committed to staying vigilant and closely engaged with the IOC on the questions you have raised. We are confident that the IOC continues to be the best body to effectively address these concerns with the 2014 Sochi Organizing Committee and relevant authorities. And, as a global company operating across a diversity of laws, we will continue our focus on providing a welcoming and safe work environment that supports respect and inclusion for every individual.

Sincerely,

Clifford E. Henry
Corporate Social Responsibility
The Procter and Gamble Company