

GLOBAL HUMAN RIGHTS POLICY

Purpose

Ecolab is committed to upholding human rights globally. We believe in enhancing the well-being of people and communities around the world. The human rights of our employees and those that we do business with are respected across Ecolab's global operations and we are committed to respecting the international human rights standards defined by the [United Nations Global Compact](#) and the [Universal Declaration of Human Rights](#).

Scope

This Policy applies to all Ecolab employees globally including contingent workers and anyone doing business on behalf of Ecolab.

Policy

We are committed to respecting international human rights standards, as defined by the UN Guiding Principles on Business and Human Rights which include the UN Universal Declaration of Human Rights and the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. We operate in alignment with the policies and procedures outlined in the SA8000 Standard which seek to protect basic human rights of workers. We aspire to create an inclusive and respectful work environment, establish decent working conditions, pay in an equitable way, and work to eliminate all forms of child and forced labor, discrimination, anti-corruption and bribery. We have regional programs in place to assess conformity with these policies and commitments. In addition, Ecolab undertakes compliance and ethics assessments to better understand human rights related risks.

- Our [Code of Conduct](#) contains detailed human rights aspects relevant to our operations and requires Ecolab employees to report potential human rights issues.
- Our [Supplier Code of Conduct](#) sets out Ecolab's expectations for its suppliers in the areas of integrity, ethical and legal standards, compliance, labor rights and employment law, health and safety, environment, anti-bribery and corruption and supplied materials. Ecolab's suppliers are held to global fundamental principles of human dignity, and we are committed to ethical sourcing.
- Our [Ethical Sourcing Standards](#) communicate to our vendors and business partners our expectations on human rights and ethics and our standards for operation, including addressing implications of the UK Modern Slavery Act and the California Transparency in Supply Chains Act.
- Our [Freedom of Association Position](#) communicates that Ecolab respects the principles of freedom of association and the right to collective bargaining in accordance with applicable national law. Ecolab recognizes an employee's right to participate in such activities without fear of reprisal, intimidation, or harassment.
- Our [Anti-Human Trafficking Policy](#) communicates expectations around slavery and human trafficking. Ecolab has a zero-tolerance policy prohibiting human trafficking.

- Our [Conflict Minerals Policy](#) supports human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries.

Responsibility

The overall responsibility for ensuring compliance with this Policy is assigned to all Ecolab employees with oversight by the Global Compliance Department.

Reporting

Any possible violations of this Policy must be reported immediately using Ecolab’s available Code of Conduct reporting resources.

References

- [Anti-Corruption Policy](#)
- [Anti-Discrimination Position](#)
- [Anti-Human Trafficking Policy](#)
- [Code of Conduct](#)
- [Conflict Minerals Policy](#)
- [Ethical Sourcing Position](#)
- [Freedom of Association Position](#)
- [Supplier Code of Conduct](#)

Version #	Date	Description	Revised By
Initial Release	06/22/2022	Initial Release	Global Compliance