



## Our Commitment to Equal Opportunity and Affirmative Action

Ecolab is committed to fair and equal treatment of associates and applicants. The Company will recruit, hire, promote, transfer and provide opportunities for advancement on the basis of individual qualifications and job performance. In all matters affecting employment, compensation, benefits, working conditions, opportunities for advancement and layoffs, the Company will not discriminate against any associate or applicant for employment because of race, religion, color, creed, national origin, citizenship status, sex, sexual orientation, gender identity, marital status, age, disability, or status as a covered veteran.

In addition, Ecolab is committed to furthering the principles of Equal Employment Opportunity (EEO) through Affirmative Action (AA). The Company's goal is to fully utilize minority, female, disabled and covered veteran individuals at all levels of the workforce.