

2015 CORPORATE SUSTAINABILITY REPORT GRI INDEX

GLOBAL REPORTING INITIATIVE CONTENT INDEX

This report was prepared in alignment with the Global Reporting Initiative's G4 Core Sustainability Reporting Guidelines. For more information, please visit www.globalreporting.org.

G4 GENERAL STANDARD DISCLOSURES

Strategy and Analysis

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-1	Statement from the most senior decision-maker of the organization	Fully	2015 Corporate Sustainability Report Summary pages 2-3
G4-2	Description of key impacts, risks and opportunities	Fully	Page 18, 2015 Sustainability Report Summary pages 3-42, and CDP submission sections 2, 5 and 6

Organizational Profile

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-3	Name of the organization	Fully	Ecolab
G4-4	Primary brands, products and services	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-5	Location of the organization's headquarters	Fully	Worldwide Headquarters 370 Wabasha St. N., St. Paul, Minn. 55102
G4-6	Number of countries where the organization operates and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-7	Nature of ownership and legal form	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-8	Markets served	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-9	Scale of the organization	Fully	Page 18
G4-10	Total number of employees	Partially	Page 18

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-11	Percentage of total employees covered by collective bargaining agreements	Partially	Page 20
G4-12	Describe the organization's supply chain	Fully	Page 20
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain	Fully	Page 20
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	Fully	Page 21
G4-15	List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	Fully	Page 21
G4-16	List memberships of associations and national or international advocacy organizations in which the organization is engaged	Fully	Page 22

Identified Material Aspects and Boundaries

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
	List of all entities included in the organization's consolidated financial statements or equivalent documents	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-18	Explain the process for defining the report content and the Aspect Boundaries and how the organization has implemented the Reporting Principles for Defining Report Content	Fully	Page 12-13
G4-19	List all the Material Aspects identified in the process for defining report content	Fully	Page 15
G4-20	Aspect Boundary within the organization for each material Aspect	Fully	Page 15
G4-21	Aspect Boundary outside the organization for each material Aspect	Fully	Page 15
G4-22	Effect of any restatements of information provided in previous reports and the reasons for such restatements	Fully	Page 16-17
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Fully	Page 15

Stakeholder Engagement

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-24	List of stakeholder groups engaged by the organization	Fully	Page 13-14
G4-25	Basis for identification and selection of stakeholders with whom to engage	Fully	Page 13-14
G4-26	Organization's approach to stakeholder engagement	Fully	Page 13-14
G4-27	Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key topics and concerns	Fully	Page 22

Report Profile

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-28	Reporting period	Fully	January 1-December 31, 2015
G4-29	Date of most recent previous reports	Fully	2014
G4-30	Reporting cycle	Fully	Annual
G4-31	Contact point for questions regarding the report or its contents	Fully	sustainability@ecolab.com
G4-32	"In accordance" option the organization has chosen	Fully	Page 2
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	Fully	Page 22

Governance

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-34	Governance structure of the organization	Fully	Page 24 and Ecolab's 2015 Annual Report and Form 10-K

Ethics and Integrity

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-56	Organization's values, principles, standards and norms of behavior	Fully	Page 24

G4 SPECIFIC STANDARD DISCLOSURES

Economic

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE / DIRECT ANSWER
G4-EC DMA	Disclosure of management approach	Fully	Ecolab's 2015 Annual Report and Form 10-K
G4-EC1	Direct economic value generated and distributed	Partially	2015 Annual Report and Form 10-K
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Fully	Ecolab's 2015 Annual Report, Form 10-K and Ecolab's submission to the CDP
G4-EC3	Coverage of the organization's defined benefit plan obligations	Partially	Ecolab's 2015 Annual Report and Form 10-K
G4-EC4	Financial assistance received from government	Fully	Page 26
G4-EC5	Ratio of standard entry-level wage by gender compared to local minimum wage at significant locations of operations	Unable to report	Data not available
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	Fully	Page 26
G4-EC7	Development and impact of infrastructure investments and services supported	Fully	Page 27
G4-EC8	Significant indirect economic impacts	Fully	Page 27
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	Fully	Page 27

Environmental

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-EN DMA	Disclosure of management approach	Fully	Pages 29-30
G4-EN1	Materials used by weight or volume	Fully	Page 30
G4-EN2	Percentage of materials used that are recycled input materials	Fully	Page 30
G4-EN3	Energy consumption within the organization	Fully	Page 31
G4-EN4	Energy consumption outside the organization	Fully	Page 33
G4-EN5	Energy intensity	Fully	Page 34
G4-EN6	Reduction of energy consumption	Fully	Page 34
G4-EN7	Reduction in energy requirements of products and services	Fully	Page 35
G4-EN8	Total water withdrawal by source	Fully	Page 36
G4-EN9	Water sources significantly affected by withdrawal of water	Fully	Page 38
G4-EN10	Percentage and total volume of water recycled and reused	Fully	Page 39
G4-EN11	Operational sites owned, leased, or managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Fully	Page 40
G4-EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fully	Page 40
G4-EN13	Habitats protected or restored	Fully	Page 40
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations	Fully	Page 41
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Fully	Page 41
G4-EN16	Direct GHG emissions (Scope 1)	Fully	Page 41
G4-EN17	Other indirect GHG emissions (Scope 3)	Fully	Page 42

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-EN18	GHG emissions intensity	Fully	Page 42
G4-EN19	Reduction of GHG emissions	Fully	Page 43
G4-EN20	Emissions of ozone-depleting substances (ODS)	Fully	Page 43
G4-EN21	NOx, SOx and other significant air emissions	Fully	Page 44
G4-EN22	Total water discharge	Fully	Page 45
G4-EN23	Total weight of waste	Fully	Page 47
G4-EN24	Total number and volume of significant spills	Fully	Page 49
G4-EN25	Weight of hazardous waste transported, imported, exported, treated and shipped internationally	Fully	Page 49
G4-EN26	Biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Fully	Page 50
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Fully	2015 Corporate Sustainability Report Summary page 40-41
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed	Partially	Refer to EN2
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fully	Page 50
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations and transporting members of the workforce	Fully	Refer to EN4 and EN17
G4-EN31	Total environmental protection expenditures and investments	Unable to report	Data not available
G4-EN32	Percentage of new suppliers screened using environmental criteria	Fully	Page 50
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Fully	Page 51
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms	Fully	Page 51

Social: Labor Practices and Decent Work

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-LA DMA	Disclosure of management approach	Fully	Pages 52-53
G4-LA1	Total number and rates of new employee hires and employee turnover	Fully	Pages 54-55
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Partially	Page 56
G4-LA3	Return to work and retention rates after parental leave	Partially	Page 56
G4-LA4	Minimum notice periods regarding operational changes	Partially	Page 56
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Unable to report	Data not available
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work-related fatalities	Fully	Page 57
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Fully	Page 58
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Partially	Page 58
G4-LA9	Average hours of training per year per employee	Fully	Page 58
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees by assisting them in managing career endings	Fully	Page 59
G4-LA11	Percentage of employees receiving regular performance and career development reviews	Fully	Page 60
G4-LA12	Composition of governance bodies	Fully	Pages 61-64
G4-LA13	Ratio of basic salary and remuneration of women to men	Unable to report	We do not report on this disclosure because the information is proprietary
G4-LA14	Percentage of new suppliers screened using labor practices criteria	Fully	Page 64

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Fully	Page 65
G4-LA16	Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanisms	Unable to report	We do not report on this disclosure because the information is proprietary

Social: Human Rights

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/DIRECT ANSWER
G4-HR DMA	Disclosure of management approach	Fully	Page 66
G4-HR1	Number and percentage of significant investment agreements and contracts that include human-rights clauses or that underwent human rights screening	Unable to report	We do not have information to address this disclosure
G4-HR2	Total hours of employee training on human-rights policies or procedures concerning aspects of human rights that are relevant to operations	Fully	Page 67
G4-HR3	Total number of incidents of discrimination	Unable to report	We do not report on this disclosure because the information is proprietary
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk	Partially	Page 67
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor and measures taken to contribute to the abolition of child labor	Fully	Page 67
G4-HR6	Operations and suppliers identified as having significant risks for incidents of forced or compulsory labor and measures to contribute to the elimination of all forms of forced or compulsory labor	Fully	Page 68
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Fully	Page 68
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Unable to report	We do not report on this disclosure because the information is proprietary

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Fully	Page 68
G4-HR10	Percentage of new suppliers screened using human rights criteria	Fully	Page 69
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain	Fully	Page 69
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms	Unable to report	We do not report on this disclosure because the information is proprietary

Social: Society

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-S0 DMA	Disclosure of management approach	Fully	Page 70
G4-S01	Percentage of operations with implemented local community engagement, impact assessments and development programs	Fully	Page 71-74
G4-S02	Operations with significant actual and potential negative impacts on local communities	Fully	Page 74
G4-S03	Total number and percentage of operations assessed for risks related to corruption and significant risks identified	Fully	Page 74
G4-S04	Communication and training on anti-corruption policies and procedures	Fully	Page 75
G4-S05	Confirmed incidents of corruption and actions taken	Unable to report	We do not report on this disclosure because the information is proprietary
G4-S06	Total value of political contributions	Fully	Page 75
G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes	Fully	Page 75
G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations	Fully	Page 76

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-S09	Percentage of new suppliers screened using criteria for impacts on society	Fully	Page 76
G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	Fully	Page 76
G4-S011	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms	Unable to report	We do not report on this disclosure because the information is proprietary

Social: Product Responsibility

PROFILE DISCLOSURE	DESCRIPTION	REPORTED	CROSS-REFERENCE/ DIRECT ANSWER
G4-PR DMA	Disclosure of management approach	Fully	Page 77
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Fully	Page 78
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycles	Fully	Page 78
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling	Fully	Page 78
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling	Fully	Page 79
G4-PR5	Results of surveys measuring customer satisfaction	Fully	Page 79
G4-PR6	Sale of banned or disputed products	Fully	Page 79
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications	Fully	Page 80
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Fully	Page 80
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Fully	Page 80

MATERIALITY ASSESSMENT

APPROACH TO MATERIALITY

At Ecolab, sustainability is core to our business strategy. We deliver sustainable solutions that help companies around the world achieve business results while minimizing environmental and social impact. The work we do matters, and the way we do it matters to our employees, customers, investors and the communities in which we and our customers operate.

We know that our greatest impact on the world is through the solutions we provide to our customers. Our most material risks and opportunities directly relate to our ability to help our customers operate sustainably. Therefore, the parameters of our 2015 Corporate Sustainability Report have been established based on a strategic assessment of the issues that our stakeholders care most about, are of greatest relevance to our business strategy and impact our ability to deliver on our promise to make the world cleaner, safer and healthier.

This approach to materiality aligns with our corporate strategy to address some of the world's most pressing and complex challenges through our own operations and the solutions we provide to our customers.

MATERIALITY ASSESSMENT PROCESS

The Global Reporting Initiative (GRI) defines material issues as those that “have a direct or indirect impact on an organization’s ability to create, preserve or erode economic, environmental and social value for itself, its stakeholders and society at large.”

As a company, we employ a multifaceted process to determine material issues in order to align materiality with our company’s and customers’ key business drivers. Ecolab’s annual enterprise “Assessment of Significant Business Risks” provides the foundation for assessing the materiality of issues to our business. The annual assessment is conducted using a survey tool designed to identify strategic, operational, financial and compliance-related risks to the company. Risks are documented along with the likelihood and impact of their occurrence. An audit-services vice president manages the process, and the results are presented to the executive management team and Ecolab Board of Directors. The most significant business risks are reported publicly through the company’s annual 10-K filing.

The risks and opportunities material to our business did not change significantly from the previous reporting period. Therefore, we utilized the materiality assessment conducted in 2014 to inform our 2015 reporting.

In 2016, we will be conducting a formal process to reassess issues of material importance, specific to sustainability, to inform our ongoing sustainability strategy. Our formal sustainability-specific materiality assessment will aim to:

- Gather input on critical risk and opportunity drivers and sustainability issues across our businesses
- Evaluate the nature of specific impacts and our ability to affect the issues
- Provide context and review prioritized drivers for transparency and disclosure of sustainability risks and opportunities
- Identify gaps in our risk and opportunity assessment to inform our materiality-assessment process in subsequent years
- Suggest actions to enhance sustainability and corporate programs as well as improve our transparency in reporting

Our sustainability materiality process involves:

- Leveraging existing enterprise risk-management processes to align materiality with key business drivers
- Engaging diverse stakeholders to assess sustainability-specific material issues
- Placing each risk and opportunity on a matrix to show relative impact and likelihood
- Sharing the results with Ecolab stakeholders for discussion and refinement
- Collating all information and data points gathered to prepare our annual materiality table to inform sustainability reporting and decision-making across the company

STAKEHOLDER ENGAGEMENT

In order to garner a comprehensive understanding of risks and opportunities, we engage in an ongoing dialogue with a diverse set of stakeholders to assess the materiality of sustainability-specific issues. Our annual stakeholder-engagement process includes employees, customers, investors and relevant external groups.

Employees

We strive to make Ecolab a place where talented and capable people are inspired, motivated and fully engaged in their work. Our associates drive innovation, support business growth and provide personally delivered service and on-the-ground support at more than one million customer locations. The perspectives of our associates are critical to our success and inform our business strategy.

Our annual Assessment of Significant Business Risks process includes interviews and surveys of leadership across business units and functions, including:

- Operation heads across businesses
- Human resources
- Supply chain and procurement
- RD&E and product development
- Marketing
- Finance, risk, legal and regulatory affairs

Customers

Our relationships with many of the world's biggest brands give us a unique opportunity to understand the risks and opportunities facing a wide range of industries all around the world. We learn from our customers – the challenges they face and the results they desire – and we use this knowledge to drive innovation and help them achieve their business and sustainability goals. What matters to our customers, matters to us. In addition to our daily interactions, we employed the following strategies to inform customer-specific risks and opportunities in 2015:

- Annual enterprise business reviews: Every year we conduct a thorough review of our partnerships with each customer to measure our impact over the past year and assess key business drivers to shape future strategies.
- Active participation in industry organizations, including the Food Marketing Institute, National Restaurant Association, Grocery Manufacturers Association, Consumer Specialty Products Association, AISE, American Cleaning Institute, Beverage Industry Environmental Roundtable, Corporate Eco Forum, National Association of Manufacturers. Sustainable Purchasing Leadership Council, Consumer Goods Forum and World Travel and Tourism Council.

Investment Community

As a publicly traded company, we place a priority on the opinions of our shareholders. We engage in dialogue with our stakeholders each year at our annual shareholder meeting.

Society

Our ability to provide and protect clean water, safe food, abundant energy and healthy environments is strengthened through our partnerships with reputable global NGOs. Through these partnerships, we strengthen our understanding of global trends impacting our business, customers and communities around the world. In 2015, we actively engaged with relevant organizations, and these partnerships influenced our assessment of our company's risks and opportunities related to society.

Our NGO partnerships in 2015 included the UN Global Compact and CEO Water Mandate, Alliance for Water Stewardship, The Nature Conservancy, The Project WET Foundation, World Resources Institute, Corporate Executive Board and the Sustainability Consortium.

SUSTAINABILITY GOVERNANCE

Ecolab's sustainability strategy is governed by a Sustainability Executive Advisory Team (SEAT) made up of 10 members of the company's executive leadership. The SEAT meets with the Corporate Sustainability Team on a quarterly basis and is responsible for operationalizing sustainability across the company; coordinating and communicating company policy and decision-making related to sustainability; setting annual goals and metrics for key sustainability priorities; sustainability outlook assessment; and risk management.

SUSTAINABILITY ISSUES MATERIAL TO ECOLAB

This materiality-assessment process results in a set of sustainability aspects of material significance to Ecolab. All aspects listed in our materiality diagram are deemed to be material to Ecolab, with impacts within and outside our organization.



ONGOING ASSESSMENT

The risks and opportunities we face are constantly evolving. In 2016, we will strengthen and broaden our sustainability materiality assessment by conducting a refresh of our process and seeking to further integrate annual enterprise risk assessment and stakeholder engagement activities and better inform our analysis of the materiality of specific sustainability issues to Ecolab.

REPORTING CHANGES AND RESTATEMENTS FOR 2015 REPORTING PERIOD: (JANUARY 1-DECEMBER 31, 2015)

ADJUSTMENTS

Ecolab developed an inventory of greenhouse gas (GHG) emissions as part of our commitment to reducing our carbon footprint in 2007. In 2009, we expanded the primary inventory to include our other key operational environmental impacts of water withdrawal, wastewater discharged and waste disposed. During completion of 2015 inventories, we identified changes that impacted historical inventories resulting in a restating of our 2012 baseline to measure progress against our corporate goals.

Throughout 2015, data gaps were identified and corrected, which impacted historical inventories for each metric reported. We also continue to implement many new data-management collection processes to maintain our energy and water invoices for all owned and operationally controlled fixed facilities. This serves as another way to perform internal and third-party auditing of this data.

Globally, Ecolab had a 70 percent invoice-compliance rate in 2015, meaning that 70 percent of all energy and water invoices from all owned and operationally controlled fixed facilities were used to compile 2015 data. We are particularly focused on maintaining a full set of invoices for the majority of our largest contributor sites: we have a 92 percent invoice participation rate from the 20 percent of plants that make up 80 percent of our internal manufacturing sustainability footprint.

Net sales are adjusted to constant 2012 dollars to factor out inflation when normalizing Ecolab's emissions performance against the baseline year, following best-practices guidance from the GHG Protocol and EPA Climate Leaders. Ecolab's net sales are adjusted for inflation using Producer Price Indexes (PPI) from the Bureau of Labor Statistics.

Ecolab has had its 2015 global Scope 1, 2 and 3 (United States and Europe business travel only) GHG emissions and global water withdrawal verified by a third party using the ISO 14064-3: Greenhouse Gases – Part 3 specification standard and the International Standard on Assurance Engagements (ISAE) 3000 for water withdrawal.

GREENHOUSE GAS INVENTORY CHANGES

The following structural changes, which impact summary data for 2012, 2013 and 2014, were completed for the 2015 GHG inventory:

- Data gaps identified and adjusted in the 2012, 2013 and 2014 inventories, which impact previously reported summary data, including historical real estate data for global leased and owned locations, were updated to correct inaccurate building-area and building-type information. This primarily affected operationally controlled sites where energy use and subsequent emissions were previously estimated.
- We have included calculation of 'market-based' scope 2 emissions as well as 'location-based' scope 2 emissions as per the revised GHG Protocol guidance. At this stage, this involves using the residual mix factors for Europe as published by RE-DISS. This will be extended to other regions when reliable residual mix emission factors are published.
- We are improving the accuracy of our calculation of the impact from refrigerant leakage by including measured quantities from some of our key locations. Previously, estimation of leakage has been calculated on a per-floor-area basis.

- Prior to the 2011 Ecolab-Nalco merger, Legacy Nalco light fleet drivers were included in a Personal Vehicle Allowance (PVA) program that allowed drivers to use their personal vehicles for business use and get reimbursed by the company. In 2012, the company began converting those drivers to the Ecolab Fleet Program, with a goal completion date of 2016. By the end of 2015, 1,683 Legacy Nalco drivers had been converted. Since the PVA program contributed to Scope 3 emissions and the Ecolab Fleet Program contributes to Scope 1 emissions, a baseline adjustment was completed.
- This year, we have revised our method for calculating emissions from air-travel. In previous years we have used the best available emission factors but they were based on flights to/from the UK. In 2015, a new set of published emission factors which better match our international scope have been released by Defra and we have adopted these for all years of assessment. This change results in a 17 percent decrease to 2012 air-travel emissions which leads to a 1.2 percent decrease in our total Scope 1, 2 and 3 emissions.

WATER, WASTEWATER AND WASTE INVENTORY CHANGES

Data gaps and corrections that impact 2012, 2013 and 2014 summary data were identified during completion of the 2015 water, wastewater and waste inventory:

- The historical real estate data for global leased and owned locations was updated to correct for inaccurate building-area and building-type information. This primarily affected operationally controlled sites where water, waste and effluent were estimated.
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G4 GENERAL STANDARD DISCLOSURES

DESCRIPTION OF KEY IMPACTS, RISKS AND OPPORTUNITIES (G4-2)

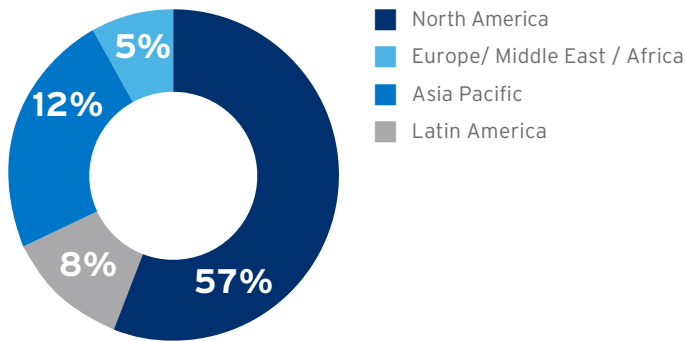
Ecolab has a rigorous process of analyzing risks and opportunities related to social factors from employee engagement to human rights across business operations and our value chain. A comprehensive review, "Assessment of Significant Business Risks," is conducted using a survey tool designed to identify strategic, operational, financial and compliance-related risks to the company. Risks are documented along with the likelihood and impact of their occurrence each year. The results are presented to the Ecolab board of directors. Our chairman of the board and CEO is responsible for appropriate strategy adjustments.

The most significant business risks are reported publicly through the company's annual 10-K filing and specific business risks and opportunities are disclosed herein. The various indicators that we measure and report on in our annual Corporate Sustainability Report are material to our success. In addition, the principles of our company (available on our website: www.ecolab.com) reflect how we conduct business on a daily basis with a focus on economic, environmental, safety and social areas.

SCALE OF ORGANIZATION (G4-9)

Total headcount, 2015: 47,000 (Annual Report) **Revenue, 2015: \$13.5 billion** (Net Sales)

SALES AND REVENUES BY REGIONS THAT MAKE UP 5 PERCENT OR MORE OF TOTAL REVENUES:



TOTAL NUMBER OF EMPLOYEES (G4-10)

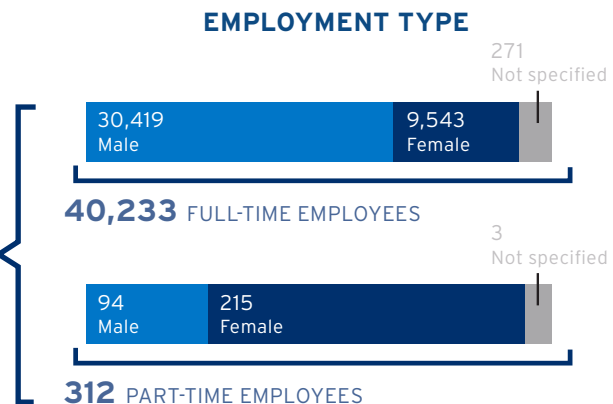
TOTAL GLOBAL EMPLOYEES (ACTIVE)



***40,785** TOTAL GLOBAL EMPLOYEES (ACTIVE)

**This data does not include temporary employees, Ecolab Europe., or employees from Swisher Hygiene acquired on November 1, 2015.*

TOTAL GLOBAL WORKFORCE BY EMPLOYMENT TYPE



TOTAL GLOBAL EMPLOYEES AND SUPERVISED WORKERS BY GENDER



1,908 TOTAL GLOBAL
E-LEVEL EMPLOYEES

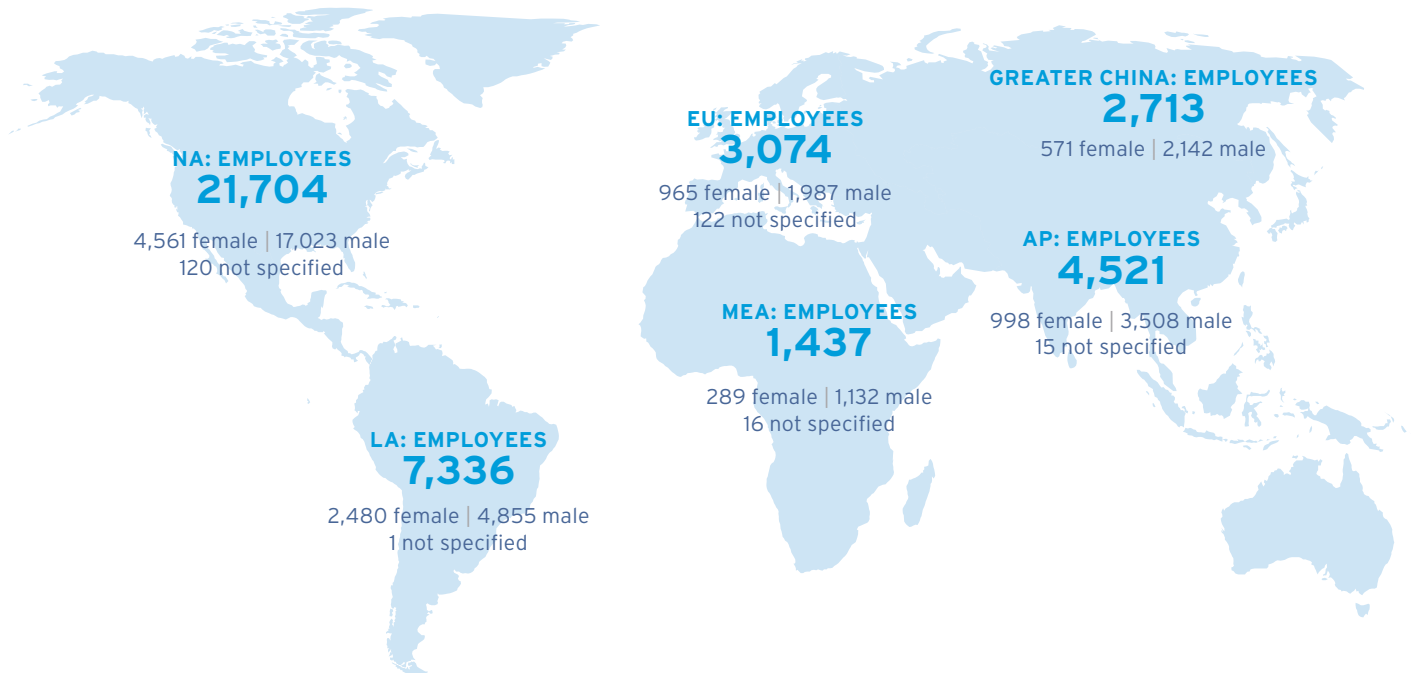


4,306 TOTAL GLOBAL PEOPLE
MANAGER EMPLOYEES



34,553 TOTAL GLOBAL INDIVIDUAL
CONTRIBUTOR EMPLOYEES

TOTAL GLOBAL WORKFORCE BY REGION



Ecolab does not have a substantial or materially significant portion of its workforce legally recognized as self-employed. Ecolab does not see a materially significant variation in its employee workforce.

**Employment data included in this disclosure is as of December 31, 2015 by region for NA, AP, GC, LA, MEA and Europe Nalco and Joint Ventures.*

**This data does not include temporary employees, Ecolab Europe., or employees from Swisher Hygiene acquired on November 1, 2015.*

PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS (G4-11)

Ecolab recognizes an employee's right to form or join unions. However, we encourage them to make an informed decision on the matter. Where employees have chosen to be represented by a labor union, we fulfill our bargaining obligations as defined by the law. Only a small percentage of our employees are currently covered under trade unions or collective-bargaining agreements. In the United States, 507 employees are covered by collective-bargaining agreements. This is approximately .025 percent of the U.S. employees.

DESCRIPTION OF THE ORGANIZATION'S SUPPLY CHAIN (G4-12)

Ecolab operates an extensive, integrated global supply chain. Our manufacturing operations and supplier base serve the needs of customers across 170 countries. The company procures more than \$4.4 billion of direct raw material, contracts manufacturing and equipment from more than 12,000 suppliers worldwide and manages distribution through various channels to external customers across 1.3 million locations.

SIGNIFICANT CHANGES DURING THE REPORTING PERIOD REGARDING THE ORGANIZATION'S SIZE, STRUCTURE, OWNERSHIP OR SUPPLY CHAIN (G4-13)

We continued to pursue opportunities to grow key areas of our business through acquisition. During 2015, Ecolab made further investments to bolster our product and service offerings and market footprint. Below is a summary of significant 2015 changes:

- Ecolab acquired Jianghai Environmental Protection Co. Ltd., a leading water treatment provider in China (June 2015): With sales of approximately \$90 million, the acquisition complements Ecolab's current industrial water treatment offerings under the Nalco name and strengthens the company's long-term growth opportunities in the increasingly water-stressed China market.
- Ecolab closed on its acquisition of the United States operations of Swisher Hygiene (November 2015): The acquisition of this hygiene and sanitizing solutions provider, which had 2014 sales of approximately \$176 million, expands the customer base and service capabilities of our Institutional business.
- Nalco Champion acquired the operations of Ultra Fab Industries, a specialized process technology provider to the oil and gas industry (November 2015): Ultra Fab designs and manufactures customized solutions and specialized chemical injection systems. With 2015 sales of approximately \$35 million, the acquisition broadens Nalco Champion's offerings and market opportunity while providing new and differentiated programs to meet the market's increasing regulatory and safety requirements.

WHETHER AND HOW THE PRECAUTIONARY APPROACH OR PRINCIPLE IS ADDRESSED BY THE ORGANIZATION (G4-14)

Ecolab identifies hazards, risks and impacts of our products through multiple mechanisms. For select products, we conduct testing to identify pertinent hazards. In instances where testing is not feasible, we follow applicable regulatory requirements and recommendations to identify and assign classifications.

This approach is based on identifying pertinent hazards of our products' ingredients which are then used to identify product hazards. We follow the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) criteria for classifying our ingredients and products. In order to thoroughly assess our ingredients, we review publicly available information from reputable sources such as the United States Environmental Protection Agency (EPA), United States Agency for Toxic Substance and Disease Registry (ATSDR), World Health Organization (WHO) and European Chemicals Agency (ECHA).

Additionally, we obtain proprietary information from our chemical suppliers. Since 2012, we have evaluated more than 1,961 substances using GHS criteria and these evaluations have resulted in our products having technically robust classifications. Our product risks are evaluated by multiple groups within Ecolab, including Toxicology, Industrial Hygiene, Sustainability, Transportation and Package Engineering. If risks are identified, appropriate mitigation measures are implemented. Finally, we use customer feedback to continuously assess our products. Customer feedback includes direct feedback from field representatives' interactions with customers and customer input received from our technical call centers and third party health and safety call centers.

EXTERNALLY DEVELOPED ECONOMIC, ENVIRONMENTAL AND SOCIAL CHARTERS, PRINCIPLES OR OTHER INITIATIVES TO WHICH THE ORGANIZATION SUBSCRIBES OR THAT IT ENDORSES (G4-15)

Ecolab subscribes to or endorses externally developed economic, environmental and social charters/principles, including the following:

- UN Global Compact and CEO Water Mandate: Ecolab became a signatory in 2012.
- CDP: Ecolab has participated in and reported to CDP since 2006.
- Alliance for Water Stewardship (AWS): Since 2010, Ecolab has partnered with WWF and AWS to develop and launch the International Water Stewardship Standard. Ecolab is a founding partner of the AWS Standard.
- The Nature Conservancy: In 2015, Ecolab, through the Ecolab Foundation, made a \$2 million pledge to support The Nature Conservancy's Securing and Restoring Water Sources Around the Globe initiative.

Other notable associations we support include:

- International Organization for Standardization (ISO)
- American Cleaning Institute (ACI)
- National Association of Manufacturers and Sustainable Purchasing Leadership Council

LIST OF MEMBERSHIPS IN ASSOCIATIONS AND NATIONAL OR INTERNATIONAL ADVOCACY ORGANIZATIONS IN WHICH THE ORGANIZATION IS ENGAGED (G4-16)

Industry and policy groups have a unique ability to influence standards, regulations and practices. Ecolab engages with a broad range of industry groups, sharing expertise and insights to help these membership organizations enhance sustainability leadership across their respective industries. In 2015, Ecolab actively participated in sustainability-related work groups within the following industry associations or groups: AISE, American Chemistry Council, American Cleaning Institute, American Hotel & Lodging Association, Beverage Industry Environmental Roundtable, Consumer Goods Forum, Consumer Specialty Products Association, Council of Great Lakes Industries, Food Marketing Institute, Grocery Manufacturers Association, Global Food Safety Initiative, National Association of Manufacturers, National Restaurant Association, Sustainable Purchasing Leadership Council, United States Council for International Business and World Travel and Tourism Council.

KEY TOPICS AND CONCERNS THAT HAVE BEEN RAISED THROUGH STAKEHOLDER ENGAGEMENT AND HOW THE ORGANIZATION HAS RESPONDED TO THOSE KEY TOPICS AND CONCERNS (G4-27)

Refer to Materiality Narrative. Ecolab's key stakeholders include its customers, investors, community organizations (including NGOs and partners) and employees. Key topics and concerns consistently raised by these stakeholder groups are represented in our Materiality diagram and correspondingly are addressed throughout our 2015 Corporate Sustainability Report.

EXTERNAL ASSURANCE (G4-33)

Ecolab has completed third-party verification by Bureau Veritas North America (BVNA) of its publicly reported 2015 Corporate Sustainability Report. BVNA completed its Limited Assurance level evaluation of the Report in accordance with the International Standard on Assurance Engagements 3000 and against the principles of the Global Reporting Initiative (GRI) Reporting Framework as defined in the GRI G4 Sustainability Reporting Guidelines.

The assurance practitioners selected for this engagement were qualified to perform the services and were impartial and independent from the management systems and reports being audited. On the basis of our methodology and the activities described above, BVNA has found no evidence that: The information and data included in the Report are not accurate, reliable and free from significant error, material mistakes or misstatements; The Report is not a fair representation of Ecolab's activities over the reporting period; The information is not presented in a clear and understandable manner, and allows readers to form a balanced opinion regarding Ecolab's performance and position during the 2015 reporting period; The Report has not been prepared in accordance with the GRI G4 Guidelines and includes appropriate consideration of the profile disclosures, management approach disclosures and performance indicators to meet the requirements of GRI G4 Core Requirements.

It is BVNA's opinion that: Ecolab has established appropriate systems for the collection, aggregation and analysis of relevant information, and has implemented underlying internal assurance practices that provide a reasonable degree of confidence that such information is complete and accurate; and Ecolab's executive management supports the development of processes for the embedding of sustainable management concepts and practices in the company.

Ecolab has completed third-party verification by Bureau Veritas North America (BVNA) of its publicly reported 2015 Global Scope 1, 2 and 3 (Business Travel only) Greenhouse Gas Emissions in accordance with the ISO 14064-3 Standard, and its publicly reported 2015 Global Water withdrawal in accordance with Bureau Veritas Assurance Procedures and International Standard on Assurance Engagements (ISAE) 3000 (basis for Bureau Veritas assurance procedures). The determination of the GHG emissions and Water withdrawal is the sole responsibility of Ecolab. BVNA was not involved in determining the GHG emissions and Water withdrawal. BVNA's sole responsibility was to provide independent verification on the accuracy of the GHG emissions and Water withdrawal reported, and on the underlying systems and processes used to collect, analyze and review the information.

GHG Reporting Protocols against which verification was conducted include the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol, Corporate Accounting and Reporting Standard and the WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The GHG Verification Protocol used to conduct the verification was ISO 14064-3: Greenhouse gases—Part 3: Specification with guidance for the validation and verification of greenhouse gas assertions.

Based on the verification process and procedures conducted to a limited assurance level of the GHG emissions assertion, BVNA found no evidence that the GHG emissions assertion and Water withdrawal assertion is not materially correct; is not a fair representation of the GHG emissions and Water withdrawal data and information; and is not prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard, International Standard on Assurance Engagements (ISAE) 3000 (basis for Bureau Veritas assurance procedures), and for Corporate Reporting on Carbon and Water on Behalf of Investors and Supply Chain Members. It is in BVNA's opinion that Ecolab has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of GHG emissions and Water withdrawal for the stated period and boundaries. Additional information is available in our CDP online submission, available at cdp.net.

GOVERNANCE STRUCTURE OF THE ORGANIZATION (G4-34)

For detailed corporate governance information, refer to Ecolab's 2015 Annual Report and Form 10-K.

The full board of directors monitors the company's progress regarding sustainability, including climate change. However, the Safety, Health and Environment Committee has the highest level of direct responsibility for sustainability matters, including environmental and social impacts and those relating to climate change. The board of directors receives a presentation from this committee annually on the company's progress regarding its sustainability goals, which include climate change impacts as appropriate. The committee members are appointed by the board and include no fewer than three directors. The primary responsibility for assuring the corporation's compliance with applicable safety, health and environmental (SHE) laws and regulations is vested in management of the corporation. In order to monitor such compliance, the board has established the committee. The committee is appointed by the board to review and oversee the corporation's SHE policies, programs and practices that affect, or could affect, the corporation's employees, customers, stockholders and neighboring communities.

Ecolab's sustainability strategy (which includes environmental, social and governance components) is governed by a Sustainability Executive Advisory Team (SEAT) that is made up of ten members of the company's executive leadership team. The SEAT meets with the Corporate Sustainability Team (comprised of research and development, communication, marketing and supply chain) on a quarterly basis and is responsible for operationalizing sustainable business practices and policies across the company; coordinating and communicating policy and decision making related to sustainability; setting goals and metrics for key sustainability priorities; and assessing sustainability outlook and risk management.

THE ORGANIZATION'S VALUES, PRINCIPLES, STANDARDS AND NORMS OF BEHAVIOR (G4-56)

Values

THE WORK WE DO MATTERS

- We make the world cleaner, safer and healthier.
- We protect vital resources. Ensure water and energy are available everywhere.
- Our products and services prevent disease and infection. Keep food supplies safe. Protect the places where people eat, sleep, work, play and heal.
- We touch what is fundamental to quality of life: We keep people healthy. We enhance well-being. We provide assurance, so life can be lived fully.
- We help our customers succeed. Reduce risk and worry. Free them to grow.

HOW WE WORK MATTERS, TOO

- We work with purpose. When there's a goal, we reach it. When there's a problem, we solve it.
- We work safely. Take care in all we do.
- We strive to do what's right, what's fair, what's honest.
- We take action together. In teams. Teams made stronger by diverse perspectives.
- We find inspiration and energy in what we do and how we do it. In growing, learning and celebrating together. In making a difference and serving the greater good.

Principles

ECONOMIC: Drive economic growth for our customers, employees, shareholders and communities.

ENVIRONMENTAL: Promote stewardship of natural resources and protect the environment.

SAFETY: Ensure safe processes that protect our employees, contractors, customers and communities.

SOCIAL: Enhance the well-being of people and communities.

Code of Conduct

Ecolab adopted its initial Code of Conduct policy in 1976. The policy was last amended on November 29, 2012. The Code of Conduct applies to all Ecolab officers, directors and employees. Ecolab intends to promptly disclose on our website should there be any further amendments to, or waivers by the board of directors of, the Code of Conduct.

All Ecolab employees and board members receive Code of Conduct training during their onboarding program and are required to complete an online refresher course on an annual basis. The Code of Conduct is re-signed by employees as part of the annual training process. The Code of Conduct is available in 20 languages.

The excellent reputation Ecolab enjoys is one of its greatest assets. It provides a solid foundation upon which to build trust with our customers and communities.

Our Code of Conduct serves as a guide for how to act and make decisions as an employee of Ecolab.

Each employee is responsible for demonstrating the company's values and following its Code of Conduct. How we work really does matter – to our coworkers, customers and communities.

G4 SPECIFIC STANDARD DISCLOSURES: ECONOMIC

DISCLOSURE OF MANAGEMENT APPROACH

Refer to Ecolab's 2014 Annual Report and Form 10-K.

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT (G4-EC4)

In 2015, Ecolab received nominal monetary support, awards, tax reliefs or subsidies directly from the government. We received federal and state tax credits in the United States to support our research and development initiatives totaling \$14,380,926 (R&D credits received in 2015 related to 2014 tax returns). Ecolab also received a federal fuel credit totaling \$550,192.

Ecolab received a Dominican Republic tax holiday of \$4,800,000 in 2015 (valued benefit equals the difference in the statutory tax rate applied to Ecolab's income for 2015 compared to the zero tax paid). Anticipated tax deductions by the Australian government for R&D expenditures in Australia will total approximately \$1,700,000 AUD for 2015.

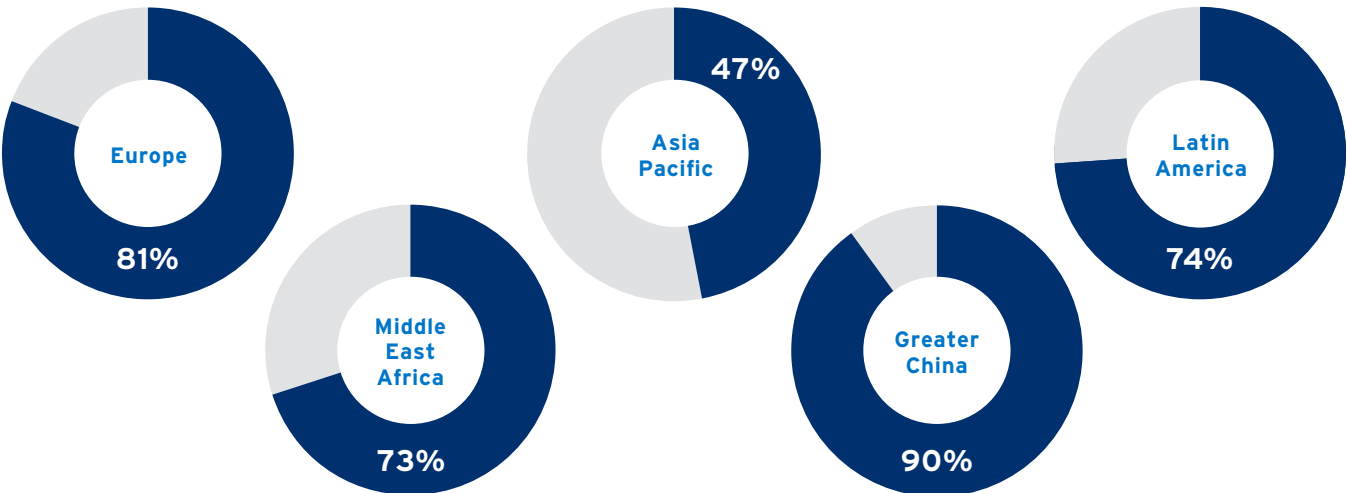
RATIO OF STANDARD ENTRY-LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATIONS (G4-EC5)

Unable to report; data not available.

PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT SIGNIFICANT LOCATIONS OF OPERATION (G4-EC6)

Senior management is defined as N-2 levels in the regions in which we operate (positions directly report to regional leader).

Local community is defined as the major regions in which we operate outside of the United States: Europe, Latin America, Greater China, Asia Pacific and Middle East/Africa. Significant locations of operations are defined as our manufacturing facilities and operation centers.



DEVELOPMENT AND IMPACT OF INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED (G4-EC7)

Ecolab built a new Global Energy Services Headquarters in Sugar Land, Texas which opened in April 2016. Architects designed the 133,000-square-foot building as a modern work space and training facility to accommodate approximately 1,000 Nalco Champion employees. A few of the sustainability features include:

- Efficient, low energy T-8 Fluorescent and LED light fixtures throughout the headquarters.
- A lighting control system which illuminates areas on a schedule with anticipated occupation, with local override. This allows energy savings on days with different levels of staff and utilizing natural light and providing better quality work environment on sunny/bright days.
- Water closets and urinals include water efficient, low-flow flush valves to reduce water withdrawal. Sinks utilize sensors to reduce water withdrawal.
- For heating and cooling, the building utilizes variable air volume, allowing fans on the roof-mounted air units to cycle as demand is called for by occupied areas of the building in order to meet the building set point temperature. This allows for heating and cooling only in the areas where its needed, limiting hot or cool spots.
- The building shell has high level R value walls and roof to help reduce heat load. The glass has a high performance coating additionally reducing the heat gain and the need for air conditioning.
- Perforated shades will be added to reduce glare and building heat load.

SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS (G4-EC8)

Ecolab solutions improve the productivity of organizations and reduce environmental impacts on communities around the world where people live and work. Every day, we help make the world cleaner, safer and healthier. Our products and services help companies across dozens of industries operate more efficiently, delivering better results at lower total costs of operations. With solutions that enable customers to produce more products and services using fewer natural resources, Ecolab helps customers meet business goals, conserving limited water and energy resources and minimizing waste and emissions. Specific examples of the impact we have on the operational productivity and sustainability of companies throughout the value chain – from raw material and ingredient processing to production and manufacturing to services delivery – are highlighted in our 2015 Corporate Sustainability Report Summary (available at www.ecolab.com/sustainability).

PROPORTION OF SPENDING ON LOCAL SUPPLIERS AT SIGNIFICANT LOCATIONS OF OPERATION (G4-EC9)

We do not have a specific proportion of budget spend on local suppliers within each region, but fundamentally, we choose to buy from suppliers within the regions in which we operate that abide by the ethical and sustainability goals set forth by our company (posted on www.ecolab.com). We base our purchasing decisions on safety, quality, service and price, opting to purchase within the region whenever possible to minimize shipping of materials overseas. More than 90 percent of our purchases are from suppliers within our regions.

“Local” is defined with regard to the major regions in which we operate: North America, Europe, Latin America, Asia Pacific, Greater China and Middle East/Africa. Significant locations of operations are defined as our manufacturing facilities and operation centers.

G4 SPECIFIC STANDARD DISCLOSURES: ENVIRONMENTAL

Sustainability is core to our purpose at Ecolab. Stewardship of natural resources is an integral part of our operational and business strategy, from the way we run our plants and facilities to the products we develop and the way we serve our customers.

We have a history of strong environmental performance and have made significant strides in recent years to reduce our environmental impact.

Committed to Continuous Improvement

Our environmental performance achievements are the result of enterprise and facility-level commitments to increasing the efficiency of our operations through actions and investments that result in greater environmental stewardship.

Through our Create and Maintain Value program, we employ our expertise and technology to continually find more ways to deliver strong business results while saving water, energy and wastewater and prolonging equipment life throughout our facilities. We do this with an eye for how our impact extends beyond our operations to local people and communities. In 2015, we completed 28 process improvement projects that delivered resource reduction outcomes across our global footprint. For example:

- Our Clearing plant outside Chicago, which manufactures colloidal silica, installed a 3D TRASAR™ unit on the boiler to optimize water withdrawal in producing the steam and projected savings include 47,000 therms of natural gas and 1.6 million gallons of water per year (\$36,000 estimated cost savings).
- Our Corsicana, Texas plant avoided sending 118,000 pounds of waste to incineration by sending its spent catalyst for recycling (\$300,000 estimated cost savings).
- Our Vancouver, Washington plant converted all of its outdoor lighting to LEDs and saved 39,000 kWh, reducing electricity use by nearly 5 percent (\$8,000 cost savings).
- Our Fawley, United Kingdom plant became a “zero effluent plant” by moving to a closed loop cooling water system. This measure reduced water withdrawal and effluent discharge by 6.8 million gallons in one year (\$16,000 cost savings).
- Our Maribor, Slovenia plant automated its tank washout procedures, reducing total water withdrawal by more than 2 million gallons (14 percent) (\$24,000 cost savings).
- Our Nanjing, China plant reduced electricity use by 560,000 kWh through pump modifications and improvements to its steam trap and insulation. Optimization of the plant’s vessel clean-out program and modifications to its softening system reduced water withdrawal by 1.5 million gallons in one year (\$200,000 cost savings).

DISCLOSURE OF MANAGEMENT APPROACH (G4-EN DMA)

The following Disclosure of Management Approach covers environmental aspects material to Ecolab as disclosed in this report.

Commitments

Our sustainability leadership is rooted in our enterprise-wide commitment to operational efficiency and environmental stewardship. We operate with respect for the environment and promote stewardship of natural resources from the way we run our plants and facilities to the products we develop and the way we serve our customers.

We have a history of strong environmental performance and have made significant strides in recent years to reduce our environmental impact. As our company grows, entering new industries and geographies, minimizing the impact of our own operations is increasingly important.

Goals, Targets and Evaluation

In 2015, we reevaluated our footprint and made great strides to institutionalize practices that will enable us to deliver greater efficiencies throughout our operations while meeting increasing demand for our solutions and services. The result was incremental reductions in water and energy use across our global manufacturing facilities.

As we look to 2020 and our ability to help customers do even more with less, we will also hold ourselves to higher environmental standards. New sustainability goals introduced in 2015 align with our business strategy and aim to further reduce our environmental impact as we expand our capacity to meet growing customer needs. Using the company's 2015 metrics as an operational baseline, we announced new goals including a 25 percent reduction in water withdrawal and a 10 percent reduction in greenhouse gas (GHG) emissions, measured by intensity per million dollars in sales.

We are proud of the improvements we have made in the past year and are excited to embark on an intentional path that will further our leadership as a responsible global enterprise.

Policies

Refer to Ecolab's Global Safety Health & Environmental Position: www.ecolab.com/sustainability/committed-to-safety-and-health/

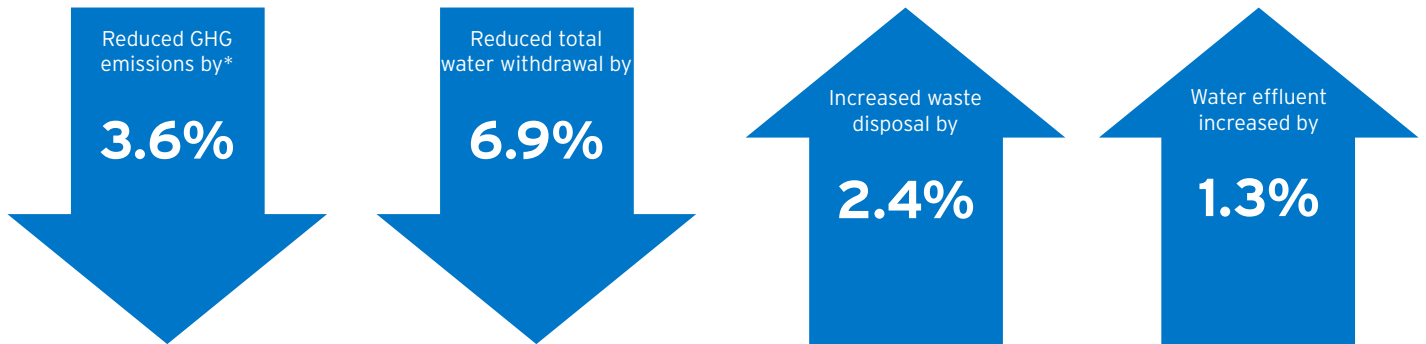
Our Water Stewardship position formalizes our global commitment to undertake responsible water stewardship by identifying opportunities for our company and our customers to use water resources in a manner that benefits business, communities and nature: www.ecolab.com/sustainability/water-stewardship/

Responsibilities

Ecolab's sustainability strategy is governed by a Sustainability Executive Advisory Team (SEAT) made up of 10 members of the company's executive leadership. SEAT meets with the Corporate Sustainability Team on a quarterly basis and is responsible for operationalizing sustainability across the company; coordinating and communicating company policy and decision-making related to sustainability; setting annual goals and metrics for key sustainability priorities; sustainability outlook assessment; and risk management.

2015 ENVIRONMENTAL PERFORMANCE (CHANGE FROM 2012 BASELINE)

(Measured by intensity per million dollars in sales)



MATERIALS USED BY WEIGHT OR VOLUME (G4-EN1)

	Units	2013	2014	2015
Raw Material Used (nonrenewable)	Metric Tons (MT)	2,078,991	2,534,136	2,404,401

The scope of raw material data is limited to global supply-chain manufacturing facilities. We are unable to provide a consistent scope of data prior to 2013.

* For GHG emissions reported performance, Ecolab uses the Location-based method to calculate and report its Scope 2 emissions.

PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS (G4-EN2)

	Units	2012	2013	2014	2015
Total Recycled Input Materials Used in Packaging	MT	973	1,395	1,262	1,530
Total Packaging Used	MT	5,330	10,890	7,211	11,126
Percentage of Recycled Material Used in Packaging		18.3%	12.8%	17.5%	13.8%

The scope of recycled packaging data is limited to global Legacy Nalco.

PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS (G4-EN2) (CONTINUED)

VIRGIN DRUM RESIN AVOIDED

	Units	2014	2015
Reconditioned Drums Purchased	MT	1,620	1,189
Drums Returned for Reuse	MT	2,958	1,939

Ecolab purchases reconditioned drums to avoid the use of virgin plastic. Ecolab has a drum return program that allows for the avoidance of virgin plastic use. The scope of reconditioned drum and drums returned data is global Legacy Ecolab. We are unable to provide a consistent scope of data prior to 2014. Data collected is provided by Ecolab's procurement department.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (G4-EN3)

DIRECT ENERGY CONSUMED BY SOURCE

	Units	2012	2013	2014	2015
Biodiesel	GJ	85.8	225	275	1.1
CNG	GJ	306	229	38.5	–
Diesel	GJ	776,294	940,861	804,068	957,003
Distillate Fuel Oil (#1, 2, 4)	GJ	121,793	119,047	101,074	98,805
Ethanol	GJ	67,523	92,595	94,724	52,603
Gasoline	GJ	1,765,248	1,951,796	2,127,512	2,210,078
LNG	GJ	–	–	1,104	1.2
LPG	GJ	50,077	49,176	46,096	25,192
Methanol	GJ	–	–	17.6	–
Natural Gas	GJ	2,886,623	3,059,353	3,282,161	3,224,773
Propane	GJ	–	–	–	18,974
Residual Fuel Oil (#5 & 6)	GJ	4,844	3,443	3,197	3,188
Towngas	GJ	–	–	–	17.8

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (G4-EN3) (CONTINUED)

INDIRECT ENERGY CONSUMED BY SOURCE

	Units	2012	2013	2014	2015
Electricity	GJ	1,561,656	1,551,795	1,619,623	1,610,668
Cooling Consumption	GJ	2,374	2,684	2,602	1,133
Heating Consumption	GJ	38,469	50,991	55,177	51,372
Steam Consumption	GJ	287,516	290,074	323,776	317,847

ELECTRICITY SOLD

	Units	2012	2013	2014	2015
Electricity Sold	GJ	1,233	2,504	2,755	3,041

Our Legacy Nalco headquarters/RD&E facility in Naperville, Ill., has an onsite tri-generation facility that produces the majority of electricity used by the facility and all of the chilled water and steam used for cooling and heating the building. Any unused electricity is sold back to the grid.

ENERGY USE BY REGION

	Units	2012	2013	2014	2015
Asia Pacific	GJ	668,783	743,301	723,638	774,850
EMEA	GJ	978,356	1,067,311	1,063,813	1,050,771
Latin America	GJ	225,564	248,921	263,888	274,912
North America	GJ	5,690,106	6,052,734	6,410,106	6,471,123
Global	GJ	7,562,809	8,112,267	8,461,445	8,571,656

ELECTRICITY USE BY REGION

	Units	2012	2013	2014	2015
Asia Pacific	GJ	235,735	247,804	230,786	240,749
EMEA	GJ	266,806	271,377	277,063	241,215
Latin America	GJ	95,160	91,264	98,195	105,000
North America	GJ	963,954	941,349	1,013,580	1,023,704
Global	GJ	1,561,655	1,551,794	1,619,624	1,610,668

United States Environmental Protection Agency Climate Leaders conversion factors were used.

ENERGY CONSUMPTION OUTSIDE THE ORGANIZATION (G4-EN4)

DIRECT ENERGY CONSUMED BY SOURCE (2015)

SOURCES OF SCOPE 3 EMISSIONS	METRIC TONNES CO ₂ e	METHODOLOGY
Purchased Goods and Services	8,715,979	Ecolab has used Environmentally Extended Economic Input Output (EEIO) analysis for a portion of its annual supplier & procurement spend data. This is categorization model to convert \$USD spend based on relevant NAICS sector categories into carbon emissions associated with the extraction, production and transport of purchased goods and services acquired or purchased by Ecolab in the reported year. For our first year of data collection, analysis and reporting, we have evaluated 100% of the spend in our three most material supplier categories: Raw Material Chemical suppliers, Packaging suppliers and Equipment suppliers. For each, we have incorporated 100% of the global spend data for 2015 (and 2014 to enable year on year comparison). In total, this represents more than 50% of our total global supplier spend and corresponding Purchased Goods and Services related emissions.
Fuel and Energy Related Activities	126,987	Upstream emissions from purchased fuels, electricity, steam and hot and chilled water, include generation and T&D emissions and any other losses in this category. Data quality is considered to be consistent with inputs from our global database on sustainability metrics. Upstream emissions of purchased electricity are calculated for the US and other countries by multiplying electricity activity data by country or region specific emission factors from UK Defra 2014 Guidelines for GHG Reporting. Upstream emissions from purchased fuels, steam, hot and chilled water are calculated using emissions factors from UK Defra 2014 Guidelines for GHG Reporting. Emissions associated with losses were calculated for the US and other countries by multiplying the energy use by type by emission factors from UK Defra 2014 Guidelines for GHG Reporting. All GWPs are from the IPCC Second Assessment Report in line with the Kyoto Protocol.
Waste Generated in Operations	37,629	This waste figure represents global waste emissions from waste disposed via landfilling and incineration, but does not include waste recycled or composted. Data quality is considered to be consistent with inputs from our global database on sustainability metrics. Data on waste quantity are obtained and reported from US and International sites. Emissions from waste are calculated using methodologies and emission factors from the EPA's Waste Reduction Model (WARM), version 13, March 2015. Landfill emissions factors are used directly from WARM. This model bases its emissions calculations on a life-cycle analysis, including emissions from the long-term decomposition of waste in a landfill and upstream sources/sinks. GWPs are from the IPCC (2007) Fourth Assessment Report. For incineration, the WARM method has been adjusted to align with the GHG Protocol's Corporate Value Chain (Scope 3) Standard, based on emissions for transport to the incinerator and processing of materials prior to incineration.
Total	8,880,595	

ENERGY INTENSITY (G4-EN5)

	Units	2012	2013	2014	2015
Energy Intensity (within the organization)	GJ/\$M	599	597	589	625

All energy use within the organization is included.

	Units	2012	2013	2014	2015
Ratio Denominator - Global Sales	\$M (adjusted)	12,622	13,598	14,361	13,725

Fixed currency USD. Sales figures represented are globally adjusted for inflation using the Producer Price Index. This ratio denominator was used for all intensities shown for GRI-EN indicators and is used for our corporate operational goal reporting.

	Units	2012	2013	2014	2015
Electricity Use Intensity (within the organization)	GJ/\$M	124	114	113	117

REDUCTION OF ENERGY CONSUMPTION (G4-EN6)

	Units	2015
Asia Pacific	kWh	641,975
EMEA	kWh	204,469
Latin America	kWh	–
North America	kWh	1,808,892
Global	kWh	2,655,336

The scope of reduction of energy consumption data is global supply chain manufacturing facilities. Energy savings represent a combination of direct measurements and estimations using best-practices methodologies.

REDUCTION IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES (G4-EN7)

Many of Ecolab's innovative products and services help customers reduce energy use. The benchmark for comparison for each application listed in this section is the historic performance of the technology that was replaced in the year the product was launched. Methodologies are described separately for each application. Examples of the positive impacts of our products and services in 2015 include:

PARETO™ Mixing Technology: In 2015, we helped customers save an estimated 1.2 trillion BTUs globally through the use of our PARETO Mixing Technology, which enhances chemical performance by optimizing the injection of chemical additives into industrial-process streams. By allowing reuse of warmer process water in papermaking, papermakers avoid the need to heat water from freshwater temperature to process. The methodology used to estimate these reduced energy requirements is based on the quarterly calculated energy savings delivered by the technology based on historical and forecasted marketing and sales data.

HVAC Performance Services: In 2015, we helped customers in the United States save an estimated 367 billion BTUs through our HVAC Performance Services. The goal of this program is to maintain HVAC systems at peak performance. Dirty coils and inefficient filters can reduce cooling capacity, causing cooling-comfort or production-climate-control problems while wasting energy and increasing the waste stream of filter disposal. Ecolab achieves these emissions reductions by cleaning cooling and heating coils using an innovative process that recovers the heat-transfer capabilities of the coils. On average, the cooling capacity of the system is improved by 50 percent (based on internal national energy data). This coil-cleaning service is backed up by energy audits that document cooling capacity improvements, including energy savings and carbon-footprint reduction due to improved heat transfer and increased airflow/lower pressure drop across the cooling/heating coils. The methodology used to estimate these reduced energy requirements is based on the quarterly calculated energy savings delivered by the technology based on historical and forecasted marketing and sales data.

APEX™: In 2015, we helped customers in the United States save an estimated 518 billion BTUs through the use of our APEX warewashing program. By using the APEX program, restaurant owners are able to minimize rewash while maintaining cleaning performance and operating at a lower wash temperature. The methodology used to estimate these avoided emissions is based on annual sales data for APEX and the assumption that a full-service casual dining restaurant open 364 days per year runs 127,400 racks per year. With the implementation of the APEX system, restaurants see a 10 percent rack reduction of washes.

AQUANOMIC™: In 2015, we helped customers in the United States save an estimated 747 billion BTUs through the use of our Aquanomic laundry program. By using the Aquanomic program, lodging owners are able to reduce the number of rinse cycles while maintaining cleaning performance and operating at a lower wash temperature. The methodology used to estimate these reduced energy requirements is based on annual sales data for Aquanomic, water savings documented from field trials and third-party studies and the assumption that a load consists of 100 lbs. of linen.

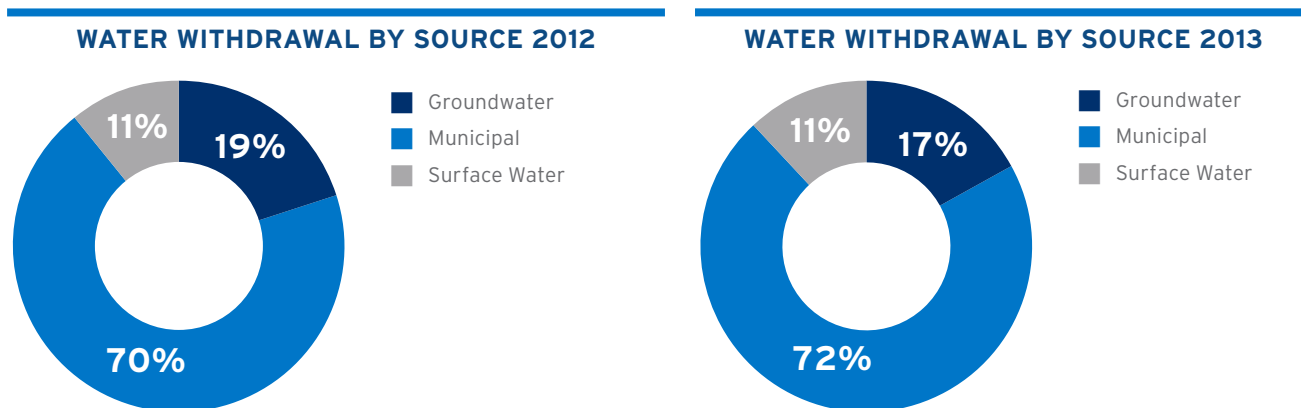
3D TRASAR™ SOLID COOLING WATER: In 2015, we helped customers in the United States save an estimated 673 million BTUs through the use of our 3D TRASAR Solid Cooling Water program. The web-based data management platform allows our customers to efficiently optimize operation and maximize performance. The methodology used to estimate these reduced energy requirements is based on annual sales volume and the solids packaging and transportation benefits compared to traditional technology.

NALCO BOILER TREATMENT TECHNOLOGY: In 2015, we helped customers globally save an estimated 7.4 trillion BTUs through the use of our Nalco Boiler Treatment Technology. By using Nalco Boiler Treatment Technology, customers are able to improve boiler safety and reliability while achieving significant energy savings by reducing scale deposits in firetube boilers, optimizing boiler blowdown and improving condensate return to the boiler feedwater. The methodology used to estimate the reduced energy requirements is based on annual sales data for NexGuard boiler treatment programs and the number of Nalco accounts using Nalco boiler treatment programs and services and 3D TRASAR™ Boiler Automation.

Customer Impact

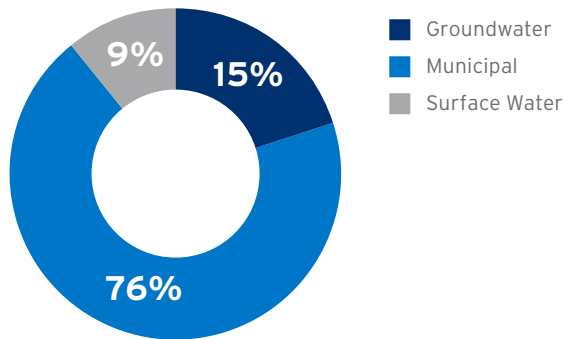
Our solutions help customers achieve ambitious business and environmental goals. With an unparalleled combination of science and service, we deliver exponential outcomes that benefit customers and communities. Fundamental to our approach is an understanding that real and lasting change is accelerated when economic and environmental benefits align. We call this our eROISM outcome: The exponential value of improved performance, operational efficiency and sustainable impact. Measurement is a critical component of our process to deliver exponential outcomes. Using our proprietary eROI value approach, we measure our impact and quantify customers' return on investment. Key performance indicators for this include the number of eROI customer case studies (total, by divisions, new and expanded technologies). Our targets for case studies were 72, respectively. In 2015, we achieved 72 case studies (100 percent of annual target).

TOTAL WATER WITHDRAWAL BY SOURCE (G4-EN8)

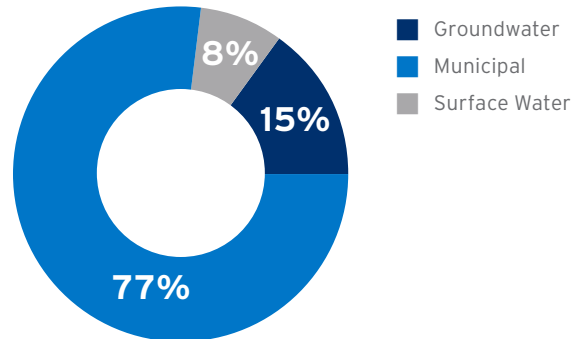


TOTAL WATER WITHDRAWAL BY SOURCE (G4-EN8)* (CONTINUED)

WATER WITHDRAWAL BY SOURCE 2014



WATER WITHDRAWAL BY SOURCE 2015



WATER WITHDRAWAL BY SOURCE

	Units	2012	2013	2014	2015
Municipal Water or Other Water Utility	Cubic m	5,294,298	5,559,412	5,873,536	5,987,971
Groundwater	Cubic m	1,408,925	1,348,931	1,185,471	1,211,205
Surface Water	Cubic m	810,245	853,964	711,525	593,418
Rain Water	Cubic m	–	–	806	1,670

WATER WITHDRAWAL BY REGION

	Units	2012	2013	2014	2015
Asia Pacific	Cubic m	705,461	723,677	707,659	707,824
EMEA	Cubic m	1,403,205	1,438,862	1,375,088	1,361,521
Latin America	Cubic m	297,834	301,568	370,454	402,005
North America	Cubic m	5,106,968	5,298,200	5,318,138	5,322,913
Global	Cubic m	7,513,468	7,762,307	7,771,339	7,794,263

	Units	2012	2013	2014	2015
Water Withdrawal Intensity (within the organization)	Cubic m/\$M	595	571	541	568

*The scope of water withdrawal by region and by source data consists of global supply-chain manufacturing facilities and headquarters/RD&E facilities.

WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER (G4-EN9)

Overview

Ecolab undertakes an annual water-risk assessment to identify facilities that may operate within water stressed regions, both in the near and long term. The analysis is based upon combining our operational water withdrawal footprint and production metrics with water risk inputs provided by the WRI Aqueduct tool. Ecolab augments watershed risk and stress input from this tool with valuations from the Water Risk Monetizer Tool as a means to inform decisions at an operational level. In 2014, Ecolab created and launched the Water Risk Monetizer Tool and has incorporated the risk premium and financial cost of water results from this tool into its overall analysis for determining whether any facilities in operation are exposed to water risks, either current and/or future.

Methodology Detail

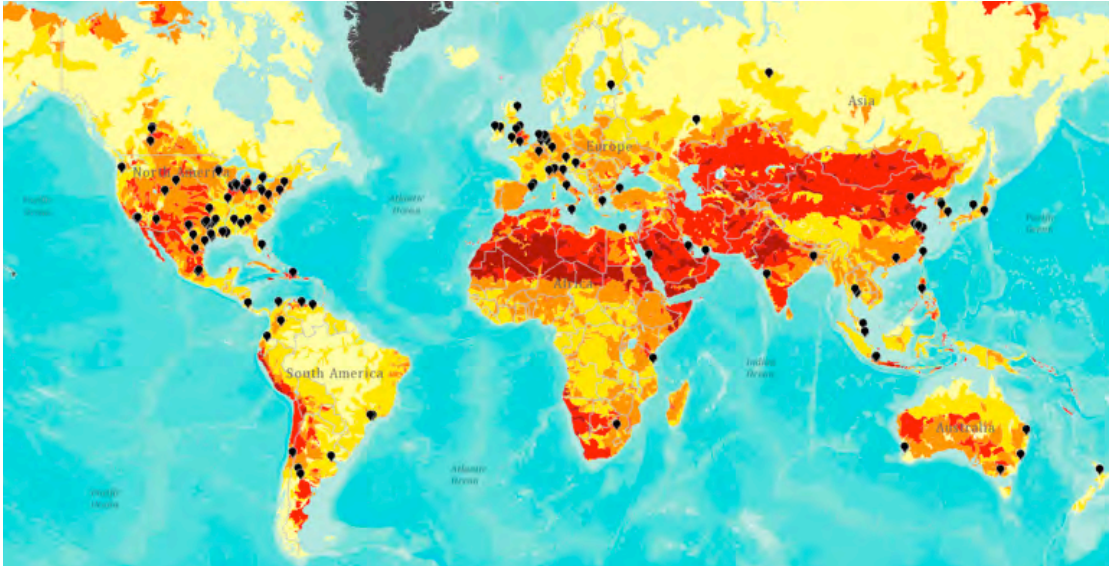
In 2015, we evaluated 144 manufacturing and campus/tech center facilities, representing 93 percent of our total global water withdrawal footprint. This list of facilities was refined by using four primary criteria: an overall water-risk factor greater than 2.1 (i.e. greater than the average overall water risk score) as provided by the WRI Aqueduct Tool, a facility-to-total water withdrawal intensity ratio of greater than 0.20 percent, a water withdrawal per ton of production intensity ratio of greater than 1.95 and a 10-year water price escalation percentage of greater than 100 percent. Medium-to-High Overall Water Risk and above an average Water Risk score of 2.1 was selected as a preliminary filter to identify those sites operating in river basins subject to current and/or future water stress (inclusive of physical, quality, quantity, regulatory and reputational risks). We established the two internal indicators by quantifying the total water withdrawal intensity for each site and established a threshold coverage of greater than 95 percent for our facilities; as a result, any sites that have a withdrawal factor of less than 0.20 percent would be excluded based on their materiality to business operations – unless they are experiencing significant growth or are located in extremely high risk water basins. Similarly, we calculated an enterprise wide water withdrawal-to-production-intensity factor and set the threshold for sites to include in our analysis at those sites that are greater than the average of 1.95. Finally, we include the insight available through the Water Risk Monetizer tool which quantifies the impact of water scarcity on a facility in monetary terms resulting in a 10 year projected risk premium to the current price a facility pays for its water today. The water risk premium, when added to the local price a business pays for water, quantifies the value a business should place on water based on real and future risk related to water scarcity. Using this tool, we identified facilities that have a projected risk premium greater than 100 percent of current water costs within 10 years.

Results

Based on this methodology, 14 facilities operate in river basins with current and/or future defined water stress and may be affected by Ecolab's withdrawal of water.

WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER (G4-EN9) (CONTINUED)

2015 Global view of Ecolab facilities with an overall water-risk filter applied using chemicals sector weighting (WRI Aqueduct tool)



Source: www.wri.org/our-work/project/aqueduct/aqueduct-atlas

For more information about Ecolab's approach to water management, identification of facilities where water risk does exist and how Ecolab is managing its own risks and opportunities as they relate to water, please refer to our CDP Water submission, available at www.cdp.net.

PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED (G4-EN10)

	Units	2014	2015
Total Water Recycled & Reused	Cubic m	60,362	104,066
Total Water Recycled & Reused as a Percent of Total Water Withdrawal	–	0.78%	1.34%

The scope of water recycled and reused data includes global supply chain manufacturing sites. We are unable to provide consistent scope of data prior to 2014.

OPERATIONAL SITES OWNED, LEASED, MANAGED IN OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS (G4-EN11)

Ecolab owns one manufacturing facility in Garyville, Louisiana, that has protected wetlands on its property. The protected area on the premises comprises 220 acres or 0.89km². It is not developed and contains no buildings. This is the only known operational site that has owned or leased land that is in or adjacent to protected areas and areas of high biodiversity value outside of protected areas.

DESCRIPTION OF SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY IN PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS (G4-EN12)

Ecolab direct operations, activities, products and/or services do not have a significant impact on biodiversity in protected areas or areas of high biodiversity value outside of protected areas.

HABITATS PROTECTED OR RESTORED (G4-EN13)

Protecting and Conserving Natural Environments

Ecolab is in the second year of a three-year, \$2 million partnership with The Nature Conservancy supporting their "Securing and Restoring Water Sources Around the Globe" Initiative.

- Pledged the leading \$500,000 gift to the Minnesota Headwaters Fund of The Nature Conservancy; this fund will implement targeted conservation projects (protection and restoration) to protect Minnesota's healthiest rivers and lakes. The Conservancy freshwater team is currently evaluating 41 projects covering approximately 2,300 acres along the Pine River for the placement of permanent conservation easements.
 - One of these projects is the Pine River Lakeshore Project, 88 acres of forest along 3,870 feet of lakeshore that connects existing conservation lands and protects a key lake for DNR Fisheries.
 - A second project includes a 57-acre parcel in Isanti County that has been identified by the MN DNR and the Isanti County Parks as a tract of high priority for permanent protection. This parcel, with approximately 1,000 feet of Rum River frontage, adjoins a unique Wildlife Management Area that provides hunting opportunities for disabled hunters only.
 - A third effort will support the Pine River Lakeshore Project, 88 acres of forest along 3,870 feet of lakeshore that connects existing conservation lands and protects a key lake for DNR Fisheries.
- Funded the development of the Urban Water Blueprint China edition, which maps the water resources of China's 30 most water-stressed cities, highlighting science-based recommendations for natural solutions to improve water quality (report released April 2016).
- Supported the Monterrey Metropolitan Water Fund in Mexico, as well as restoration and conservation activities in Cumbres de Monterrey National Park in the heart of the Water Fund's area of maximum impact. Conservation efforts in 2015 included planting 20,000 white pine saplings to reforest 20 hectares of eroding hillside in the national park. Reforestation and other conservation methods implemented will help slow the flow of water upstream from the city and provide clean water for Monterrey.

TOTAL NUMBER OF IUCN RED-LIST SPECIES AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS AFFECTED BY OPERATIONS (G4-EN14)

We are not aware of any operations that affect IUCN red-list species or national conservation list species.

DIRECT GREENHOUSE GAS (GHG) EMISSIONS (SCOPE 1) (G4-EN15)

	Units	2012	2013	2014	2015
Gross Direct (Scope 1) GHG Emissions	MT CO ₂ e	408,128	414,998	428,499	440,206

Scope 1 emissions reported are independent of any GHG trades, such as purchases, sales or transfers of offsets or allowances. The inventory includes CO₂, CH₄ and N₂O emissions from fuel consumption and HFC emissions from refrigerant use.

Note: PFCs, NF₃ and SF₆ are not included, since Ecolab does not use these compounds.

Emissions factors used for electricity and other fuels are subregion-, country- or region-specific where applicable, using the latest databases from governmental sources (i.e., EPA's eGRID, UK's Defra and the International Energy Association).

	Units	2012	2013	2014	2015
Biogenic Emissions	MT CO ₂ e	3,473	4,770	4,884	2,701

Biogenic emissions include biodiesel and Ethanol (E85) fuel use. Chosen base year for GHG emissions is 2012. United States Environmental Protection Agency's Climate Leaders Emissions factors were used to calculate direct emissions. Chosen consolidation approach for emissions is operational control.

INDIRECT GREENHOUSE GHG EMISSIONS (SCOPE 2) (G4-EN16)

	Units	2012	2013	2014	2015
Gross Indirect (Scope 2) GHG Emissions	MT CO ₂ e	261,849	261,269	273,809	262,396

Scope 2 emissions reported represent Location-based emissions, and are independent of any GHG trades, such as purchases, sales or transfers of offsets or allowances. The inventory includes CO₂, CH₄ and N₂O emissions from electricity, heating and cooling consumption.

Chosen base year for GHG emissions is 2012. Emissions factors used for electricity and other fuels are subregion-, country- or region-specific where applicable, using the latest databases from governmental sources (i.e., United States Environmental Protection Agency's eGRID, UK's Defra and the International Energy Association). Chosen consolidation approach for emissions is operational control.

OTHER INDIRECT GHG EMISSIONS (SCOPE 3) (G4-EN17)

	Units	2012	2013	2014	2015
Gross Indirect Business Travel (Scope 3) GHG Emissions	MT CO ₂ e	52,001	53,775	51,442	45,363
Purchased Goods and Services	MT CO ₂ e	–	10,024,541	10,116,702	8,715,979
Fuel and Energy related activities	MT CO ₂ e	–	121,365	126,231	126,987
Waste Generated in Operations	MT CO ₂ e	–	44,181	35,239	37,629

The scope of business-travel emissions is travel by United States-based and European-based employees only. Data availability for European business travel varies by country. It is estimated that 70 percent of all business travel emissions are represented. Defra 2015 emissions factors were used to calculate Scope 3 business-travel GHG emissions.

The scope of Purchased Goods and Services emissions is Ecolab's global supplier spend based on our three most material supplier categories, representing 100 percent of our global spend per category Raw Material Chemical suppliers, Packaging suppliers and Equipment suppliers. The scope of Fuel and Energy related activities includes 100 percent of Ecolab's Scope 1 and 2 consumed fuels and energy. The scope of Waste Generated in Operations includes global owned and leased facilities.

GHG EMISSIONS INTENSITY (G4-EN18)*

	Units	2012	2013	2014	2015
Direct and Indirect GHG Emissions Intensity	MT CO ₂ e/\$M	57.2	53.7	52.5	54.5

Gases included: CO₂, CH₄, N₂O. Includes scope 1, 2 and business travel.

	Units	2012	2013	2014	2015
Direct GHG Emissions Intensity	MT CO ₂ e/\$M	32.3	30.5	29.8	32.1
Indirect GHG Emissions Intensity	MT CO ₂ e/\$M	20.7	19.2	19.1	19.1
Other Indirect (Scope 3) GHG Emissions Intensity	MT CO ₂ e/\$M	4.12	3.95	3.58	3.31

*For Total and Indirect GHG emissions reported, Ecolab uses the Location-based method to calculate and report its Scope 2 emissions.

REDUCTION OF GHG EMISSIONS (G4-EN19)

	Units	2015
Asia Pacific	MTCO ₂ e	730
EMEA	MTCO ₂ e	31
Latin America	MTCO ₂ e	–
North America	MTCO ₂ e	364
Global	MTCO₂e	1,125

The scope of reduction of emissions consumption data is global supply chain manufacturing facilities. We are unable to provide consistent scope of data prior to 2014. The inventory includes CO₂, CH₄ and N₂O emissions from fuel consumption and HFC emissions from refrigerant use. This includes both scope 1 and 2 emissions.

Note: PFCs, NF₃ and SF₆ are not included, since Ecolab does not use these compounds. Reduction data is calculated by our plant engineers and are annualized for 2015 savings only.

EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS) (G4-EN20)

	Units	2012	2013	2014	2015
Asia Pacific	MT CFC-11 Equivalents	0.019	0.005	0.025	0.0089
EMEA	MT CFC-11 Equivalents	–	0.024	–	–
Latin America	MT CFC-11 Equivalents	0.003	0.003	0.005	0.0007
North America	MT CFC-11 Equivalents	0.622	0.231	0.250	0.130
Global	MT CFC-11 Equivalents	0.644	0.263	0.280	0.140

No ODS are used in the production of Ecolab products. The ODS reported are used in chiller and HVAC systems in Ecolab manufacturing facilities. The scope of this metric is all supply-chain manufacturing facilities. Sites that closed during 2013 are not included in the scope of 2013 data. Substances included in this calculation include R22, R123 and R124A. Emissions factors from the Montreal Protocol were used.

NO_x, SO_x AND OTHER SIGNIFICANT AIR EMISSIONS (G4-EN21)

NO_x EMISSIONS BY REGION

	Units	2012	2013	2014	2015
Asia Pacific	MT	42	81	71	82
EMEA	MT	135	112	112	111
Latin America	MT	51	55	80	88
North America	MT	918	962	912	1,075
Global	MT	1,146	1,210	1,175	1,356

SO_x EMISSIONS BY REGION

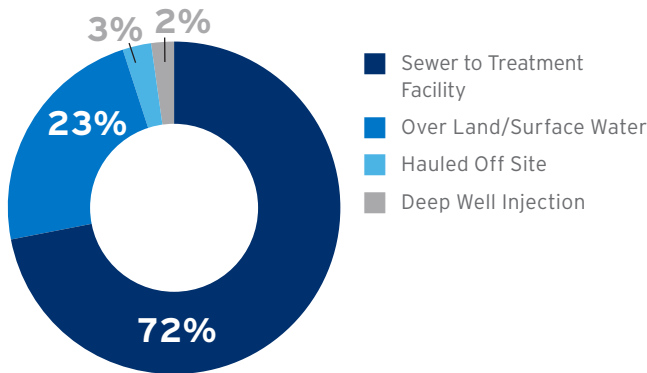
	Units	2012	2013	2014	2015
Asia Pacific	MT	1.03	1.06	0.94	0.97
EMEA	MT	6.47	5.92	5.16	4.95
Latin America	MT	0.36	0.56	0.33	0.38
North America	MT	0.74	0.86	0.90	0.86
Total	MT	8.60	8.40	7.33	7.16

	Units	2012	2013	2014	2015
NO _x Emissions Intensity	MT/\$M	0.0908	0.0890	0.0818	0.0988
SO _x Emissions Intensity	MT/\$M	0.000681	0.000618	0.000510	0.000522

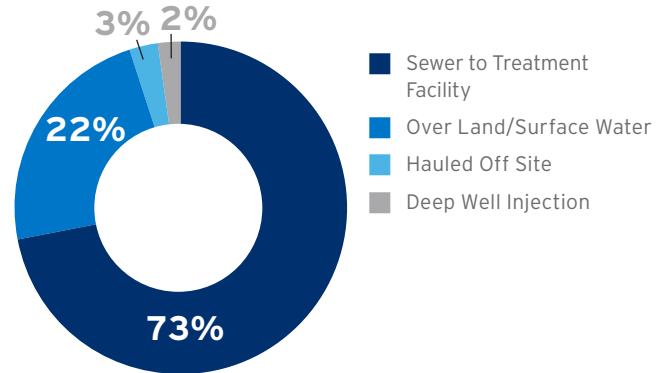
The scope of NO_x and SO_x reporting is global facility and fleet fuel use.

TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION (G4-EN22)

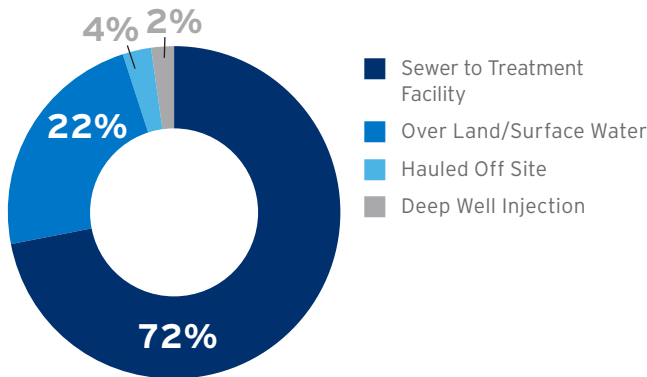
WATER DISCHARGE BY DESTINATION IN 2012



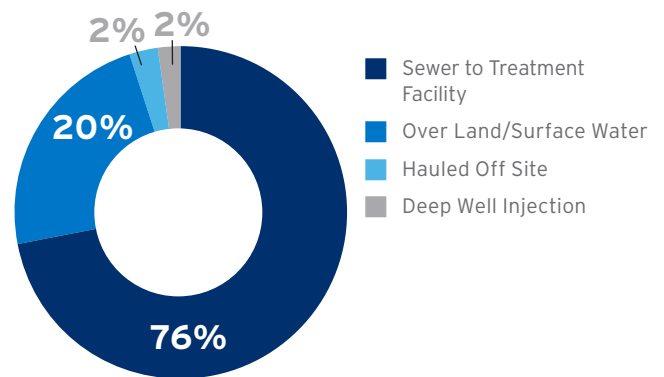
WATER DISCHARGE BY DESTINATION IN 2013



WATER DISCHARGE BY DESTINATION IN 2014



WATER DISCHARGE BY DESTINATION IN 2015



WATER DISCHARGE BY DESTINATION

	Units	2012	2013	2014	2015
Deep Well Injection	Cubic m	78,206	81,646	110,639	79,484
Hauled Off-site	Cubic m	160,670	167,496	179,214	115,474
Over Land/Surface Water	Cubic m	1,144,564	1,047,873	1,127,678	1,047,122
Sewer to Treatment Facility	Cubic m	3,500,429	3,562,368	3,720,048	4,018,097
Other*	Cubic m	-	58	138	1,519

*Other includes solidification and land farm

TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION (G4-EN22) (CONTINUED)

WATER DISCHARGE BY REGION

	Units	2012	2013	2014	2015
Asia Pacific	Cubic m	395,049	429,580	428,758	403,556
EMEA	Cubic m	851,966	867,598	839,999	914,706
Latin America	Cubic m	204,781	194,380	180,978	207,082
North America	Cubic m	3,432,073	3,367,883	3,687,982	3,736,350
Total	Cubic m	4,883,869	4,859,441	5,137,717	5,261,694

	Units	2012	2013	2014	2015
Water Discharge Intensity	Cubic m/\$M	387	357	358	383

The scope of water discharge is global supply-chain manufacturing facilities and headquarters/ RD&E facilities.

WATER DISCHARGE BY QUALITY

	Units	2014	2015
Biological Oxygen Demand (BOD)	MT	2,431	1,680
Total Suspended Solids (TSS)	MT	1,471	2,363

The scope of water quality data is global supply chain manufacturing facilities, excluding 2015 acquisition sites. Ecolab started reporting BOD and TSS in 2014 and is in the process of rolling out this reporting requirement across its supply chain. We are unable to provide consistent scope of data prior to 2014. In 2014, 96 percent of global supply chain manufacturing water discharge is represented in the reported BOD and TSS volume. In 2015, 91 percent of supply chain manufacturing water discharge is represented in BOD volume and 93 percent of supply chain manufacturing water discharge is represented in TSS volume.

TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD (G4-EN23)

	Units	2012	2013	2014	2015
Nonhazardous Waste	MT	34,948	54,420	30,395	31,928
Hazardous Waste	MT	35,760	38,296	44,549	46,109
Nonhazardous Solid Waste Intensity	MT/\$M	2.77	4.00	2.12	2.33
Hazardous Waste Intensity	MT/\$M	2.83	2.82	3.10	3.36

All waste is disposed of directly by the organization or otherwise directly confirmed by the waste disposal contractor. The primary type of hazardous waste that Ecolab produces is process waste from vessel washouts, equipment cleaning, etc. Generally this waste is corrosive or flammable, which is why it is deemed hazardous.

The scope of hazardous and nonhazardous solid waste is globally owned and leased facilities.

The nonhazardous solid waste increase in 2013 was due to one-time integration activities at three manufacturing facilities in the United States.

NONHAZARDOUS SOLID WASTE BY REGION

	Units	2014	2015
Asia Pacific	MT	774	776
EMEA	MT	3,385	3,164
Latin America	MT	749	774
North America	MT	21,348	23,212
Global	MT	26,256	27,926

NONHAZARDOUS SOLID WASTE BY DESTINATION

	Units	2014	2015
Landfill	MT	17,512	19,125
Land Farm	MT	5,622	6,133
Energy Recovery	MT	1,820	1,538
Fuel Blending	MT	516	442
Other*	MT	786	688

*Other includes incineration, composting, etc.

TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD (G4-EN23) (CONTINUED)

HAZARDOUS WASTE BY REGION

	Units	2014	2015
Asia Pacific	MT	2,924	4,329
EMEA	MT	15,966	17,616
Latin America	MT	2,919	3,456
North America	MT	16,718	15,518
Global	MT	38,527	40,919

HAZARDOUS WASTE BY DESTINATION

	Units	2014	2015
Incineration	MT	12,450	12,128
Landfill	MT	9,475	12,563
Treatment	MT	5,291	6,992
Energy Recovery	MT	4,045	2,343
Evaporation	MT	3,230	1,403
Deep Well Injection	MT	2,008	3,373
Reuse	MT	931	135
Fuel Blending	MT	794	1,601
Compost	MT	295	381
Sewer	MT	8	-

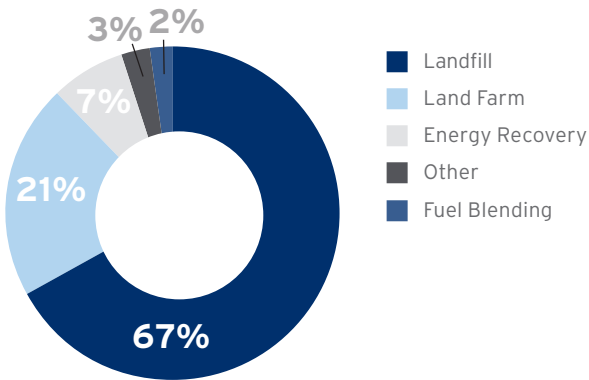
**Other includes co-processing, fuel blending, etc.

SOLID RECYCLED MATERIAL

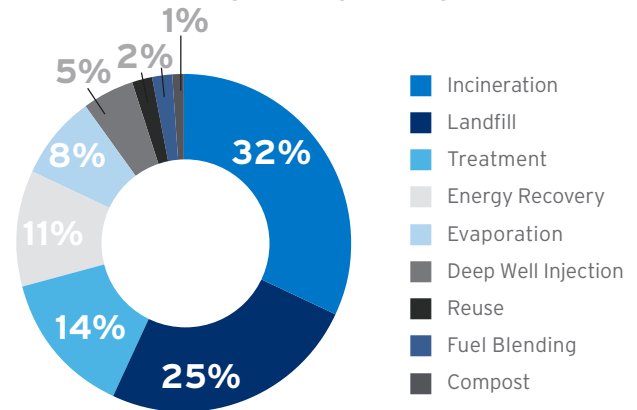
	Units	2014	2015
Solid Recycled Material	MT	5,048	10,345

TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD (G4-EN23) (CONTINUED)

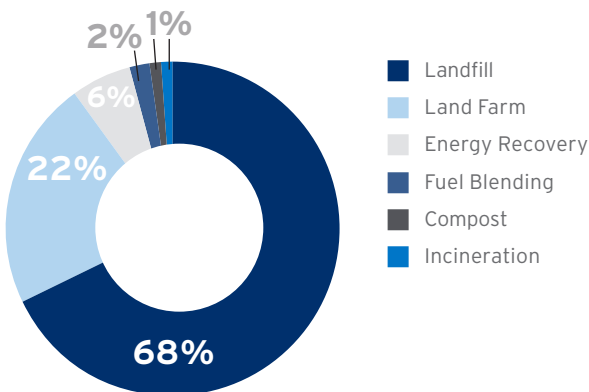
**NONHAZARDOUS SOLID WASTE
BY DESTINATION IN 2014**



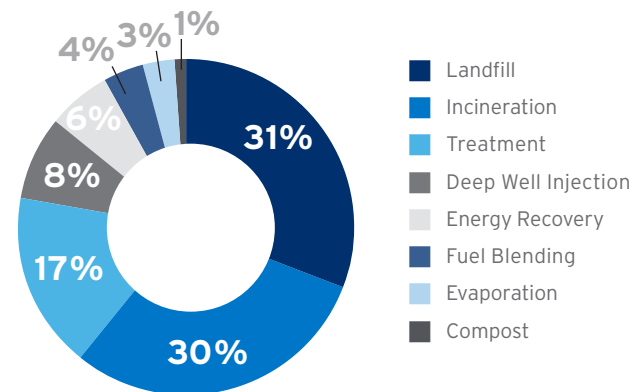
**HAZARDOUS WASTE
BY DESTINATION IN 2014**



**NONHAZARDOUS SOLID WASTE
BY DESTINATION IN 2015**



**HAZARDOUS WASTE
BY DESTINATION IN 2015**



The scope of nonhazardous solid waste and hazardous waste by region and destination is global supply chain manufacturing facilities. The scope of solid recycled material data is global supply chain manufacturing facilities. We are unable to provide consistent scope of data prior to 2014.

TOTAL NUMBER AND VOLUME OF SIGNIFICANT SPILLS (G4-EN24)

In 2015, our operations did not experience spills of material significance to our company or the communities in which we operate.

WEIGHT OF TRANSPORTED, IMPORTED, EXPORTED OR TREATED WASTE DEEMED HAZARDOUS UNDER THE TERMS OF THE BASEL CONVENTION ANNEX I, II, III AND VIII AND PERCENTAGE OF TRANSPORTED WASTE SHIPPED INTERNATIONALLY (G4-EN25)

All hazardous waste that leaves Ecolab facilities is shown in EN23, along with any treated hazardous waste by weight, type and region.

IDENTITY, SIZE, PROTECTED STATUS AND BIODIVERSITY VALUE OF WATER BODIES AND RELATED HABITATS SIGNIFICANTLY AFFECTED BY THE ORGANIZATION'S DISCHARGES OF WATER AND RUNOFF (G4-EN26)

For each facility, the size of the water source itself, biodiversity value and value or importance of the water source to local communities and indigenous peoples is reported in our CDP Water response. None of the river basins and water sources are designated as protected areas (nationally or internationally). For more information about Ecolab's approach to water management, identification of facilities where water risk may exist and how Ecolab is managing these risks and opportunities as they relate to water, please refer to our CDP Water submission, available at cdp.net.

MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NONMONETARY SANCTIONS FOR NONCOMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS (G4-EN29)

Ecolab is aware of a relatively small number of noncompliance issues and has a proactive and robust compliance program to address them promptly and completely. None of these issues resulted in material fines or penalties to the company under applicable reporting requirements. Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

PERCENTAGE OF NEW SUPPLIERS SCREENED USING ENVIRONMENTAL CRITERIA (G4-EN32)

Ecolab procures more than \$4.4 billion of direct raw material, contract manufacturing and equipment from more than 12,000 suppliers worldwide and manages distribution through various channels to external customers across 1.3 million locations. All chemical raw materials suppliers are screened prior to using their materials in our products. Suppliers go through a rigorous process called Product Introduction Process (PIP) for initial approval or Alternate Supplier Approval Process (ASAP) for already approved products. Both processes evaluate the supplier based on service, quality, material specifications and price. The supplier then goes through a series of approval checks on the material to ensure it meets our specifications. The approval of the supplier's material goes through a Certified Quality Auditor (CQA) review, R&D (Technical Review), Regulatory Affairs (checks for FDA, EPA, Kosher, NSF, Halal) and Procurement (ethical sourcing). In 2015, approximately 100 new suppliers were identified and 100 percent screened using the above criteria prior to initiating purchasing (or procurement) decisions.

SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN (G4-EN33)

Suppliers must meet our Ethical Sourcing Standards regarding forced labor, child labor, health and safety in the workplace, fair pay, harassment, diversity and ethics and environmental policies. Our supplier requirements are based on international standards including the United Nations Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the Conventions of the International Labor Organization, including its Fundamental Principles and Rights at Work. In 2014, we initiated the process to expand the scope of our sourcing requirements to consider the carbon emissions footprint of our individual suppliers, as well as the sum total impact of this component of our value chain.

In addition to the detailed supplier assessment completed by our top suppliers in order to verify compliance with Ecolab's ethical sourcing requirements, Ecolab has conducted a carbon impact analysis of our global suppliers who account for 100 percent of our global supplier spend in each of the chemical, packaging and equipment categories, representing more than 600 suppliers and over 50 percent of our global cost of goods sold (COGS). Through this analysis, we have found that these components of our supply chain have a carbon footprint that is larger than our own scope 1 and 2 combined footprint, meaning there are potential environmental impacts associated with our supply chain.

We will continue to expand the number and scope of suppliers that we evaluate, report and engage with to enhance their performance and identify opportunities to mitigate and reduce their environmental impacts, while also seeking to support our suppliers to meet the requirements of our Ethical Sourcing Standards

NUMBER OF GRIEVANCES ABOUT ENVIRONMENTAL IMPACTS FILED, ADDRESSED AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS (G4-EN34)

In 2015, we did not receive material grievances about environmental impacts.

G4 SPECIFIC STANDARD DISCLOSURES

SOCIAL: LABOR PRACTICES AND DECENT WORK

DISCLOSURE OF MANAGEMENT APPROACH

The following Disclosure of Management Approach covers labor practices and decent work aspects material to Ecolab as disclosed in this report.

Commitments

We are committed to a culture that fully leverages our employees' talents by promoting an environment where all people can make a difference, be heard, be supported, be developed and be rewarded for their contributions. We value the energy, ideas and ultimate success that diversity brings to our industry, our company and the global community we serve.

Ecolab takes our responsibility to our employees and our communities very seriously. We believe in compensating our employees fairly and in compliance with local laws. We promote the well-being of our employees, our customers and our customers' customers by contributing to programs and initiatives that enhance the quality of life in the communities where they work and live.

The safety of our employees, contractors and customers is our number one priority. From the way we operate to the products we develop to the customers we serve, our commitment to safety is uncompromisable.

Policies

Our Code of Conduct guides the way we conduct business internally and with our customers, suppliers and within the communities in which we operate. Ecolab adopted its first Code of Conduct policy in 1976. The policy was last amended on November 29, 2012. The Code of Conduct applies to all Ecolab officers, directors and employees. Ecolab intends to promptly disclose on our website should there be any further amendments to, or waivers by the board of directors of, the Code of Conduct (www.ecolab.com/document-library/code-of-conduct).

Ecolab also has a Global Safety, Health & Environmental Position: www.ecolab.com/sustainability/committed-to-safety-and-health

Goals, Targets and Evaluation

Our goals are simple: zero accidents, zero injuries and zero violations. This is a collective goal in which each and every employee must commit to, own and deliver on safety – 24 hours a day, 7 days a week, 365 days a year. We're supporting employees with proven safety programs, processes and platforms to help them achieve those goals.

Our training and onboarding programs help us achieve these goals and provide leading metrics upon which to measure company performance. We continue to refine these programs and expand the population impacted by these programs in order to improve our overall safety performance.

- **Safety Leadership Training:** Safety Leadership is a half-day course designed to support managers as they become more actively engaged as safety leaders. The course is delivered by Safety, Health and Environmental (SH&E) with support of business leaders.
 - 2015 target: Train 1730 Executive and Field Management leaders who have not completed this training in prior years
 - 2015 performance: 104 percent of training target (1799 out of 1730 leaders who required training received it)
 - 2016 target: Train remaining 627 Executive and Field Management leaders who have not completed the training in prior years
- **Driver Safety Training:** Behind-the-Wheel training is a course designed to teach vehicle control and accident avoidance techniques. Course and vendor suitability is determined by regional and market SH&E resources.
 - 2015 target: 100 percent of the driver population that have not completed BTW within the past three years
 - 2015 performance: 105 percent (8664 out of 8281 drivers that required training)
 - 2016 target: 100 percent of the driver population that have not completed BTW within the past three years
- **Safety Onboarding:** Divisional safety onboarding processes are designed to provide newly hired sales and service personnel with basic safety training. The training includes eight modules of cross-divisional training (SOS® Core) and additional division-specific content.
 - 2015 target: 100 percent of new employees trained within their first year
 - 2015 performance: 94 percent (3,225 out of 3,413 newly hired received training)
 - 2016 target: 100 percent of new employees trained within their first year

Understanding underlying and potential risks is a critical component to improving safety outcomes. Our Global Safety Dashboard tracks our performance on a range of leading and lagging safety indicators. This level of transparency helps us focus on areas of greatest needs and measure the effectiveness of our safety programs.

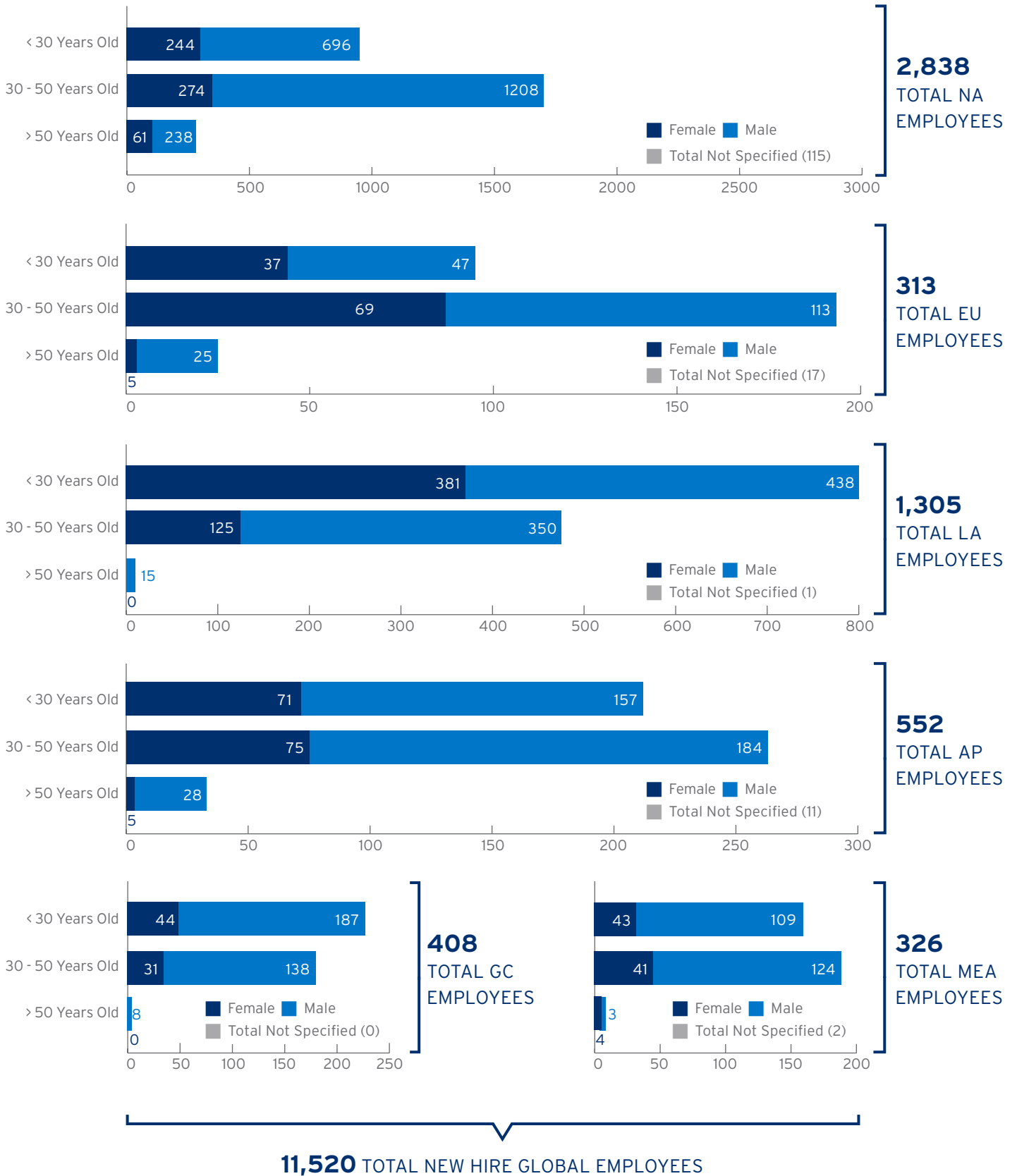
Our approach to safety communications is aimed at encouraging employees in the field, offices and plants to embrace safety as a personal issue. As part of those communications, we highlight different topics to encourage positive safety behaviors and awareness and eliminate risks. Safety is fully embedded into our company values.

Responsibilities

Our commitment is supported by an engaged Executive Safety Leadership Council, active Regional Safety Leadership Councils in all regions and large markets and a Board of Directors Safety, Health and Environment Committee.

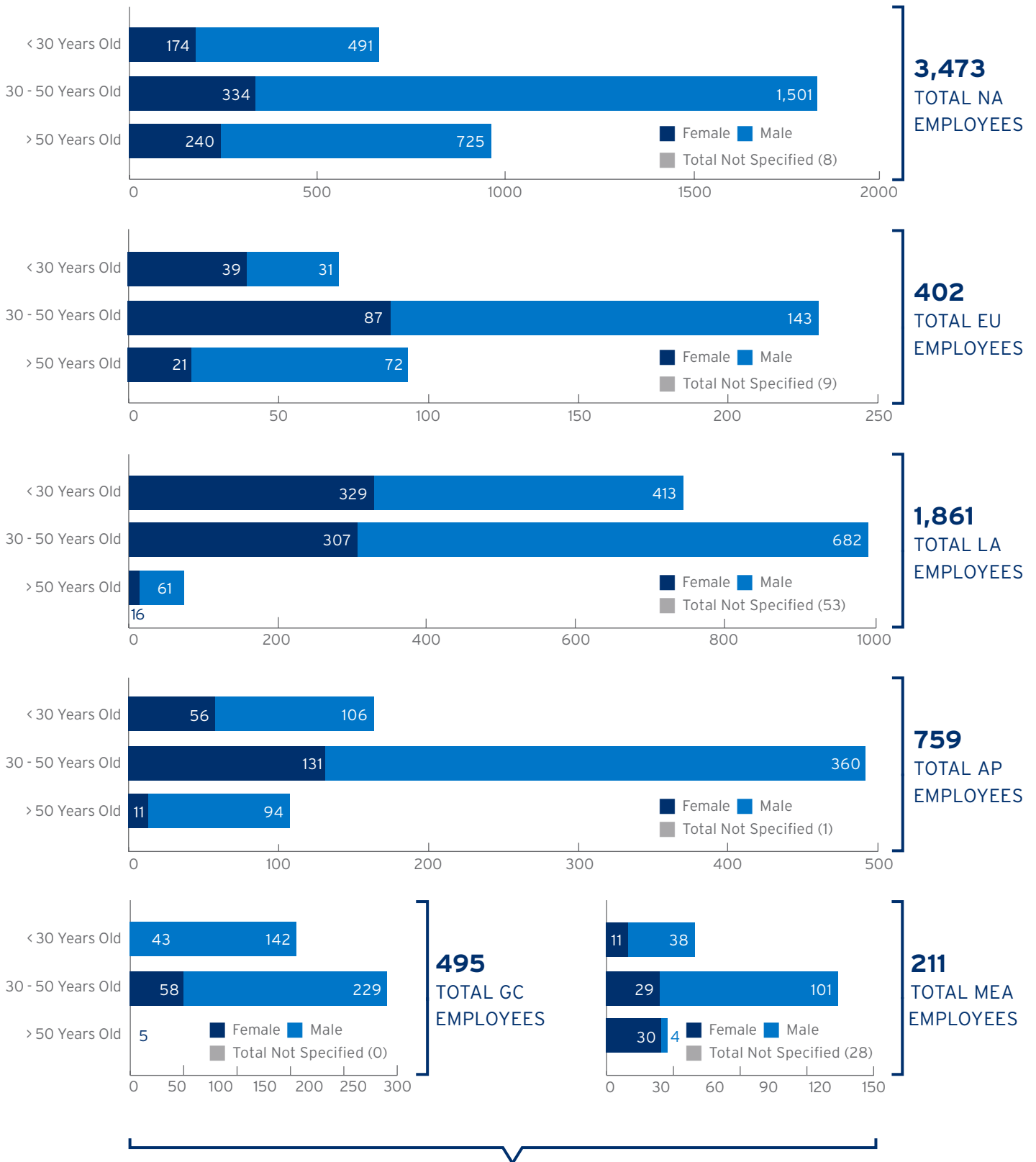
TOTAL NUMBER AND RATES OF NEW HIRES AND EMPLOYEE TURNOVER (G4-LA1)

NEW HIRES BASED ON GLOBAL HEADCOUNT NUMBER BY REGION*



TOTAL NUMBER AND RATES OF NEW HIRES AND EMPLOYEE TURNOVER (G4-LA1) (CONTINUED)

EMPLOYEE TURNOVER BASED ON GLOBAL HEADCOUNT NUMBER BY REGION*



* Employment data included in this disclosure is as of December 31, 2015 by region for NA, AP, GC, LA, MEA and Europe Nalco and Joint Ventures.
 *This data does not include temporary employees, Ecolab Europe., or employees from Swisher Hygiene acquired on November 1, 2015.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES (G4-LA2)

Ecolab provides market-competitive benefits based on country-specific needs and government requirements. All United States employees scheduled to work 20 hours or more per week are eligible for Ecolab's benefits package. Excluded employees include temporary, contract, intern, co-op and seasonal employees. (Excluded employees account for less than 1 percent of total workforce). An overview of our United States benefits is available at www.ecolab.com/careers/benefits.

RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE (G4-LA3)

Ecolab does not provide any type of paid parental leave (regardless of gender).

Globally, parental leaves and time away are handled in accordance with each country's local laws pertaining to time away from work. There is not a global policy or program. We do not track leaves by reason or retention rates after any type of leave.

In the United States, there are a number of ways U.S. employees are able to take time away from work as parents:

- Parents (regardless of gender) are able to apply for up to 12 weeks of unpaid leave under FMLA (if employed for one year and working 1,250 hours within that year) following a birth or adoption. FMLA leave details are in accordance with federal, state and local laws and include same-sex and opposite-sex relationships. We do not track FMLA leaves by reason or retention rates after any type of leave.
- Women may be eligible for short-term disability pay (they must work 20-plus hours per week to be eligible) for a period of time following a birth for which they are medically disabled (time runs concurrent with FMLA).
- Employees are encouraged to use their paid time off or vacation to spend time with their families. Extended vacations (if time is available) may be coordinated with manager's approval.

MINIMUM NOTICE PERIODS REGARDING OPERATIONAL CHANGES (G4-LA4)

Ecolab had three U.S.-based collective-bargaining agreements in 2015. For these agreements, a minimum of 60 days' notice prior to the contract end date is required to propose any changes to the contract agreements. All collective-bargaining agreements contain a specified notice period and provisions for consultation and negotiation. Approximately 38 percent of employees covered by a collective-bargaining agreement are in Texas. Approximately 62 percent of employees covered by a collective-bargaining agreement are in Illinois.

TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS AND ABSENTEEISM AND TOTAL NUMBER OF WORK-RELATED FATALITIES (G4-LA6)

TOTAL RECORDABLE INJURY RATE:

(Number of injuries and illnesses per 100 workers)

	2014	2015	
North America	2.19	2.01	-8.2
Europe	0.96	0.85	-11.5
Asia Pacific	0.98	0.90	-8.2
Greater China	0.55	0.36	-34.5
Latin America	1.09	1.15	5.5
Middle East Africa	0.31	0.54	74.2
One Ecolab Total	1.55	1.42	-8.4

LOST TIME INJURY RATE:

(Lost days per 100 workers)

	2015
North America	0.93
Europe	0.69
Asia Pacific	0.38
Greater China	0.18
Latin America	0.98
Middle East Africa	0.40
One Ecolab Total	0.77

TOTAL VEHICLE ACCIDENT RATE:

(Per million miles driven)

	2014	2015	
North America	2.89	2.85	-1.4
Europe	4.22	4.40	4.3
Asia Pacific	2.90	3.03	4.5
Greater China	2.05	2.00	-2.4
Latin America	2.63	2.43	-7.6
Middle East Africa	2.58	2.39	-7.4
One Ecolab Total	3.09	3.06	-1.0

Fatalities: 3

Reporting data for Europe and Asia Pacific is based on a reporting period of December 1, 2014-November 30, 2015.

This information cannot be broken down by gender and does not include data for independent contractors.

All global operations conform with OSHA injury-reporting standards.

Ecolab has a corporate-wide goal of zero accidents and injuries.

WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATIONS (G4-LA7)

None.

HEALTH AND SAFETY TOPICS COVERED IN FORMAL AGREEMENTS WITH TRADE UNIONS (G4-LA8)

All (100 percent of three out of three contracts) collective-bargaining agreements between Ecolab and U.S.-based trade unions cover health and safety topics. The employees participate in health and safety training. All formal collective-bargaining agreements between Ecolab and U.S.-based trade unions contain mechanisms for complaints. All employees covered by collective-bargaining agreements may also report complaints through Ecolab's Code of Conduct hotline.

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE (G4-LA9)

Of the many key performance indicators tracked to measure the strength of our human capital development and training programs, average hours of Training & Development per FTE provides an indicative metric for our business. Ecolab is near completion of aligning our global human resource systems, programs and data collection, management and reporting capabilities following integration of our companies over the 2011-2013 period.

A major milestone was achieved in 2015 with the launch of Ecolab OneHR, a cloud-based global platform that provides workforce insights and enables actionable analytics and enterprise-level reporting. This system provides enterprise wide visibility of employees, online talent processes and profiles and enables employees to manage their individual performance and development goals. Today, we have 15 Learning Management Systems supporting the various divisions across the globe. By 2017, Workday will support one common Learning Management System (LMS) that provides a global view of learning and development data across the divisions, functions and geographies by employee segments.

In 2015, the global weighted average Training & Development hours per FTE was 56.62, inclusive of our Nalco Water, Energy and Institutional global divisions which represents 45 percent of our global employees.

More than 300 associates participated in our two global corporate flagship development offerings (Leadership Foundations and Leadership Excellence). These programs are designed to support employees while making pivotal turns in their career. The objective of these flagship offerings is to provide a toolset, skillset and mindset to deepen leadership capability. More than 50 percent of participants were from outside of the United States.

PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS (G4-LA10)

Our global Performance Planning and Development (PP+D) program aims to provide a framework to guide employee performance and development.

- Our CEO-led Talent Council Meetings, as well as Talent Councils throughout our businesses and regions, provide an ongoing forum to review key talent and discuss critical roles and strategic talent issues.
- The Ecolab Leadership Model, which articulates a set of expected behaviors for leaders at all levels, has been embedded into all elements of our integrated talent system. These expectations include: Envision, Empower, Energize, Execute and Embody.
- Our Global Corporate Flagship Development Programs are designed to support employees while making turns in their career from Leading Self to Leading Others. The objective of these flagship offerings is to provide a toolset, skillset and mindset to deepen leadership capability. These courses are supplemented with an extensive catalog of online training provided by Harvard Business Publishing called Harvard Manage Mentor. As a supplement to the corporate offerings, divisions and functions provide additional development opportunities specific to the unique needs of the business.

Ecolab believes in supporting the continuous learning and development of employees and also offers an educational assistance program in the United States. This program provides eligible employees an opportunity to receive financial reimbursement upon successful completion of approved educational programs and courses offered by colleges, business schools or technical schools that are accredited by the Council for Higher Education Accreditation (CHEA).

Employees retiring voluntarily do not receive a specific package but do receive generous payout of vacation (greater than voluntary separations).

In circumstances in which employment is involuntarily terminated as a result of a number of circumstances such as restructuring, redundancy, change in business strategy or other reason, a severance package is provided. The severance calculation takes into account the years of service of the employee, providing greater benefit to those with greater seniority.

- Employees that receive a severance package to continue their medical and dental benefits and group life insurance through their severance period at the same cost. If vested, their pension benefits will be calculated for them.
- Severance-eligible employees receive access to outplacement services ranging from one month to one year based on their organizational level. This service aids with dealing with transition, defining career objectives, resume and interview preparation, access to career fairs and job postings with other companies.
- Employees and their immediate families maintain the benefits of the Employee Assistance Program through their severance period to address questions and concerns with their non-working life as well as the care.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER-DEVELOPMENT REVIEWS (G4-LA11)

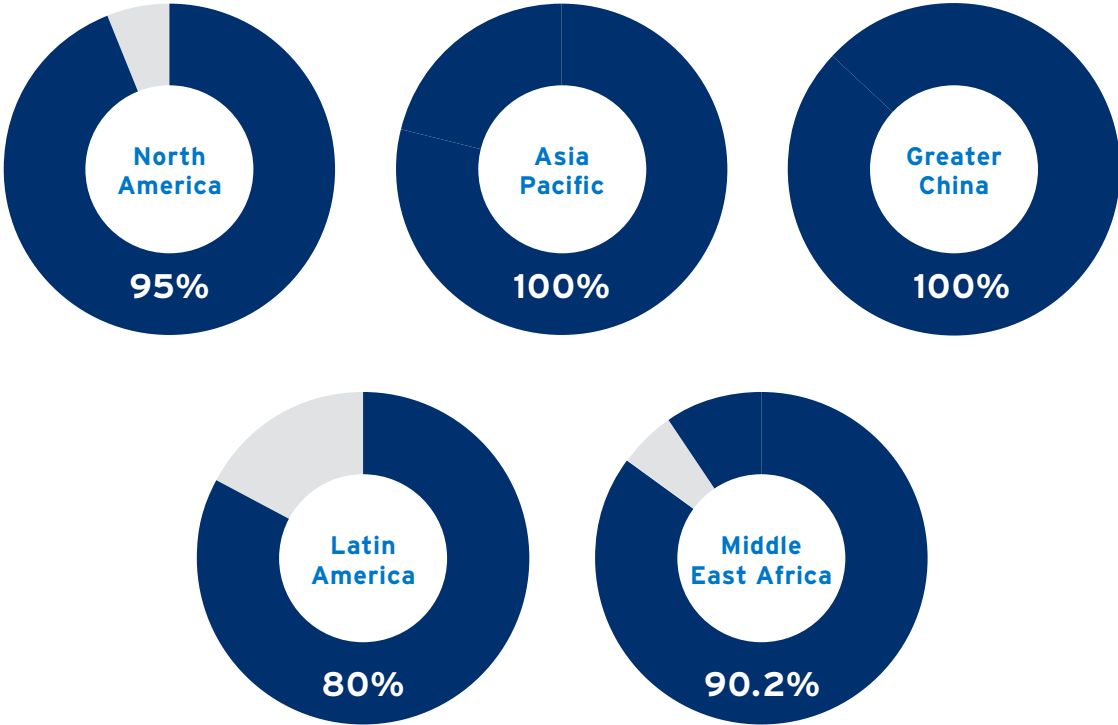
Ecolab is committed to providing an effective performance-planning and development system that provides employees and their managers with the tools and processes to help employees optimize their performance. All Performance Planning and Development (PP+D) tools are housed and accessible to all employees in nine languages, with the forms available in 25 languages. Ecolab is committed to achieving 100 percent coverage of our employees, male and female and by all employee types, through a predefined, standardized and annual performance-appraisal process.

The annual review is one of the tools found in the PP+D toolkit, with the expectation that all employees have an annual review. Annual reviews consist of three sections:

- 1) Past-year results summary
- 2) Objectives for new year
- 3) Coaching and development plan

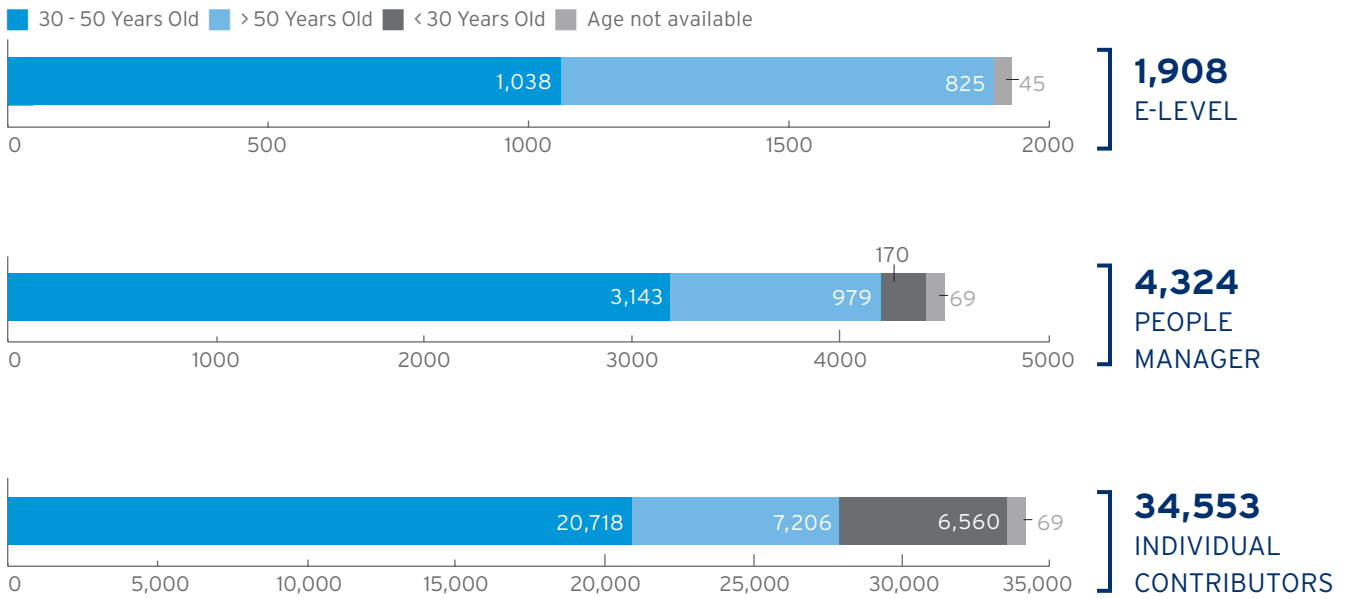
Annual reviews for the 2015 performance year included performance feedback related to the Ecolab Leadership Model, a framework that conveys expectations, by level, of all employees with respect to leadership behaviors. Annual reviews for calendar year 2014 performance were conducted in 2015.

PERCENTAGE OF EMPLOYEES WHO RECEIVED A REVIEW IN 2015 BY REGION



COMPOSITION OF GOVERNANCE BODIES (G4-LA12)

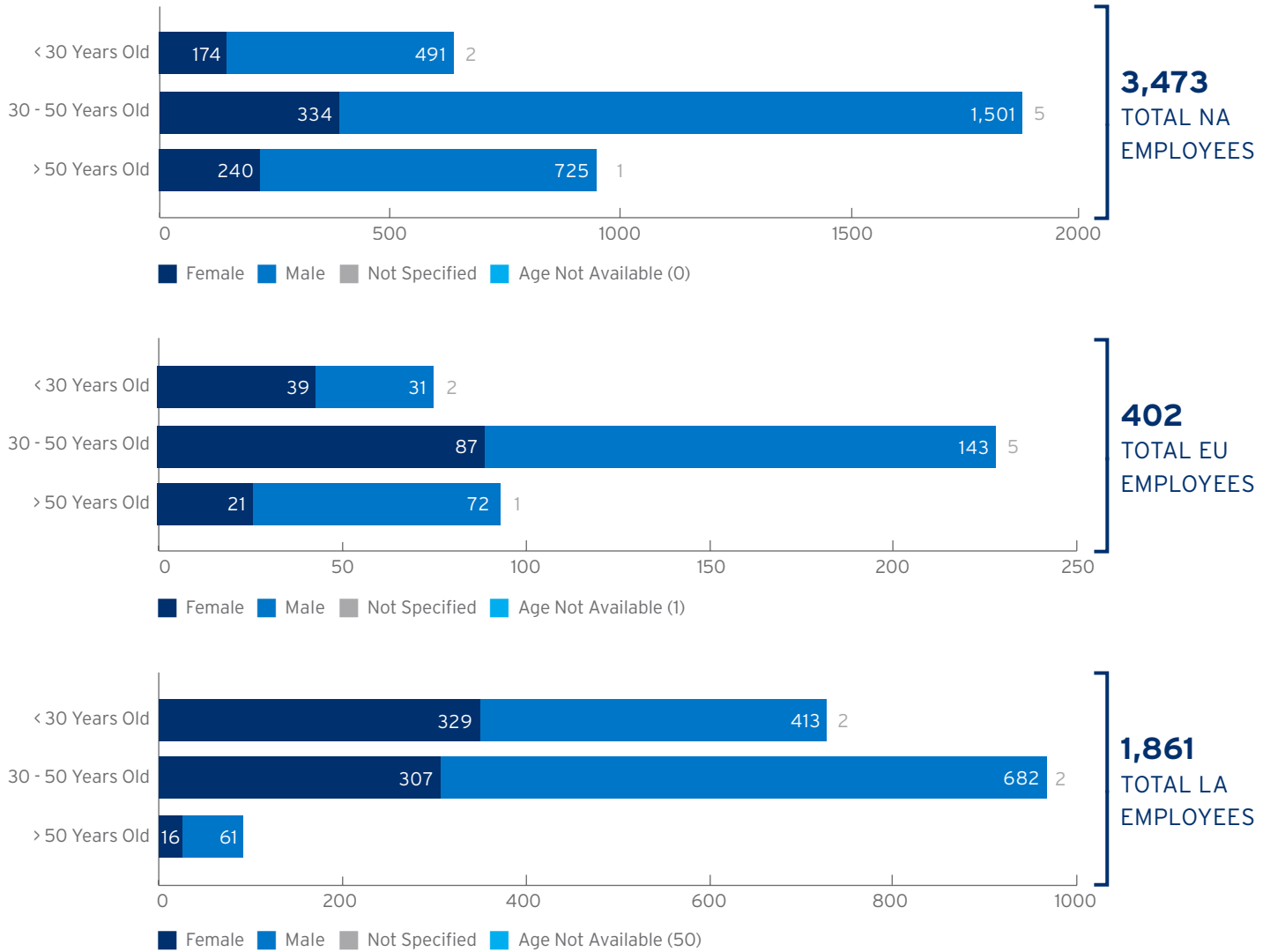
PERCENTAGE BASED ON GLOBAL HEADCOUNT NUMBER BY GENDER AND AGE GROUP

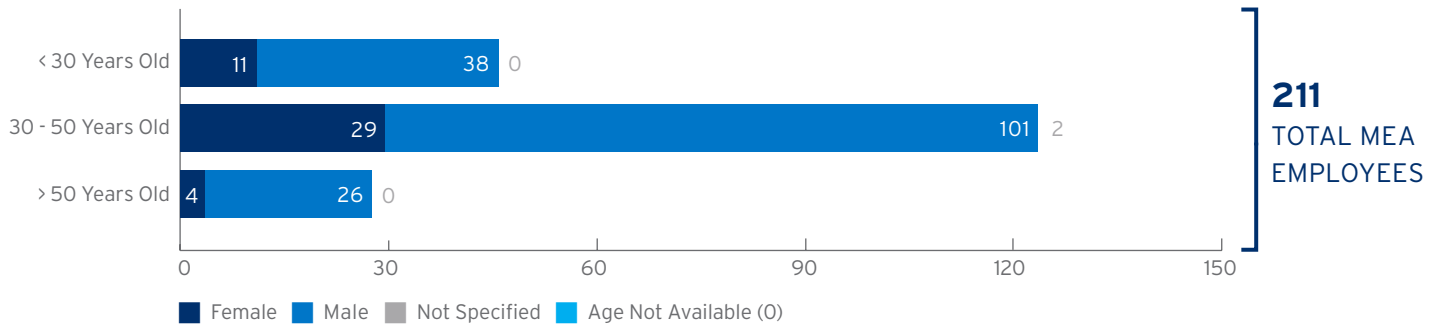
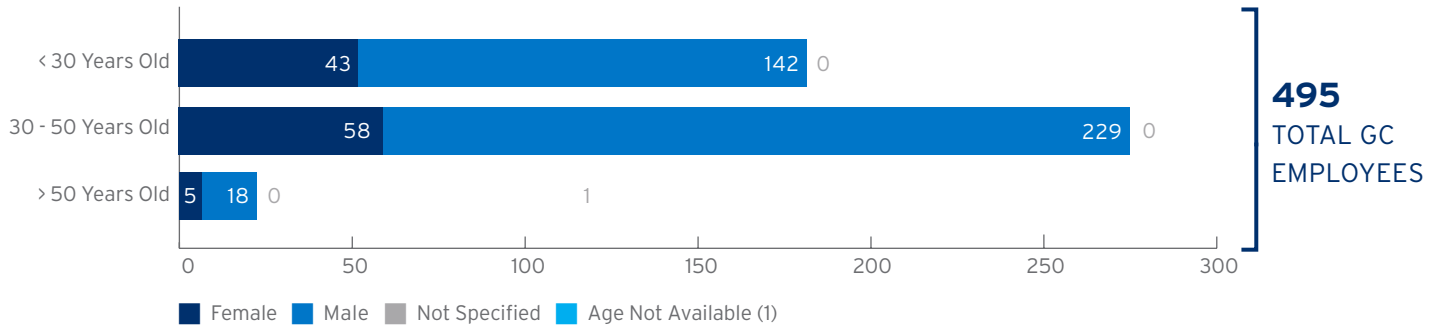
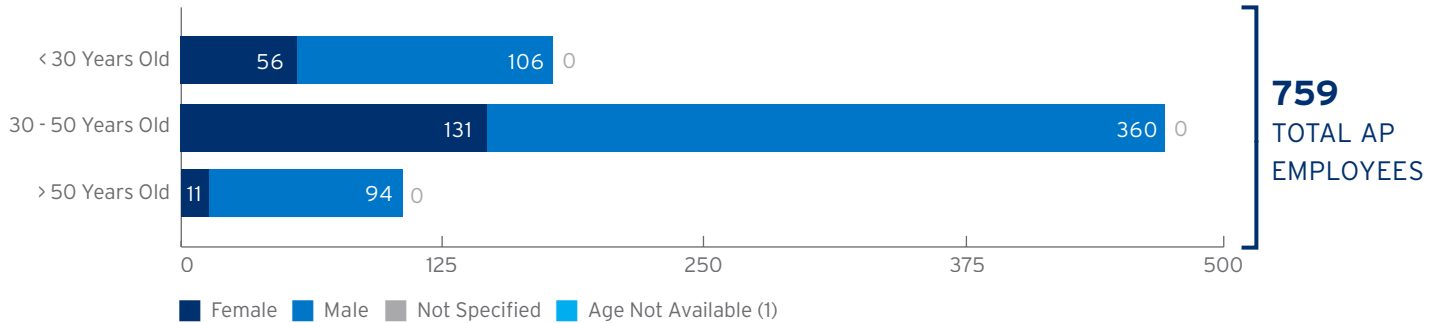


Global headcount data included in this section does not include Ecolab Europe employees.

COMPOSITION OF GOVERNANCE BODIES (G4-LA12 CONTINUED)

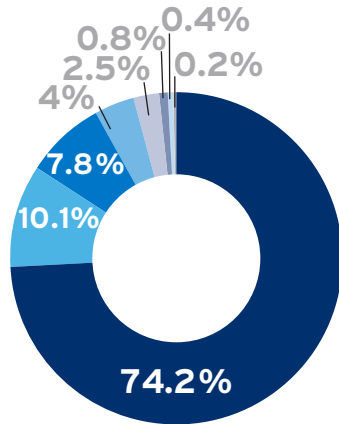
GLOBAL HEADCOUNT BASED ON GENDER AND AGE GROUP





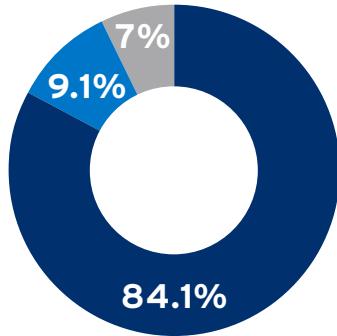
COMPOSITION OF GOVERNANCE BODIES (G4-LA12) (CONTINUED)

PERCENTAGE BASED ON US HEADCOUNT NUMBER BY ETHNIC ORIGIN



White/Not Hispanic Origin	15,078
Hispanic or Latino	2,048
Black/Not Hispanic Origin	1,584
Asian or Pacific Islander	811
Not Specified	499
Two or More Races	163
American Indian/Alaskan	88
Native Hawaiian/Other Pacific Islander	42

20,313 TOTAL US EMPLOYEES



E-Level	1,385
People Manager	1,845
Individual Contributor	17,083

PERCENTAGE OF NEW SUPPLIERS SCREENED USING LABOR PRACTICES CRITERIA (G4-LA14)

While it is not Ecolab's practice to screen all new suppliers surrounding labor practices; it does utilize an Ethical Sourcing Survey to screen our most material suppliers. In 2015, we strengthened our Ethical Sourcing Survey process by establishing a cadence to survey our global suppliers. In 2014, all North American Contract Manufacturers completed the Ethical Sourcing Survey. In 2015, Global Contract Manufacturers were surveyed on their Ethical Sourcing. In 2016, we will be evaluating and surveying suppliers globally across categories based on their level of risk. Ecolab's Ethical Sourcing Survey covers employment practices, safety practices, wages and compensation, child and slave labor and working hours and serves as a benchmarked survey of our ethical sourcing practices. The survey results are reviewed and evaluated for any responses that are identified as possible red flags. In this most recent review, the secondary follow-up with the potential red flag suppliers resulted in a mitigation of the potential risk. There are established mitigation steps that eliminate the risk at the supplier's level, or lacking improvement, remove the deficient supplier from the approved supplier list.

Ecolab also supports the efforts of human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries. A major driver of this violence is the natural abundance of the minerals tin, tungsten, tantalum and gold, collectively referred to as “conflict minerals,” with armed groups fighting for control of mines in this region and using forced labor to mine and sell the minerals. In 2013, Ecolab initiated development of a process for managing conflict minerals in our supply chain, as we are subject to the final rule regarding sourcing of these minerals as defined in the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502, approved by the United States Securities and Exchange Commission (SEC) in August 2012. This included adoption and communication to our suppliers of a Conflict Minerals Policy, which includes our expectations for our suppliers with regard to ensuring conflict-free supply chains.

In 2014, we became members of the Conflict-Free Sourcing Initiative (CFSI) as a means of supporting the independent third-part audit process for smelters and refiners. We finalized and implemented our conflict minerals reporting process for the 2014 reporting year, which included a robust process for scoping our products for the inclusion of conflict minerals as well as conducting a reasonable country-of-origin inquiry of the direct suppliers of the products believed by us to contain conflict minerals. These efforts culminated in our filing of the Form SD and Conflict Minerals Report with the SEC.

For the 2015 reporting year, notwithstanding our compliance efforts, we were unable to determine the country of origin for a portion of the necessary conflict minerals contained in our in-scope products. However, none of the necessary conflict minerals contained in our in-scope products were determined by us to directly or indirectly finance or benefit armed groups in the DRC or an adjoining country.

For 2016, Ecolab is reviewing the implications of the United Kingdom Anti-Slavery Act and determining any additional reviews or actions that may need to be adopted to stay in compliance with this new law.

We communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around labor practices and expectations therein. Supplier Code of Conduct: www.ecolab.com/~media/Ecolab/Ecolab%20Home/Documents/DocumentLibrary/Manuals/SupplierCodeofConduct.ashx.

SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS FOR LABOR PRACTICES IN THE SUPPLY CHAIN AND ACTIONS TAKEN (G4-LA15)

In 2015, we did not identify any operations or suppliers with actual or potential negative labor practices in our supply chain. We continue to evaluate our suppliers for any negative human rights impacts via the Ethical Sourcing Survey. In addition, we utilize a Supplier Code of Conduct hotline to facilitate reporting by anyone concerned about potential violations.

For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab’s Supplier Code of Conduct, please refer to G4-LA14.

G4 SPECIFIC STANDARD DISCLOSURES

SOCIAL: HUMAN RIGHTS

DISCLOSURE OF MANAGEMENT APPROACH

The following Disclosure of Management Approach covers human-rights aspects material to Ecolab as disclosed in this report.

Commitment

As a socially responsible company, Ecolab has concern for the well-being of people and communities. We conduct business fairly and ethically, respect human rights and comply with laws and regulations. Our Human Rights Policy and Code of Conduct guide the way we conduct business internally and with our customers, suppliers and within the communities in which we operate.

Our Human Rights Policy

As a global company, Ecolab is committed to enhancing the well-being of people and communities around the world.

Our employees' human rights are respected across our global operations and we are committed to respecting the international human-rights standards defined by the United Nations Global Compact. We aspire to create an inclusive and respectful work environment; one in which employees recognize each other's worth and dignity.

As stated in our Code of Conduct, any conduct that detracts from the worth and dignity of our employees is contrary to our values and has no place in our culture. We also are committed to showing respect to people and cultures in all of the countries where we do business.

Learn more about United Nations Global Compact Commitment: www.unglobalcompact.org

In addition, our Ethical Sourcing Standards and Conflict Minerals Policy are available at www.ecolab.com/sustainability/commitment-to-sustainability/ethical-sourcing.

Our Supplier Code of Conduct describes Ecolab's expectations for its suppliers in the areas of integrity, ethical and legal standards, compliance, confidentiality, gifts, gratuities and business meals, labor rights and employment law, health and safety, environment, anti-bribery and corruption, fair competition and supplied materials (Supplier Code).

www.ecolab.com/~media/Ecolab/Ecolab%20Home/Documents/DocumentLibrary/Manuals/SupplierCodeofConduct.ashx

Goals, Targets and Evaluation

It is Ecolab's policy to disclose any human-rights controversies that may relate to labor issues, child employment, female or minority rights infringement or other issues pertaining to human rights.

TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS (G4-HR2)

Ecolab's Code of Conduct contains detailed human-rights aspects of relevance to our operations. All new employees participate in a facilitated two-hour training session on the Code of Conduct. On an annual basis, 100 percent of Ecolab employees are required to participate in a 45-minute Code of Conduct online training module and provide a signature of completion and compliance.

See Code of Conduct: www.ecolab.com/document-library/code-of-conduct/

OPERATIONS AND SUPPLIERS IDENTIFIED IN WHICH THE RIGHT TO EXERCISE FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE VIOLATED OR AT SIGNIFICANT RISK (G4-HR4)

We adhere to National Labor Relations Board protocols to support employee rights to exercise freedom of association and collective bargaining. We recognize employees' right to form or join unions and encourage them to make an informed decision on the matter. Where employees have chosen to be represented by a labor union, we fulfill our bargaining obligations as defined by law. We have not identified any U.S.-based operations at which freedom of association and collective bargaining may be violated or at risk.

We are unable to report on violations or risks of our suppliers.

OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR AND MEASURES TAKEN TO CONTRIBUTE TO THE ABOLITION OF CHILD LABOR (G4-HR5)

Ethical Sourcing represents a global supply-chain initiative requiring our direct suppliers to protect the health, safety and human rights of their employees. Suppliers must meet standards regarding forced labor, child labor, health and safety, fair pay and harassment in the workplace. A statement about Ecolab's commitment to protecting human rights is located on our website. In 2014, we strengthened our Ethical Sourcing Survey process by establishing a cadence to survey our global suppliers. For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab's Supplier Code of Conduct, please refer to G4-LA14)

In 2015, we did not identify any operations or suppliers at significant risk of incidents of child labor or young workers exposed to hazardous risk. We do have operations in geographic areas considered at risk for child labor, including China and India. If we find out that one of our suppliers is using child labor, we will take the appropriate steps necessary to mitigate the situation, up to and including elimination of the supplier from our approved supplier list.

Ecolab does communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around child labor practices and expectations therein.

www.ecolab.com/about/suppliers/supplier-policies/

OPERATIONS AND SUPPLIERS IDENTIFIED AS HAVING SIGNIFICANT RISKS FOR INCIDENTS OF FORCED OR COMPULSORY LABOR AND MEASURES TO CONTRIBUTE TO THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOR (G4-HR6)

Ethical Sourcing represents a global supply-chain initiative requiring our direct suppliers to protect the health, safety and human rights of their employees. Suppliers must meet standards regarding forced labor, child labor, health and safety, fair pay and harassment in the workplace. A statement about Ecolab's commitment to protecting human rights is located on our website. In 2014, we strengthened our Ethical Sourcing Survey process by establishing a cadence to survey our global suppliers. For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab's Supplier Code of Conduct, please refer to G4-LA14 (Page 64). Ecolab does communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around forced labor practices and expectations therein. Supplier Code of Conduct: www.ecolab.com/about/suppliers/supplier-policies/

PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS (G4-HR7)

Security of Ecolab facilities is performed by Ecolab employees and third-party personnel. All (100 percent) Ecolab employees serving as security personnel are required to complete Ecolab's Code of Conduct training on an annual basis. Ecolab's Code of Conduct does not apply to third-party organizations providing security personnel to Ecolab facilities.

TOTAL NUMBER AND PERCENTAGE OF OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN-RIGHTS REVIEWS OR IMPACT ASSESSMENTS (G4-HR9)

We follow a rigorous supplier-screening process that includes the Ethical Sourcing Survey, annual compliance training for our associates (which is documented) and efforts by our Quality Function to continue to stress the importance of human rights through physical audits.

Globally, Ecolab is a signatory to the UN Global Compact (UNGC) and has put in place programs in regions to assess conformity and ensure our policies are in place and in practice. Human rights issues identified within the UNGC framework are incorporated in Ecolab's Code of Conduct policy. In North America, where 45 percent of our employees are located, 100 percent of our operations have been subject to human-rights reviews or human-rights impact assessments in 2015. Human Resources regularly visits the plants and confirms compliance with our employee handbook. This set of policies is fully aligned with corporate policies but also addresses situations specific to the plants. We also have annual Code of Conduct and workplace-respect training at the plants. In Latin America, 100 percent of our operations follow local legislation as it relates to human-rights reviews or human-rights impact assessments. HR/SHE regularly visit/audit the plants and confirms compliance with our employee handbook. This set of policies is fully aligned with corporate policies but also addresses situations specific to the plants. We also have annual Code of Conduct and workplace-respect training at the plants.

Additionally, our operations are periodically audited and approved by global and local customers, who check, among other items, human-rights-related aspects. In China, Southeast Asia, Australia and New Zealand, 100 percent of our operations are subject to human-rights reviews or human-rights impact assessments, specific to ensuring that our Code of Conduct is communicated and made appropriate for local markets. In India, human-rights reviews are conducted and are regularly reported to the government authorities. In Japan, Korea, Europe, Middle East and Africa, 100 percent of our employees complete Code of Conduct training and certification.

PERCENTAGE OF NEW SUPPLIERS SCREENED USING HUMAN-RIGHTS CRITERIA (G4-HR10)

While it is not Ecolab's practice to screen all new suppliers for human rights criteria, it does utilize an Ethical Sourcing Survey to screen our most material suppliers.

Ecolab does communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around forced labor practices and expectations therein.

Supplier Code of Conduct: www.ecolab.com/about/suppliers/supplier-policies/

For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab's Supplier Code of Conduct, please refer to G4-LA14 (Page 64).

SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE HUMAN-RIGHTS IMPACTS IN THE SUPPLY CHAIN (G4-HR11)

In 2015, we did not identify any operations or suppliers with actual or potential negative human rights impacts. We continue to evaluate our suppliers for any negative human rights impacts via the Ethical Sourcing Survey. We utilize a Supplier Code of Conduct hotline to facilitate reporting by anyone concerned about potential violations.

Ecolab does communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around forced labor practices and expectations therein.

Supplier Code of Conduct: www.ecolab.com/about/suppliers/supplier-policies/

For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab's Supplier Code of Conduct, please refer to G4-LA14 (Page 64).

G4 SPECIFIC STANDARD DISCLOSURES

SOCIAL: SOCIETY

DISCLOSURE OF MANAGEMENT APPROACH

The following Disclosure of Management Approach covers society aspects material to Ecolab as disclosed in this report.

Commitment

Our principles guide how we conduct business every day. We work hard to manage our global operations with care for the health, safety and prosperity of our employees, customers, communities and the environment. Everyone on the Ecolab team, regardless of role, is committed to these principles.

ECONOMIC: Drive economic growth for our customers, employees, shareholders and communities.

- Provide customers with products and services that create value and protect capital assets.
- Deliver superior shareholder value by helping our customers grow around the world.

ENVIRONMENTAL: Promote stewardship of natural resources and protect the environment.

- Respect and support the human right to water by conserving, reusing and recycling water and renewing water quality.
- Support society's need for increased energy through sustainable sources, products and technologies and efficient processes.
- Challenge the concept of waste through innovative and efficient use of resources, minimizing emissions to air, water and land.

SAFETY: Ensure safe processes that protect our employees, contractors, customers and communities

- Ensure safety throughout the life cycle of each of our products.
- Train all employees to work safely, preventing injuries to themselves and others.
- Identify and address process-safety risks and strive for continuous improvement, with the goal of zero injuries, illnesses and incidents.

SOCIAL: Enhance the well-being of people and communities.

- Conduct business fairly and ethically, respecting human rights, complying with laws and regulations and following a rigorous Code of Conduct.
- Support communities through charitable giving and community involvement.

Policies

Our Code of Conduct is the foundation that guides the way we conduct business internally, and with our customers, suppliers and within the communities in which we operate:

www.ecolab.com/document-library/code-of-conduct/.

Goals, Targets and Evaluation

Through auditable systems and open communications, we work to continuously improve outcomes and build a bright future for generations to come.

PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMS (G4-S01)

Since 1986, the Ecolab Foundation has implemented community impact programs to support the communities where our employees live and work, focusing on giving to local non-profit organizations in the areas of youth & education, civic & community development, arts & culture and environment & conservation. Since the inception of the Ecolab Foundation, the company has contributed over \$88 million to non-profit organizations. In 2015, Ecolab contributed more than \$12 million to local communities through corporate giving, in-kind donations and the value of employee volunteerism*.

Through our Community Relations Council program, more than 43 percent of our United States manufacturing locations have implemented local community engagement programs. Through corporate giving initiatives, 100 percent of our United States corporate facilities have implemented local community engagement programs. Globally, all Ecolab employees have access to team volunteer grants to implement community volunteer programs through approved partners.

Specific examples of how our commitment to giving back impacts local communities include:

- Ecolab's Visions for Learning provides grants to teachers to augment student curriculum in their classrooms to directly impact learning and achievement. Since the inception of this program in 1986, nearly \$13 million has supported teachers and students in communities where Ecolab has significant operations. In 2015, \$1.1 million in grants was distributed to classrooms in 315 schools across the United States, positively impacting more than 157,000 students (a ten percent increase in grant funding and 16 percent in number of classrooms impacted over 2014). (Grant seekers are required to indicate demographics of their school's population, including students who receive free and reduced lunch, the generally accepted marker for low-income households) as well as an ethnic breakout of the school's students. This information provides the review committees with a snapshot of the socioeconomic status of the school population to help ensure funds are reaching students most in need.)
- In St. Paul, Minn., the location of Ecolab's world headquarters, 51 percent of our local Youth and Education contributions supported the Saint Paul Public Schools (SPPS) in 2015 (Youth and Education represented 26 percent of the Foundation's total budget in 2015). Our significant partnership with SPPS helps drive improved graduation rate, as well as college preparation and access for local students. In a press release dated February 22, 2016, SPPS reported, "In each of the past six years we've seen an increase and this year we're holding steady [at 75 percent] and continue to close the graduation gap for students of color."
- In 2015, Ecolab provided 28 percent of the funds directed to Saint Paul Public Schools, specifically to Humboldt High School, where 93 percent of the students qualified for free or reduced lunch (the generally accepted marker for low-income households). These funds were provided to support a tutoring program in partnership with Saint Paul Public Schools Foundation, as well as college preparatory and access programs, AVID and College Possible, respectively. A report dated February 2015 indicated the impact of Ecolab investments in Humboldt have helped increase graduation rates from 44 percent in 2014 to 80 percent in 2015. Participants in the AVID program had a 100 percent graduation rate. Additionally, AVID program participants increased their scores on the ACT by 30 percent during the course of the 2014-15 school year. In 2015, 100 percent of the students involved in the College Possible program were accepted to college.

- In 2015, through Ecolab Foundation's partnership with the Project WET Foundation, the co-created Clean and Conserve Education Program reached more than 24,000 individuals with its fun, hands-on lessons about water conservation and healthy hygiene practices. The Activity Guide for Educators was also translated into French Canadian and Brazilian Portuguese. Additionally, there are online training videos for each of the five activities to help educators of all kinds (teachers, parents, youth group leaders, etc.) to facilitate the lessons. All resources are available at no-cost for anyone to access around the world at www.projectwet.org/cleanandconserve.

Protecting and Conserving Natural Environments

In the second year of a three-year, \$2 million partnership with The Nature Conservancy supporting their "Securing and Restoring Water Sources Around the Globe" Initiative, Ecolab:

- Pledged the leading \$500,000 gift to the Minnesota Headwaters Fund of The Nature Conservancy; this fund will implement targeted conservation projects (protection and restoration) to protect Minnesota's healthiest rivers and lakes.
- Funded the development of the Urban Water Blueprint China edition, which will map the water resources of China's 30 most water stressed cities, highlighting science-based recommendations for natural solutions to improve water quality.
- Supported the Monterrey Metropolitan Water Fund in Mexico, as well as restoration and conservation activities in Cumbres de Monterrey National Park in the heart of the Water Fund's area of maximum impact.

Local community development programs based on local communities' needs

We are committed to empowering our employees to give back in communities where we have significant operations. To facilitate local engagement and impact, we have Community Relations Councils in 17 regional locations around the United States where we have more than 85 employees. Our local employees are most in touch with the needs of their communities. Community Relations Councils enable trained local Ecolab employee volunteers to administer Ecolab Foundation Community Grants and Visions for Learning teacher grants to deserving recipients in their communities where they believe our contributions can have the greatest impact.

Ecolab recognizes the contributions our individual employees make in their communities through Matching Gift, Volunteer Bonus and Community Leadership programs, where applicants apply for a grant for their volunteer work and board leadership involvement at qualifying non-profit agencies. In 2015, 800 grants were distributed under these programs totaling more than \$289,000.

Ecolab's Team Volunteer Grants encourage associates across the United States to gather in groups of five or more to volunteer with select national partners that support individuals and families in need: Dress for Success, Habitat for Humanity and Feeding America (and affiliate food shelves). In 2015, the fourth year of the program, we saw a 39 percent increase in the number of employee volunteer hours. The Ecolab Foundation matched these volunteer efforts with grants to these organizations totaling close to \$300,000.

In 2015, Ecolab associates around the globe volunteered more than 60,500 hours at 160 different events, which has a value of more than \$1.3 million*.

Disaster Response

As the world's leading supplier of cleaning and sanitizing products and solutions, Ecolab is very proud of our in-kind donation program where we annually donate needed cleaning, health and sanitizing products to organizations in areas where natural disasters have occurred, benefitting thousands. In 2015, more than \$2.3 million worth of Ecolab product donations went to world-wide relief efforts, including 156 tons directed to assist with the Ebola outbreak in Africa, as well as much-needed health care supplies to hospitals, orphanages and elderly care facilities in Malawi, Romania and El Salvador. Additionally, Ecolab provided 293 tons of products to assist with natural disaster clean-up efforts across the U.S.

Measurement & Metrics

In 2015, we piloted a new community grants feedback survey to gather impact metrics from grantees to assess the effectiveness of Ecolab Foundation grants. This process measured the overall difference Ecolab's grants make for the organizations and communities served, such as: how the grant helps grantees expand program reach, improve outcomes, develop new programs and enhance internal capacity. Results will be utilized by Ecolab Foundation staff to better understand how our investments are making a difference in our communities. Based on the pilot survey to grantees in the St. Paul, Minn. area in 2014, our global headquarters, with 60 percent response rate, 98.5 percent of Ecolab grant recipients accomplished or reached their goals related to their grant.

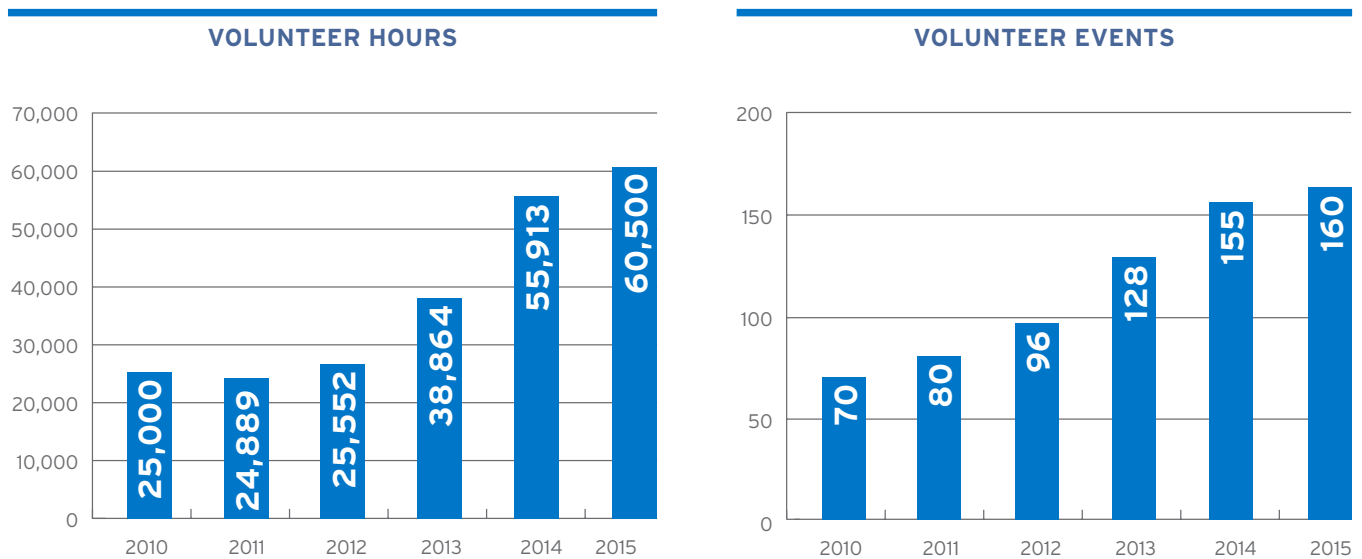
Additionally, beginning in 2015, Ecolab associates completed surveys following volunteer activities to help the Foundation measure the impact of volunteering on employee engagement, skills development and satisfaction of contributing to the community, as well as our associates' willingness to participate in future company-sponsored volunteer events. In a survey of over 240 employees who volunteered in 2015, 93 percent reported they feel they are better, happier employees because they are able to volunteer. And 97.5 percent of employees who volunteered said they would recommend volunteering for company-sponsored events to other employees.

In 2016, we plan to expand the Ecolab Foundation grantee survey to nonprofit partners across the U.S. and expand the employee volunteer survey globally.

For additional information, refer to www.ecolab.com/about/corporate-responsibility/community-involvement.

**according to the Independent Sector*

PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMS (G4-S01 CONTINUED)



OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES (G4-S02)

None. Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND SIGNIFICANT RISKS IDENTIFIED (G4-S03)

As part of the company's Internal Audit program, approximately 45 audits are completed each year focusing on internal/financial controls and operational processes, out of an audit population of approximately 165 auditable units (including countries, divisions and departments). Of these units, approximately 80 are individual country operating locations which are audited over a 4-5 year cycle. In these "operational audits," procedures include testing related to controls relevant to Ecolab's anti-corruption program. In addition, approximately four anti-corruption specific audits were completed in 2015 as part of Ecolab's anti-corruption program.

The Global Compliance department also completes various assessment activities for all regions and all business units, including related to recently acquired operations.

Few significant risks were identified, with risks relating to use of intermediaries being the highest risk area identified.

COMMUNICATION AND TRAINING ON ANTICORRUPTION POLICIES AND PROCEDURES (G4-S04)

Ecolab's anticorruption policies and procedures are communicated through the annual Code of Conduct training, which is mandatory for substantially all employees globally. Employees must complete Code of Conduct training on an annual basis (either online or through classroom-style training for plant employees) and certify compliance with the Code. All governance body members are required to certify compliance with the Code of Conduct on an annual basis. In addition to the Code of Conduct training, specific online annual anticorruption training and certification is also mandatory for divisional, sales and functional leaders. More detailed in-person anticorruption training is provided to the senior leaders in all regions – Europe, MEA, Greater China, Asia Pacific and Latin America. In addition to this training, which is provided to regional leaders, certain global-business-unit managers receive the anticorruption training, including managers in the Energy Services business unit.

Ecolab's anti-corruption policies are available in 24 different languages and require all intermediaries operating or exporting outside the United States to sign and maintain current anticorruption undertakings, thus communicating our policies. In addition, in higher-risk countries, certain intermediaries have received training from company personnel.

TOTAL VALUE OF POLITICAL CONTRIBUTIONS (G4-S06)

Ecolab did not make any corporate political contributions in 2015.

Our associates have the opportunity to support the company's political action committee, the Ecolab Inc. Political Action Committee (ECOPAC). ECOPAC, which is funded by voluntary contributions from Ecolab associates, is a nonpartisan committee that supports candidates for Congress who share our basic philosophies and values, by contributing to legislators from both the Democratic and Republican parties representing a wide number of states where the company transacts business. Contributions are determined by a board of Ecolab executives based on criteria including representation of Ecolab facilities and/or significant base of employees, committee membership, committee leadership, positions on the issues and partisan balance.

ECOPAC does not support candidates for state, local or presidential office based on "nonbusiness" issues. ECOPAC complies with all federal laws regarding reporting by political action committees and Ecolab complies with all federal and state laws relating to the reporting of political contributions. A list of all political contributions by ECOPAC and Ecolab will be posted semiannually to the Ecolab website under Political Contribution Reporting. Additionally, a list of contributions for the current election cycle made by ECOPAC is available at the Federal Election Commission's website.

TOTAL NUMBER OF LEGAL ACTIONS FOR ANTICOMPETITIVE BEHAVIOR, ANTITRUST AND MONOPOLY PRACTICES AND THEIR OUTCOMES (G4-S07)

None.

MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NONMONETARY SANCTIONS FOR NONCOMPLIANCE WITH LAWS AND REGULATIONS (G4-S08)

In 2015, Ecolab did not incur significant fines (some minor fines were incurred) or nonmonetary sanctions other than, in limited circumstances, site-monitoring obligations related to environmental matters.

PERCENTAGE OF NEW SUPPLIERS SCREENED USING CRITERIA FOR IMPACTS ON SOCIETY (G4-S09)

While it is not Ecolab's practice to screen all new suppliers using criteria for impacts on society; it does utilize an Ethical Sourcing Survey to screen our most material suppliers.

Ecolab does communicate our expectations to our suppliers via our Supplier Code of Conduct, which includes language around forced labor practices and expectations therein.

Supplier Code of Conduct: www.ecolab.com/about/suppliers/supplier-policies/

For additional information on how Ecolab addresses and supports the efforts of human rights organizations and upholds Ecolab's Supplier Code of Conduct, please refer to G4-LA14 (Page 64-65).

SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON SOCIETY IN THE SUPPLY CHAIN AND ACTIONS TAKEN (G4-S010)

In 2015, we did not identify any operations or suppliers with actual or potential negative impacts on society in our supply chain. We continue to evaluate our suppliers for any negative societal impacts via the Ethical Sourcing Survey. In addition, we utilize a Supplier Code of Conduct hotline to facilitate reporting by anyone concerned about potential violations.

Ecolab utilizes an Ethical Sourcing Survey to screen our most material suppliers. In 2014, we strengthened our Ethical Sourcing Survey process by establishing a cadence to survey our global suppliers. In 2014, all North American Contract Manufacturers completed the Ethical Sourcing Survey. In 2015, Global Contract Manufacturers were surveyed on their Ethical Sourcing.

In 2016, we will be evaluating and surveying suppliers globally across categories based on their level of risk. Ecolab's Ethical Sourcing Survey covers employment practices, safety practices, wages and compensation, child and slave labor and working hours and serves as a benchmarked survey of our ethical sourcing practices. The survey results are reviewed and evaluated for any responses that are identified as possible red flags. In this most recent review, the secondary follow-up with the potential red flag suppliers resulted in a mitigation of the potential risk. There are established mitigation steps that eliminate the risk at the supplier's level, or, lacking improvement, remove the deficient supplier from the approved supplier list.

G4 SPECIFIC STANDARD DISCLOSURES

SOCIAL: PRODUCT RESPONSIBILITY

DISCLOSURE OF MANAGEMENT APPROACH

The following Disclosure of Management Approach covers product responsibility aspects material to Ecolab as disclosed in this report.

Commitment

We are committed to safety in our operations and to developing products that are safe for our customers and their intended application. We pay careful attention to ingredient responsibility, human health and environmental impact, without compromising performance. With products and services touching people every day in nearly every corner of the world, we have a responsibility to embed sustainability into every aspect of our innovations.

Our health and safety procedures for product formulation start with raw materials. Our product safety team screens all raw materials for chemicals of concern and each raw material is reviewed for regional and global chemical inventory compliance. This process informs final product safety analysis and safety data sheets (SDSs) for all Ecolab products.

Goals, Targets and Evaluation

Our Customer Impact Product Profile (CIPP) process evaluates products based on 23 attributes relating to human health and environmental safety. Included in these considerations are human and environmental exposure, packaging and delivery systems, use of natural capital (water, energy and materials) and identification of disfavored ingredients globally. As a result, sustainability factors are included early in the development process to reduce the potential impacts of our products, from development through use and disposal.

In 2016 we will execute a project to evaluate and update our corporate Product Stewardship strategy.

Policies

Refer to www.ecolab.com/sustainability/commitment-to-sustainability/ethical-sourcing for our Ethical Sourcing Standards and Conflict Minerals Policy.

PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT (GR-PR1)

All of our products and services are evaluated for strict compliance with application regulatory requirements. Additionally, Ecolab introduced a broader customer-impact product-profile process that considers use-phase impacts of the product and system relevant in the customer application setting. Providing this information early in the development process enables informed choices regarding the system lifecycle impacts. In 2015, we managed 45 product profiles (up from 27 in 2014) in the pre- and post-commercialization process. Through implementation of this profile, we are furthering our commitment to assessing and communicating important safety, health and environmental information about our new products.

TOTAL NUMBER OF INCIDENTS OF NONCOMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLES (GR-PR2)

Ecolab is aware of a relatively small number of noncompliance issues and has a proactive and robust compliance program to address them promptly and completely. None of these issues resulted in material fines or penalties to the company under applicable reporting requirements.

Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING (GR-PR3)

- Suppliers of our components or ingredients are required to meet our detailed technical specifications, disclose substance composition and provide hazards, handling, safety and disposal data. This is received in the form of Safety Data Sheets and Technical datasheets which are housed in our specifications database.
- We provide human health and environmental safety information on the top five components of each product via the SDS.
- Safe-use and disposal instructions for all of our products on the label and/or through our sales and service associates for all of our products. Globally, Ecolab distributes more than one million SDSs to customers annually in approximately 66 different country-specific templates and 43 languages.
- Entirely 100 percent of our products are reviewed for appropriate ingredient disclosure and accurate use and application instructions. We proactively transitioned to the Globally Harmonized Systems (GHS) and in countries where GHS policies have been adopted and implemented, Ecolab provides products that are classified and labeled according to GHS rules.

TOTAL NUMBER OF INCIDENTS OF NONCOMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING (GR-PR4)

Ecolab is aware of a relatively small number of noncompliance issues and has a proactive and robust compliance program to address them promptly and completely. None of these issues resulted in material fines or penalties to the company under applicable reporting requirements.

Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION (GR-PR5)

Our customer satisfaction measurement process recognizes business differences and applies individualized surveys to meet the needs of our business and our customers.

Ecolab provides a quantitative, globally integrated report for customers referred to as "Customer Feedback Surveys." The customer surveys are analyzed and assured by our third party partner, a leading research firm specializing in customer satisfaction. We use this analysis to provide detailed feedback to individual customers during our annual customer business reviews. With the additional customer experiences measured, we can more adeptly add to the success of our customers.

Ecolab also has more than 50 Customer Service Call Centers located around the globe, fielding more than 11 million calls annually. We provide on-call assistance to our customers seven days a week and emergency support for our field service teams through electronic messaging. Regular visits ensure that our customers' needs are being met and products and systems are delivering superior results. Customer satisfaction surveys are conducted periodically and results are reviewed by business leaders and with customers.

SALE OF BANNED OR DISPUTED PRODUCTS (GR-PR6)

Ecolab operates worldwide and its products and services are subject to numerous laws and regulations regarding product development and distribution. Ecolab attempts to comply with all relevant laws and regulations regarding product development and distribution and has a robust process for ensuring compliance.

Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

TOTAL NUMBER OF INCIDENTS OF NONCOMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS (GR-PR7)

None. Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

TOTAL NUMBER OF SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA (GR-PR8)

None. Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").

MONETARY VALUE OF SIGNIFICANT FINES FOR NONCOMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES (GR-PR9)

Ecolab is aware of a relatively small number of noncompliance issues and has a proactive and robust compliance program to address them promptly and completely. None of these issues resulted in material fines or penalties to the company under applicable reporting requirements.

Additional information is provided in Ecolab's Form 10-K for the fiscal year ending December 31, 2015 in Part 1, Item 1, under Environmental Remediation and Proceedings and in Note 15 ("Litigation and Environmental Matters").



INDEPENDENT ASSURANCE STATEMENT

Introduction and objectives of work

Bureau Veritas North America, Inc. (BVNA) was engaged by Ecolab Inc. (Ecolab) to conduct an independent assurance of its 2015 Corporate Sustainability Report (the Report). This Assurance Statement applies to the related information included within the scope of work described below. The intended users of the assurance statement are the stakeholders of Ecolab. The overall aim of this process is to provide assurance to Ecolab's stakeholders on the accuracy, reliability and objectivity of the information included in the Report.

The information that was assured and its presentation in the Report are the sole responsibility of the management of Ecolab. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

Ecolab requested BVNA to include in its independent assurance the following:

- Data and report text included in the Report for the calendar year 2015 reporting period;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported;
- Evaluation of the Report in accordance with the International Standard on Assurance Engagements 3000; and
- Evaluation of the Report against the principles of the Global Reporting Initiative (GRI) Reporting Framework as defined in the GRI G4 Sustainability Reporting Guidelines.

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention) by Ecolab;
- Statements of future commitment; and
- Any financial data previously audited by an external third party.

Methodology

BVNA undertook the following activities:

1. Interviews with relevant personnel of Ecolab (including managers and staff members at the corporate level);
2. Review of internal and external documentary evidence produced by Ecolab;
3. Audit of performance data presented in the Report including a detailed review of a sample of data;
4. Review of Ecolab data and information systems for collection, aggregation, analysis and internal verification and review.

The work was planned and carried out to provide a limited level of assurance and we believe it provides a sound basis for our conclusions.



Our Findings

On the basis of our methodology and the activities described above, BVNA has found no evidence that:

- The information and data included in the Report are not accurate, reliable and free from significant error, material mistakes or misstatements.
- The Report is not a fair representation of Ecolab's activities over the reporting period.
- The information is not presented in a clear and understandable manner, and allows readers to form a balanced opinion regarding Ecolab's performance and position during the 2015 reporting period.
- The Report has not been prepared in accordance with the GRI G4 Guidelines and includes appropriate consideration of the profile disclosures, management approach disclosures and performance indicators to meet the requirements of GRI G4 Core Requirements.

It is our opinion that:

- Ecolab has established appropriate systems for the collection, aggregation and analysis of relevant information, and has implemented underlying internal assurance practices that provide a reasonable degree of confidence that such information is complete and accurate.
- Ecolab's executive management supports the development of processes for the embedding of sustainable management concepts and practices in the company.

Key Observations and Recommendations for 2015

- Ecolab's commitment to continuous improvement in environmental performance was evident in its contributions to Project WET Foundation, as well as in its partnership with The Nature Conservancy.
- Much of the environmental performance data (energy, water, GHG) is collected electronically on a monthly basis, requiring minimal to no manual transcription. This methodology greatly reduces the potential for transcription error. BVNA recommends that Ecolab consider implementing this methodology wherever possible.
- Much of the data regarding human resources and employee training is currently maintained in decentralized, regional systems, requiring manual consolidation and transcription for final reporting. However, it is our understanding that initiatives are underway to consolidate these regional systems into single, global systems for HR and training, which should result in improvements in data collection and accuracy in these areas.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 185 years history in providing independent assurance services, and an annual 2015 revenue of 4.6 Billion Euros.

No member of the assurance team has a business relationship with Ecolab, its Directors or Managers beyond that of verification and assurance of sustainability data and reporting. We have conducted this verification independently and we believe there to have been no conflict of interest. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.



The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Attestation:

A handwritten signature in blue ink, appearing to read 'Trevor A. Donaghu'.

Trevor A. Donaghu, Lead Assuror
Technical Director, Climate Change Services
Sustainability and Climate Change Services
Bureau Veritas North America, Inc.

A handwritten signature in blue ink, appearing to read 'John A. Stangline'.

John A. Stangline, Lead Assuror
HSE Director - Cleveland
Sustainability and Climate Change Services
Bureau Veritas North America, Inc.

May 26, 2016