

2021

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

With our tenth annual Communication on Progress, I am pleased to reaffirm Ecolab's support of the ten principles of the UN Global Compact with respect to human rights, labour, the environment and anti-corruption. We also confirm our continued endorsement of the CEO Water Mandate and are proud to be a founding member of the Water Resilience Coalition. And in 2020, we remain committed to combatting climate change as a signatory to the Business Ambition for 1.5°C, which is bolstered by our science-based targets approved by the Science Based Targets Initiative (SBTi).

Ecolab is a global leader in hygiene, infection prevention and water solutions and services that protect people and vital resources and a trusted partner at nearly 3 million customer locations. Ecolab's 44,000 associates deliver comprehensive solutions, data-driven insights and personalized service to advance food safety, maintain clean and safe environments, optimize water and energy use and improve operational efficiencies and sustainability for customers in the food, healthcare, hospitality and industrial markets in more than 170 countries. Fundamental to our approach is an understanding that real and lasting change is accelerated when economic, environmental and social benefits align.

With this communication, serving as an addendum to [our suite of sustainability reporting resources](#), we express our continued intent to advance the principles of the Global Compact, CEO Water Mandate and Business Ambition for 1.5°C within our sphere of influence.

Sincerely,



Christophe Beck
President and Chief Executive Officer

HUMAN RIGHTS

PRINCIPLE	ECOLAB APPROACH	REFERENCE
Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights	Ecolab is committed to enhancing the well-being of people and communities around the world to ensure human rights are respected across our global operations and supply chain	<ul style="list-style-type: none"> • Human Rights Policy • Code of Conduct • Supplier Code of Conduct • Ethical Sourcing Standards • Anti-Human Trafficking Policy • California Transparency in Supply Chains Policy • Conflict Minerals Policy • <i>Human Rights & Integrity and Ethics</i> sections of the 2020 Corporate Responsibility Report
Principle 2 Business should make sure that they are not complicit in human rights abuses		

LABOUR

PRINCIPLE	ECOLAB APPROACH	REFERENCE
Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Ecolab adheres to U.S. National Labor Relations Board protocols to support employee rights to exercise freedom of association and collective bargaining	<ul style="list-style-type: none"> • Supplier Code of Conduct • <i>Labor Relations</i> section of the 2020 Corporate Responsibility Report
Principle 4 Business should uphold the elimination of all forms of forced and compulsory labor	Ecolab is committed to eliminating all forms of child and forced labor	<ul style="list-style-type: none"> • Human Rights Policy • Anti-Human Trafficking Policy • <i>Human Rights & Integrity and Ethics</i> sections of the 2020 Corporate Responsibility Report
Principle 5 Business should uphold the effective abolition of child labor		
Principle 6 Business should uphold the elimination of discrimination in respect of employment and occupation	Ecolab complies with applicable labor and employment law and prohibits discrimination in its operations	<ul style="list-style-type: none"> • Anti-Discrimination Policy • Human Rights Policy • Code of Conduct • Diversity, Equity and Inclusion

ENVIRONMENT

PRINCIPLE	ECOLAB APPROACH	REFERENCE
Principle 7 Business should support a precautionary approach to environmental challenges	100 percent of Ecolab's raw materials and products are evaluated for human and environmental hazards, product risks are proactively evaluated in our product development processes and we use a precautionary approach	<ul style="list-style-type: none"> • <i>Chemical Portfolio Management & Product Design and Lifecycle Management</i> sections of the 2020 Corporate Responsibility Report
Principle 8 Business should undertake initiatives to promote greater environmental responsibility	We have bold environmental goals and robust environmental management systems and programs to reduce our impacts on water, energy, greenhouse gas (GHG) emissions and waste	<ul style="list-style-type: none"> • Global Safety Health & Environmental Position • Climate Change Position • Our 2030 Impact Goals • <i>Environment</i> section of the 2020 Corporate Responsibility Report
Principle 9 Business should encourage the development and diffusion of environmentally friendly technology	Ecolab helps our customers meet their goals by delivering both operational and sustainability benefits through our products and technology, including improved efficiency, quality, safety and reduced environmental impact	<ul style="list-style-type: none"> • 2020 Sustainability Overview • eROI Customer Impact Counter • <i>Energy & Emissions</i> section of the 2020 Corporate Responsibility Report

ANTI-CORRUPTION

PRINCIPLE	ECOLAB APPROACH	REFERENCE
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	Ecolab strives to do business through proper means and actions, prohibits any behavior that could be perceived as a form of bribery or corruption and trains senior leaders, as well as all employees in high risk countries, annually on anti-corruption	<ul style="list-style-type: none"> • All employees are required to complete Code of Conduct training annually • Supplier Code of Conduct • <i>Anti-Corruption</i> section of the 2020 Corporate Responsibility Report

OUR OPERATIONS

Founded in 1923 and headquartered in St. Paul, Minnesota, Ecolab Inc. (NYSE: ECL) is a global leader in hygiene, infection prevention and water solutions and services that protect people and vital resources and a trusted partner at nearly 3 million customer locations.

Ecolab's 44,000 associates deliver comprehensive solutions, data-driven insights and personalized service to advance food safety, maintain clean and safe environments, optimize water and energy use and improve operational efficiencies and sustainability for customers in the food, healthcare, hospitality and industrial markets in more than 170 countries.

From restaurants, hotels and healthcare facilities to food and beverage plants and manufacturing facilities across the globe, Ecolab's 24,000 direct sales-and-service associates, the industry's largest and best trained, utilize innovative technologies and digital solutions to help solve the most pressing operational and sustainability challenges our customers face. Many of the world's most recognizable companies rely on Ecolab to help ensure product quality, operational efficiencies, sustainability and brand reputation.

Ecolab operates an extensive, integrated global supply chain, which comprises more than 300 manufacturing plants, distribution centers and other facilities owned and operated by Ecolab to support the company's direct sales, marketing and distribution activities. In addition, we have 1,300 offices and R&D centers globally. We have operations in 105 countries across North America, Europe, Greater China, Asia Pacific, Latin America and India, Middle East and Africa.

We have more than 20,000 supply chain partners and procure more than \$3.3 billion of direct raw material, contract manufacturing and equipment from more than 9,000 suppliers worldwide and manage distribution through various channels to external customers.

OUR APPROACH

We are recognized as a leading environmental, social and governance (ESG) company for our commitment to delivering the right results in the right way. We are focused on operating safely and sustainably. We believe that a diverse and inclusive workforce is critical to our success. We abide by a strict code of conduct that guides our daily actions. And we strive to enrich our communities.

Our greatest opportunity to drive sustainable development is through our products and services and by the nature of our work, we are addressing some of the world's most pressing sustainability challenges, including water scarcity and climate change. We are also committed to using our solutions and expertise to advance sustainability in our own operations.

While the full Board of Directors monitors the company's progress on sustainability, the [Safety, Health and Environment \(SHE\) Committee](#) has the highest level of direct responsibility for sustainability policies, programs and practices that affect, or could affect, Ecolab employees, customers, stockholders and neighboring communities.

Ecolab's sustainability strategy includes environmental, social and governance components and is governed by a Sustainability Executive Advisory Team (SEAT) that is made up of 10 members of the company's executive leadership team including our Senior Vice President and Chief Sustainability Officer. The SEAT meets with the Corporate Sustainability team on a quarterly basis. Outputs of these meetings are reported to the SHE Committee of the Board.

To promote sustained company success, strategic sustainability indicators are part of how we measure performance which is used to determine compensation for senior leaders and employees. Certain functional leaders and facilities managers have their goals aligned with our corporate environmental, social and governance (ESG) goals, including our [2030 Impact Goals](#). In addition, bonus components for select employees are tied to continuous improvement efforts, including in water and energy efficiency (carbon emissions reductions) leading to achievement of targets at the facility and regional level.

STAKEHOLDER ENGAGEMENT

To garner a comprehensive understanding of our risks and opportunities, we take part in ongoing dialogue with a diverse set of stakeholders to assess the relevancy of sustainability issues and identify opportunities to improve. The company's engagement with stakeholders is determined by the nature of their relationship with Ecolab, their interest and their willingness to engage with and influence the company. Throughout the year, we engage with employees, investors, customers, suppliers and relevant external groups, such as non-governmental organizations (NGOs) and communities.

Employees

Our associates drive innovation, support business growth and provide personally delivered service and on-the-ground support at more than 3 million customer locations. The perspectives of our associates are critical to our success and inform our business strategy. In 2019, we surveyed more than 5,000 associates and held in-person interviews to get input on our sustainability impacts, strategy and focus areas. In addition, our annual Assessment of Significant Business Risks and biannual sustainability materiality assessment processes include interviews and surveys of leadership across business units and functions, including: Business Leads; Human Resources; Supply Chain; Research, Development and Engineering; Finance, Risk, Legal and Regulatory Affairs (including Compliance); and Field Sales.

Investment Community

As a publicly traded company, we place a priority on the opinions of our shareholders. We engage in direct dialogue each year at our annual shareholder meeting, and via disclosures, surveys and rankings from investor-led indices. Specifically, we use data sets and criteria provided from investor-led organizations to inform our own risk assessments and communicate with these groups to share results and shape our strategy. Additionally, we believe there is opportunity to enhance our corporate reputation through our environmental programs and climate-related goals, thereby strengthening relationships within the investment community and boosting the attractiveness and stability of Ecolab as a strong ESG investment.

Communities

We support the communities in which we operate through the Ecolab Foundation. Since 1986, the Ecolab Foundation has implemented community impact programs to support communities where our employees live and work, focusing on giving to local non-profit organizations in the areas of youth and education, civic and community development,

arts and culture and environmental conservation. Through this work, we engage in direct dialogue with a variety of community groups to understand what matters most and incorporate their feedback into our approach.

Customers

Our relationships with many of the world's biggest brands give us a unique opportunity to understand the sustainability 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 use this knowledge to drive innovation to help them achieve their business and sustainability goals. In addition to our daily interactions with customers, we conduct interviews with customers as part of our biannual sustainability materiality assessment process, actively participate in various industry associations and conduct annual reviews of our partnerships with each customer to understand customer-specific issues, measure our impact and assess key business drivers to shape future strategies.

Non-Governmental Organizations (NGOs)

Our ability to protect the world's water, food, health and climate through our products and services is strengthened through our partnerships with reputable global NGOs. In 2020, our NGO partnerships included the Water Resilience Coalition as part of the UN Global Compact and CEO Water Mandate, Alliance for Water Stewardship, The Nature Conservancy, the Project WET Foundation, Water.org and the World Resources Institute. Our active engagements with these and other NGO groups through events, interviews and other direct communications strengthens our understanding of global trends impacting our business, customers and communities, and influences our assessment of societal risks and opportunities relevant to Ecolab's business.

PUBLIC POLICY

Engaging with policymakers is one means of furthering our sustainability objectives. We communicate with policymakers in proactive policy discussions, bringing our market segment and scientific expertise to the table on water, waste, food safety and customer health issues to ensure public policy decisions are grounded in principles of sound science. Ecolab engages with federal and state legislative and regulatory bodies, industry and customer trade associations and non-governmental organizations that provide a forum for environmental policy discussions relevant to our industry. These include a diverse set of stakeholders which focus on water-related issues and climate mitigation and adaptation issues to influence climate policy.

SUSTAINABILITY MATERIALITY ASSESSMENT

We employ a multifaceted process to identify and prioritize sustainability topics that are important to our stakeholders, align with our company’s and customers’ key business drivers and inform our corporate strategy and reporting of these issues as required in our [Annual Report and Form 10-K](#) and [Corporate Responsibility Report](#).

Guided by the Global Reporting Initiative’s (GRI) Reporting Principles and GRI’s definition of material topics, we conducted a sustainability materiality refresh in 2019 that built upon previous assessments conducted in 2017 and 2015. Through this process, we identified priority material topics that are important to stakeholders and significant to our business. These results were reviewed by our CEO and Sustainability Executive Advisory Team (SEAT), and further evaluated against criteria used in our Enterprise Risk Management process and annual Assessment of Significant Business Risks to identify the topics most critical for the global business that align with our core values, goals and competencies. This final analysis informed creation of our [2030 Impact Goals](#) and the continued integration of sustainability into our corporate strategy, business operations, culture and communications.

SUSTAINABLE DEVELOPMENT GOALS

Ecolab is committed to partnerships and programs that fulfill the UN Sustainable Development Goals, and we believe we are well-positioned to make our greatest contributions in three areas.

ENVIRONMENTAL

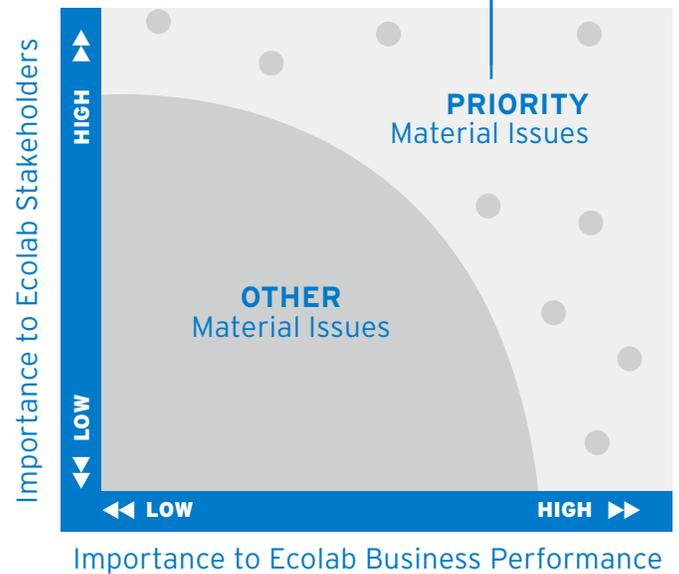
- Water
- Energy and Greenhouse Gas Emissions
- Waste

PRODUCT SUSTAINABILITY

- Product Design and Lifecycle Management
- Chemical Management
- Responsible Sourcing

SOCIAL

- Occupational Health and Safety
- Human Capital Management
- Diversity, Equity and Inclusion



Goal 6: Clean Water and Sanitation

We aim to achieve a positive water impact in both our own operations and our customers’ sites



Goal 13: Climate Action

We align our operations and supply chain to the UN Global Compact’s Business Ambition for 1.5°C, pledging to halve carbon emissions by 2030 and achieve net-zero carbon emissions by 2050

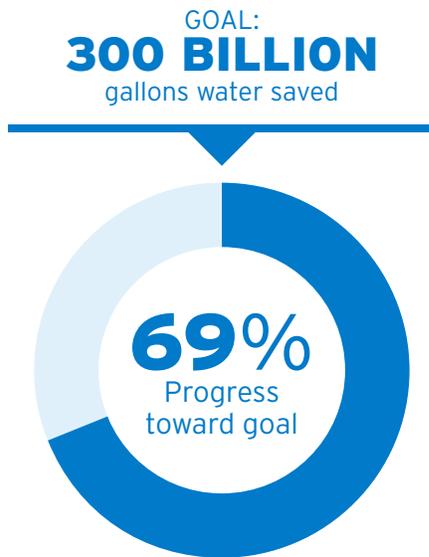


Goal 5: Gender Equality

We believe that a diverse and inclusive workforce is critical to the success of our associates, our company and our customers

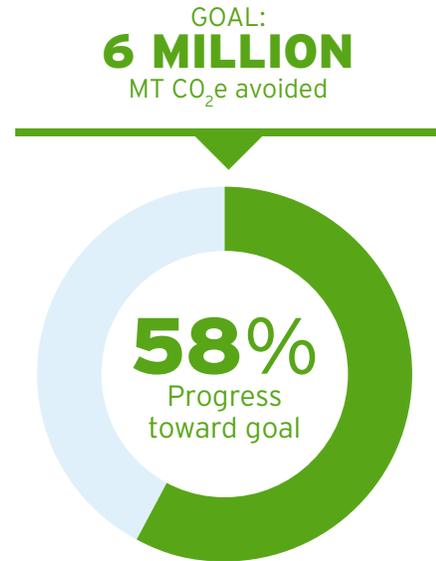
OUR 2030 IMPACT GOALS

Our 2030 Impact Goals are focused on the change we can create for our company, communities, customers and environment. With these ambitious goals to achieve alongside customers and in our own operations, we're working to support a safe and healthy world with enough resources for all.



Water

Help customers conserve 300 billion gallons (1,140,000 cubic meters) of water, equivalent to the drinking water needs of 1 billion people. We measure our progress based on global sales data and business growth related to our water-saving technologies and industry-specific assumptions.



Climate

Help customers become carbon neutral by reducing greenhouse gas emissions by 6 million metric tonnes (MT), preventing nearly 10 million pollution-related illnesses. We measure our progress based on global sales data and business growth related to our energy-saving technologies and industry-specific assumptions.



Food

Help customers provide high-quality and safe food to 2 billion people for an entire year, preventing 11 million foodborne illnesses. We measure our progress based on production data and business growth from our global Food & Beverage business, the number of meals served by Quick Service Restaurants and Food Retail Services customers and annual food consumption in the United States.



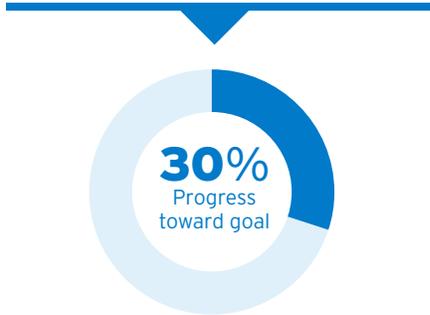
Health

Help clean 90 billion hands and provide safe medical care for 116 million people each year, reducing more than 1.7 million infections. We measure our progress based on the average number of healthcare instruments washed, chemistry sales and our business growth.

OUR 2030 IMPACT GOALS

Alongside the impact we make with our customers, we know we can make a difference through our own operations.

GOAL:
40% REDUCTION
in overall water impact



Achieving a Positive Water Impact

Global water challenges are the new normal. That's why Ecolab aims to achieve a positive water impact. By 2030, we plan to:

- Restore greater than 50% of water withdrawal and achieve Alliance for Water Stewardship Standard (AWS) certification in high-risk watersheds
- Reduce water withdrawal by 40% per unit of production across our enterprise

GOAL:
50% REDUCTION
in CO₂e



Tackling Carbon Emissions

Joining the fight against climate change is no longer optional. Ecolab will halve carbon emissions by 2030 and achieve net-zero carbon emissions by 2050 and 100% renewable electricity by 2030.

GOAL:
35% and 25%
management level gender and ethnic/racial
diversity, respectively



Supporting a Diverse and Inclusive Workforce

We believe that a diverse, inclusive and purpose-driven team is critical to the success of our individual associates, our company, our customers and our communities. We will focus on:

- Maintaining Ecolab's pay equity in the U.S. and expanding globally
- Increasing management level gender diversity to 35% with the ultimate goal of gender parity
- Increasing management level ethnic/racial diversity to 25% as we seek to meet full representation of the U.S. workforce at all levels



in Total Recordable
Injury Rate (TRIR)
from 2019 to 2020



in Lost Time
Injury Rate (LTIR)
from 2019 to 2020

Prioritizing Safety Everywhere We Work

Our safety goal is always zero incidents. But Goal Zero is more than a number. We assess risk before we start work, identify and address safety issues, and remedy hazardous situations – at any Ecolab location and wherever we operate.

By 2030, we aim to train and educate 100% of our associates to work safely 100% of the time.

TRANSPARENCY AND DISCLOSURE

Ecolab is steadfast in upholding our longstanding commitment to our stakeholders and business strategy, while aligning with respected global frameworks. Reporting publicly and consistently on our performance demonstrates our dedication to transparency and we are committed to obtaining third party assurance of our non-financial data to improve accountability and enhance stakeholder confidence in our reporting.

Our [Corporate Responsibility Report](#) comprehensively documents Ecolab's environmental, social and governance performance in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Our [Sustainability Overview](#) features case studies demonstrating how Ecolab's solutions have helped our customers minimize their environmental impact while achieving exceptional business results. The [Annual Report](#) provides detailed information for investors on our corporate governance, management and financial statements, including Form 10-K. Our [ESG Overview](#) summarizes our management approaches and performance related to key environmental, social and governance (ESG) topics identified in our most recent materiality assessment.

We report on material Sustainability Disclosure Topics and Accounting Metrics from the Sustainability Accounting Standards Board (SASB) Chemicals and Professional Services Standards. Additionally, we address core Stakeholder Capitalism Metrics released by the World Economic Forum and its International Business Council in 2020 and consider recommendations and supporting disclosures of the Financial Stability Board (FSB) Task Force on Climate-related Financial Disclosures (TCFD). Ecolab also reports ESG performance data to the annual S&P Global SAM Corporate Sustainability Assessment (CSA) and CDP's [Climate Change](#), [Water Security](#) and [Supply Chain](#) surveys.

EXTERNAL ASSURANCE

Apex Companies, LLC (formerly the HSE division of Bureau Veritas North America, Inc.) provided third-party assurance for Ecolab's publicly reported [2020 Corporate Responsibility Report](#). This is the sixth year in a row they have provided assurance for Ecolab's report. Apex completed its Limited Assurance level evaluation of the Report in accordance with the Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board and against the principles of the Global Reporting Initiative (GRI) Reporting Framework as defined in the GRI Standards 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, Apex has found no evidence that: the Subject Matter included in the Report has not been properly prepared, in all material respects, in accordance with the Reporting Criteria; and the report has been prepared in accordance with the GRI Standards including appropriate consideration of the Reporting Principles, necessary general disclosures, management approaches and topic-specific GRI standards to meet the in accordance-core requirements of the GRI Standards. It is Apex's opinion that: Ecolab has established appropriate systems for the collection, aggregation and analysis of relevant information; and Ecolab's executive management supports the development of processes for the embedding of sustainable management concepts and practices in the company.

FOR MORE INFORMATION

2020 CORPORATE RESPONSIBILITY REPORT



PARTNERS FOR GREATER PURPOSE
Leading in a Changing World

ECOLAB



Our [Corporate Responsibility Report](#) comprehensively documents Ecolab's management approaches and progress related to key environmental, social and governance (ESG) topics identified in our most recent materiality assessment.



2020 SUSTAINABILITY OVERVIEW

Partners for Greater Purpose
Leading in a Changing World

Learn more about our sustainability efforts at [Ecolab.com](#)

ECOLAB



Our [Sustainability Overview](#) features case studies demonstrating how Ecolab's solutions have helped our customers minimize their environmental impact while achieving exceptional business results.

2020 ANNUAL REPORT



INNOVATION AND DETERMINATION
Accelerating to expand our impact

ECOLAB



The [Annual Report](#) provides detailed information for investors on our corporate governance, management and financial statements, including Form 10-K.



Our [CDP Climate Change](#) and [Water Security](#) reports include detailed information on our climate and water governance, strategy, risks and opportunities, targets and performance.



In addition, more information can be found on our [website](#).

Information in this Communication on Progress is current as of date of this publication. The report has not been updated to reflect any changes since that date, including Ecolab's business or strategy. Ecolab assumes no obligation and does not intend to update this report to reflect any such changes. All references to dollars are to U.S. dollars.