

## ECOLAB ENVIRONMENTAL JUSTICE POSITION

### PURPOSE

This statement formalizes Ecolab's commitment to advancing environmental justice in the communities where we operate. We actively seek to ensure our operations and products involve fair treatment and meaningful involvement of all stakeholders, regardless of racial, socioeconomic, or geographic factors, and intend to accelerate our progress beyond what is required by regulatory bodies.

### PRACTICES

Ecolab's environmental justice practices focus on three key areas:

1. Reducing the impact of our operations
2. Positively impacting communities in which we operate
3. Continuous measurement and program refinement

Ecolab has a long history of leadership in sustainability and safety. Our environmental justice program is embedded within our business and operational plans to help ensure that we are prioritizing the health of our employees, the communities surrounding our operations and the planet. Progress is measured based on key demographic and environmental indicators and is incorporated into our broader [2030 Impact Goals](#).

Environmental justice is also embedded in our Community Relations programs, and our community giving strategy will be expanded to include a focus on grants that support the improvement of specific environmental justice indicators.

In addition to our internal focus areas, Ecolab intends to work with companies operating in similar high-risk areas, and community groups, to help identify and complete local projects.

Our environmental justice work will incorporate transparency and open communication with the communities surrounding our sites, including monthly community meetings, participation in community action panels and plant tours available to the public.

Ecolab also has partnered with the University of Minnesota Institute on the Environment and Equal Justice Works to continue to refine our programs to maximize our positive impact and continue to broaden our perspective on this topic.