

POSITION ON FREEDOM OF ASSOCIATION

Purpose

Ecolab recognizes that fostering a work environment that supports the success of all employees is critical to advancing the Company’s ability to grow and its vision to make the world a cleaner, safer, healthier place. And as a signatory of the United Nations Global Compact, we adhere to the Ten Principles, one of which encompasses the right to freedom of association and the effective recognition of the right to collective bargaining.

Scope

This position applies to all global employees.

Position

Ecolab respects the principles of freedom of association and the right to collective bargaining in accordance with applicable national law. Ecolab recognizes an employee’s right to form or join a labor union, or to refrain from doing so, without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized labor union, we fulfill our bargaining obligations as defined by the law.

We respect that freedom of association is a fundamental right and recognize the right to collective bargaining as stated in the International Labor Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work. We adhere to applicable national laws that govern employee rights to exercise freedom of association and collective bargaining.

Responsibility

Matters concerning the right to collective bargaining and the freedom of association are overseen by Ecolab’s Law Department.

References

- [UN Global Compact Ten Principles](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)

Version #	Date	Description	Revised By
Initial Release	01/06/2022	Initial Release	Law Department