ECOLAB®
Everywhere It Matters.

ESG Overview

2019

With a compelling business case for sustainability, good things happen

At Ecolab, sustainability is core to our purpose. We operate at the intersection of resource efficiency and the profit motive, helping customers in virtually every industry around the world save water and energy, while reducing greenhouse gas emissions and waste, in ways that make business sense.

With our mix of technology, innovative chemistries and 24/7 expert service and monitoring, we empower customers at nearly three million locations, across every industry to make a positive impact in the world. The combined value that Ecolab delivers in partnership with our customers exponentially increases the value of our services and solutions.

But we also set high standards for our own operations. Since the mid-2000s, we have adopted increasingly ambitious internal targets for water, energy, product sustainability and safety, and we have always met or exceeded them.

The decisions we make in this decade are crucial to contributing towards a healthier world. To satisfy the food, water, energy and health needs of a growing global population, we must collectively tackle the challenges of water scarcity and climate change – and build a circular economy that allows consistent responsible growth within the limits of what the planet can support.

While we don't have all the solutions yet, we do have unprecedented technological means at our disposal, as well as a growing sense of urgency across the ranks of global business. By working together, we can meet the challenges of this decade and lay the groundwork for an economy that works for all. That's what inspires us as we begin a new decade, grounded in our purpose: to make the world cleaner, safer and healthier – helping businesses succeed while protecting people and vital resources.

Sincerely,

Douglas M. Baker, Jr.
Chairman And Chief Executive Officer

This report

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. This 2019 ESG Overview summarizes our management approaches and performance related to key environmental, social and governance (ESG) topics identified in our most recent materiality assessment and aligns to select Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) disclosure standards. In addition, we are a Task Force on Climate-related Financial Disclosures (TCFD) Supporter. For detailed reporting on TCFD recommendations and disclosures, please see our annual CDP Climate Change submission. For more detailed information on our sustainability activities and performance, please see our 2019 Corporate Responsibility GRI Report.

About Ecolab: A leader in corporate responsibility

Founded in 1923 and headquartered in St. Paul, Minnesota, Ecolab Inc. (NYSE: ECL) is the global leader in water, hygiene and energy technologies and services that protect people and vital resources. Ecolab delivers comprehensive solutions, data-driven insights and on-site service from the industry's largest and best-trained direct sales-and-service force to protect safe food, maintain clean environments, optimize water and energy use and improve operational efficiencies. We serve many of the world's most recognizable brands in the food, healthcare, energy, hospitality and industrial markets.

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.

Sustainability is core to our business strategy

Our work is crucial for the health of our changing world. We are well positioned to help customers solve their operational and sustainability goals while meeting the growing demand around water, climate, food and health. Ecolab solutions help our customers adopt processes to reduce water and energy use, which helps increase operational efficiency, reduce environmental impact and protect our world's vital resources. Our solutions and expertise around food safety are critical to the reputations of businesses that manufacture, sell or serve food and beverages and help protect the health and well-being of people everywhere. Finally, we know that clean environments are key to both business success and daily health whether in the hospitality industry or in healthcare facilities. Ecolab's innovative cleaning, laundry, ware washing and hygiene solutions play an important role in ensuring everyone – from employees to guests – stays safe.

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.

2019 Highlights

CDP LEADERSHIP LEVEL
Water Security A List
Climate Change A- Score

A MOST SUSTAINABLE COMPANY
Ranked #26

A MOST SUSTAINABLE COMPANY
Top 1%

A WORLD'S MOST ETHICAL COMPANY
14th Consecutive Year

A LEADING ESG COMPANY
Fifth Consecutive Year

A BEST CORPORATE CITIZEN
Ranked #8

BLOOMBERG GENDER-EQUALITY INDEX
One of 325 Index Companies
Across 50 Industries

A BEST EMPLOYER FOR DIVERSITY
Second Consecutive Year

eROI: Creating and measuring value

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. We call this our eROI value: the exponential return on investment, or eROI, from customers' improved performance, operational efficiency and sustainable impact.

Measurement is a critical component of our process. Using our proprietary eROI methodology, we measure our sustainable impact and quantify customers' return on investment.

Every year, we measure our total impact using our eROI Customer Impact Counter. The counter includes all technologies that track savings delivered to customers and have established methodologies. We continue to evaluate opportunities to add new technologies to the counter on an annual basis.
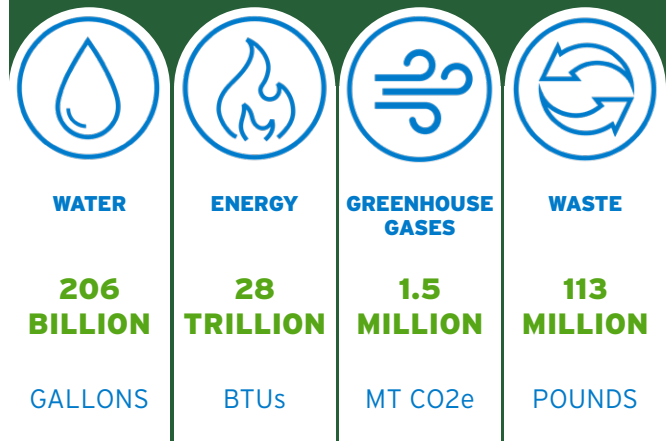
Sustainability governance and approach

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 2020 greenhouse gas (GHG) emissions and water reduction 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.

Our Sustainable Impact

In 2019, we helped our customers save:

WATER	ENERGY	GREENHOUSE GASES	WASTE
206 BILLION	**28 TRILLION**	**1.5 MILLION**	**113 MILLION**
GALLONS	BTUs	MT CO2e	POUNDS

In 2019, a subset of eROI projects across industrial sectors delivered more than **$275 million** alone in annualized savings for our customers.

Clean Revenue

Ecolab defines "clean revenue" as revenue from product and service offerings that deliver a clear and significant social or environmental benefit. We have determined that 58 percent of our 2019 revenue can be considered clean. We believe this is a conservative estimate.

As we continue to improve our clean revenue methodology and data collection systems to capture the full breadth of environmental and social value that our products and services deliver across our key impact areas of water, climate, food and health, we expect our clean revenue figure to increase in future years.

58% of our revenue in 2019 can be considered clean.

Stakeholder engagement

To garner a comprehensive understanding of our risks and opportunities, we engage in ongoing dialogue with a diverse set of stakeholders to assess the relevancy of sustainability issues and identify opportunities to improve. Stakeholders are profiled according to the nature of their relationship with Ecolab, their interest and their willingness to engage with and influence the company. Our annual stakeholder-engagement process includes employees, investors, customers, suppliers and relevant external groups, such as non-governmental organizations (NGOs) and communities.

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 Form 10-K and Corporate Responsibility GRI 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 (see materiality matrix to the right).

These results were reviewed by our Chairman and 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. This final analysis informed our 2030 Impact Goals and the continued integration of sustainability into our corporate strategy, business operations, culture and communications.

We review the results of our sustainability materiality assessment against our corporate sustainability strategy to ensure we are optimally addressing some of the world's most pressing and complex challenges through our own operations and the solutions we provide to customers. Material topics addressed by our key strategy pillars and performance areas are translated into action through three vital areas:

1. Product sustainability and innovation
2. Customer value creation using Ecolab services
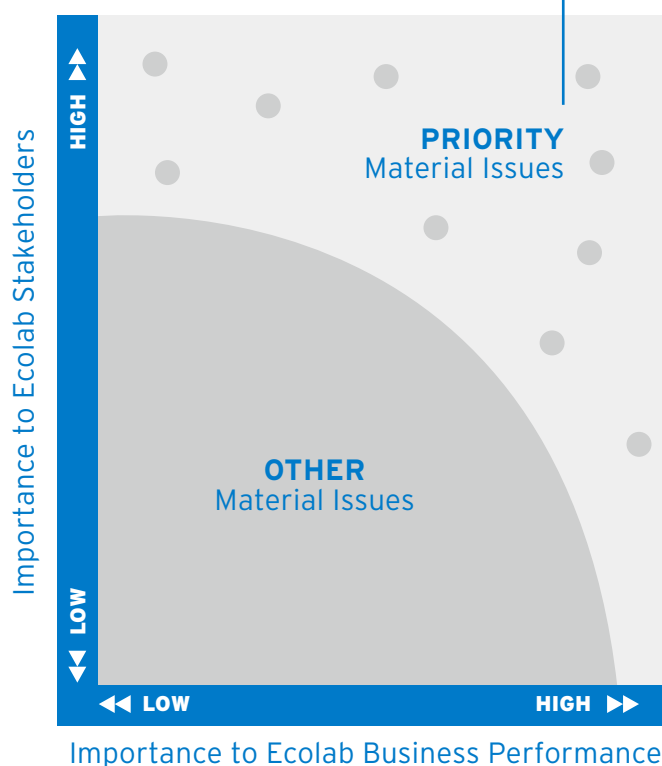3. Human capital management

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 and Inclusion

Importance to Ecolab Stakeholders — HIGH / LOW

PRIORITY Material Issues

OTHER Material Issues

LOW ◄◄ — HIGH ►►

Importance to Ecolab Business Performance

Protecting our people and customers during the COVID-19 pandemic

As sustainability is core to our business strategy, we've built resilience into our operations. As a result, we're well prepared to address crises as they arise and mitigate their impacts on the business. In addition, we're doing our part to take care of our associates, customers and communities, including:

Meeting an Urgent Need, Safely

We're supporting the front-line workers who use our cleaning and disinfecting solutions to maintain good hand hygiene and clean surfaces, tools and equipment so they can keep patients healthy, produce and prepare food safely and keep critical infrastructure running smoothly. In 2020, we launched the Ecolab Science Certified Program: a comprehensive, science-based approach combining advanced chemistry with new public health training and audit verification to deliver a high standard of cleanliness for public health and food safety required due to the COVID-19 pandemic.

Protecting Our People

To help protect our employees and their families, we have required those who can work at home to do so, introduced additional social distancing and cleaning protocols at our facilities, and provided guidance, training and PPE to our sales-and-service associates. We have enforced travel restrictions to stop the spread of the virus and expanded paid sick leave programs to take care of associates impacted by the virus. Additionally, we provide a U.S. Employee Assistance Program (EAP) for confidential, free services including professional counseling. And because the impact of this pandemic is not felt equally across our business lines, we activated a pay protection plan through Q3 2020 to cover associates whose workload or pay was negatively impacted by COVID-19.

Working Safely On-site

For employees working on-site to serve customers providing essential services, we created specific protocols to ensure their safety and the safety of our customers. And our digital technologies continue to be an important way for us to deliver customer value during the pandemic. For example, our Refined Knowledge platform allows us to remotely monitor refineries and our Hand Hygiene Compliance Monitoring System is being used to track and determine if healthcare workers have come in contact with patients infected with COVID-19. These solutions play a vital role in the fight against COVID-19 and will continue to help us serve our customers even after this crisis ends.

Partnering to meet the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are the 2030 blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. Ecolab is committed to partnerships and programs that fulfill the UN Sustainable Development Goals, and believe we are well-positioned today to make our greatest contributions in three areas.

GOAL 6: Clean Water and Sanitation
We aim to achieve a positive water impact across 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 sustainability goals

The next 10 years represent a crucial opportunity to make a positive impact and set an example of sustainable leadership. And we are ready to do our part. That's why we've launched our next generation of 2030 Impact Goals, focused on the change we can create for our company, communities, customers and planet. By 2030, we aim to further expand our positive impact in the world and in our own operations.

Working Together for a Healthier World

Ecolab technologies and services help drive exponential return on investment (eROI) for our customers, while helping protect people and vital resources. Our 2030 Impact Goals showcase our global team's dedication to helping our customers thrive and make a positive impact in the world. By 2030, we aim to:

WATER

Help customers conserve **300 billion** gallons of water, equivalent to the drinking water needs of **1 billion** people

We will measure our progress based on: Global sales data and business growth related to our water-saving technologies and industry-specific assumptions.

FOOD

Help customers provide high-quality and safe food to **1.8 billion** people for an entire year, preventing **11 million** foodborne illnesses

We will 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.

CLIMATE

Help customers become carbon neutral by reducing greenhouse gas emissions by **4.5 million** metric tonnes, preventing **7.3 million** pollution-related illnesses

We will measure our progress based on: Global sales data and business growth related to our energy-saving technologies and industry-specific assumptions.

HEALTH

Help clean **50 billion** hands and provide safe medical care for **116 million** people each year, reducing more than **1.7 million** infections

We will measure our progress based on: The average number of healthcare instruments washed, chemistry sales and our business growth.

Our 2030 sustainability goals

In Our Operations

Alongside the impact we make with our customers, we make a difference through our own operations. In addition to bold environmental goals, we're also introducing a new set of goals focused on an inclusive, diverse, just and safe community for our associates, aligned with the UN Sustainable Development Goals (SDGs). Our 2030 goals are focused on:

ACHIEVING A POSITIVE WATER IMPACT

Global water challenges are the new normal. The UN projects that our world will experience a 40% freshwater deficit by 2030 if nothing changes. That's why Ecolab aims to expand our positive water impact across the world by working with our customers to conserve 300 billion gallons of water by 2030. In addition to working with our customers, we will continue to reduce our own operational water impacts. To do so, we will:

Restore greater than 50% of our water withdrawal and achieve Alliance for Water Stewardship Standard certification in high-risk watersheds[1]. We will accomplish this by reducing our water withdrawal intensity and implementing water replenishment projects.

Reduce net water withdrawal by 40% per unit of production across our enterprise. We will do so through a combination of withdrawal intensity improvements and water restored through replenishment projects.

SUPPORTING A DIVERSE, INCLUSIVE WORKFORCE

We know that a sustainable future goes beyond environmental goals. Recent events have reinforced for us the need to drive faster, deeper progress inside Ecolab and within society. 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. These goals are an initial step to drive significant change to advance racial and social justice within our organization. We will focus on:

Committing to the UN Sustainable Development Goal 5: Gender Equality for Women and Girls

Committing to maintain 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 or surpass full representation of the U.S. workforce

TACKLING CARBON EMISSIONS

Joining the fight against climate change is no longer optional. Science-based targets provide companies with a clearly defined pathway to future-proof growth. In 2019, Ecolab announced that it would align its operations and supply chain to the UN Global Compact's Business Ambition for 1.5ºC. To meet this commitment, we will:

Halve carbon emissions by 2030 and achieve net-zero carbon emissions by 2050 for our Scope 1 and 2 emissions by expanding energy efficiency projects at Ecolab sites, and electrifying our fleet of service vehicles

Achieve 100% renewable electricity by 2030

Work with suppliers representing 70% of Scope 3 emissions[2] to set science-based targets by 2024

PRIORITIZING SAFETY EVERYWHERE WE WORK THROUGH GOAL ZERO

Our safety goal is always zero incidents. But Goal Zero is more than a number. We place great value on training and education, both at our own facilities and at customer locations. 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

[1] Ecolab defines high-risk watersheds as areas with "High" or "Extremely High" baseline water stress according to the World Resources Institute's Aqueduct Water Risk Atlas tool.

[2] Covering purchased goods and services, capital goods, upstream transportation and distribution, business travel and downstream transportation and distribution.

Governance management disclosures

We know that to achieve our work to make the world cleaner, safer and healthier, we need to operate ethically, responsibly and sustainably. The work we do matters, and the way we do it matters to our associates, customers, investors and the communities in which we and our customers operate.

The business and affairs of the Company are managed under the overall direction of the Board of Directors. To assist it in carrying out its duties, the Board has delegated certain authority to five standing committees: Audit, Compensation, Finance, Governance and Safety, Health & Environment. Under the Company's Restated Certificate of Incorporation, the number of directors is determined exclusively by the Board. Currently, the Board has fixed the number of directors at 12. For more information, please visit our Corporate Governance webpage.

Integrity and Ethics

Ecolab is committed to enhancing the well-being of people and communities around the world and has established formal policies and procedures to ensure human rights are respected across our global operations and supply chain.

12	Board members, annually elected to serve a one-year term
92%	of board members are independent
42%	of board members are women
17%	of board members belong to an ethnic minority
42%	of the board is represented on our Safety, Health and Environment (SHE) Board Committee

- Our Human Rights Policy covers our commitments to create an inclusive and respectful work environment, ensure decent working conditions and eliminate all forms of child and forced labor, discrimination and anti-corruption and bribery. We are committed to respecting and abiding by international human rights standards defined by the United Nations (UN) Global Compact, Universal Declaration of Human Rights and International Labor Organization (ILO) Conventions. We have regional programs in place to assess conformity with these policies and commitments. In addition, Ecolab undertakes compliance and ethics assessments aligned with the UN Guiding Principles on Business and Human Rights to better understand human rights related risks.

- We are committed to upholding the highest legal and ethical standards, regardless of when and where we conduct business. Our Code of Conduct applies to all Ecolab officers, directors, employees and contingent workers globally and serves as a guide for how to act and make ethical decisions in compliance with the Code and the laws of the countries where we do business. Ecolab's Anti-Corruption Policies and procedures are also communicated through our mandatory, annual Code of Conduct training. Our goal is to have 100 percent of global employees, including all senior managers, provide a signature to certify completion and compliance annually, and we conduct yearly audits to monitor compliance with the Code and global governance and ethics regulations.

- Our Anti-Human Trafficking Policy communicates our expectations around Slavery and Human Trafficking.

- Our California Transparency in Supply Chains Policy addresses the implications of the UK Modern Slavery Act and the California Transparency in Supply Chain Act.

- Our Supplier Code of Conduct and Ethical Sourcing Standards communicate to our vendors and business partners our expectations on issues such as human rights, ethics, labor rights, employment law, health and safety, environment, fair pay and diversity, as well as our standards for operation. These supplier requirements are based on international standards including the UN Declaration of Human Rights, the UN Convention on the Rights of the Child and the International Labor Organization (ILO) Conventions. They are used in the selection and retention of all suppliers that provide goods or services to Ecolab worldwide.

- Our Conflict Minerals Policy supports human rights organizations to end violence and atrocities in Central Africa, specifically the Democratic Republic of the Congo (DRC) and nine adjoining countries.

Governance management disclosures

Fair Pay

At Ecolab we require a variety of high demand, unique vocational and technical skills in entry level roles. Consequently, our entry level wages are on average two to three times higher than minimum wage regardless of gender across our significant locations of operation, which are defined as our manufacturing facilities and operation centers. This higher wage average is confirmed in the results of our published CEO Pay Ratio that can be found on page 61 in our annual Proxy Statement each year. To ensure our pay continues to align competitively with the external market for all roles across the company, we test our pay and wage data against several reputable third-party compensation surveys.

Political Action

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 energy, 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 discussion relevant to our industry. These include a diverse set of stakeholders which focus on water-related issues and climate mitigation and adaptation issues such as product design for energy efficiency and material safety, energy management in business and manufacturing operations and industry collaboration to influence climate policy. We maintain a formal process to manage all direct and indirect engagement with policy makers and related organizations to ensure we have a common approach that is consistent with our business strategy.

Ecolab's Political Contribution Policy provides an approval process for corporate political contributions by a committee of executives, as well as an annual review of the policy and political contributions by the Governance Committee of the Ecolab Board of Directors. A list of all political contributions by Ecolab is posted semiannually to the Ecolab website under Political Contribution Reporting.

Customer Data Privacy and Security

At Ecolab, the security of our systems and solutions is a top priority. Our Board of Directors oversees Ecolab's global information security strategy and program and includes a cybersecurity expert that joined the Board in 2014. Our cybersecurity strategy and programs are overseen by our Chief Information Security Officer (CISO) who chairs an executive-level steering committee, the Information Security Steering Committee, and reports directly to the Chief Information Officer.

Ecolab's cybersecurity and privacy teams work to safeguard the company and customer's data as outlined in our Global Privacy Policy. We partner with other companies and industry leaders to protect access to information, ensure the security of data storage and transmission and track and communicate information regarding cyber threats. We continuously test our technical defenses with internal and external trained professionals seeking to probe the company's cybersecurity defenses and have a Security Incident Response team that is available 24/7, 365 days of the year.

Global Tax

We are committed to complying with all tax laws and regulations in each jurisdiction in which we do business and are guided by appropriate international standards. The tax we pay is an integral part of our positive economic and social impact and supports the advancement of the countries in which we operate. Our tax structures have economic substance and adhere to the arm's-length standard in accordance with the current transfer pricing principles outlined by the Organization of Economic Co-operation and Development (OECD). Our UK Tax Strategy Statement is available on our website.

Our global tax policies and strategies are periodically reviewed and authorized by our Internal Finance Committee as well as the Finance and Audit Committees of Ecolab's Board of Directors. In addition, the tax function is reviewed as part of our internal controls audit and by our external auditor, PwC. The Tax department is subject to Ecolab's existing reporting mechanisms within the Global Finance function and whistleblower program managed by the Global Compliance department. Stakeholder engagement and management of concerns related to tax are covered by the tax department reporting into the Chief Financial Officer.

Environmental management disclosures

Ecolab is in a unique position to help address the global trends shaping the future of business, particularly the growing demand for clean water, safe food, abundant energy and healthy environments. Alongside our sustainable impact with customers, we are also committed to making a difference in our own operations. We have set bold environmental goals and developed robust environmental management systems and programs to reduce our impacts on water, energy, greenhouse gas (GHG) emissions and waste. We have also continued to improve our product stewardship program, expand environmental sourcing requirements for suppliers and implement processes to proactively reduce or eliminate substances of concern from our portfolio.

Ecolab's Global Safety Health & Environmental Position formalizes our commitment to excellence in global safety, health and environmental (SHE) practices and performance. This commitment extends past our own operations to our suppliers and contractors and is foundational to our work with our customers. Our Board of Directors' SHE Committee has oversight responsibility for Ecolab's SHE programs and the SHE Position is executed through our global Safety, Health & Environmental Management System which is implemented at all of our global facilities. In addition to meeting the Ecolab SHE Management System requirements, many of our plants have achieved certification to ISO 14001, OHSAS 18001 and ISO 9001 standards.

Climate

Ecolab's Climate Change Position formalizes our global commitment to reduce greenhouse gas (GHG) emissions by identifying opportunities for our company and our customers to reduce the use of resources that relate directly to aspects of climate change aligned with UN Sustainable Development Goal (SDG) 13. We are committed to continuous efforts to reduce GHG emissions in our own operations and product innovation processes, and regularly assess climate-related risks within our Enterprise Risk Management process and Annual Business Significance Risks Assessment. As a Task Force on Climate-Related Financial Disclosures (TCFD) Supporter, we are committed to implementing TCFD recommendations and report all TCFD disclosures in our annual CDP Climate Change submission. Our GHG emissions inventories are externally verified annually and we have been recognized for our action on climate change with an A- score by CDP.

Within our own operations, we set a goal to reduce GHG emissions by ten percent per million-dollar sales by 2020 from a 2015 baseline. Building on steady efficiency gains and renewable electricity purchases, we have already achieved 150% of our goal one year early. In 2019, we joined the UN Global Compact's Business Ambition for 1.5ºC committing to reduce our GHG emissions by 50 percent by 2030 and achieve net-zero by 2050. Since then, we have pledged to achieving 100 percent renewable electricity, and have also set a science-based target (SBT) addressing our Scope 1, 2 and 3 emissions which was approved by the Science Based Targets Initiative (SBTi). To help meet these goals, we will expand energy efficiency projects at Ecolab sites, move to electrify our fleet of service vehicles and work with supply chain partners to adopt similarly ambitious science-based targets by 2024. We will also continue to identify more opportunities for renewable energy purchases globally.

Public Engagement

Ecolab has engaged in public action to combat climate change. In addition to joining the UN Global Compact's Business Ambition for 1.5ºC, Ecolab leadership participated in water and climate panels at the UN General Assembly and New York Climate Week in September 2019.

Aligns with SDG 13.2

2020 GOAL
-10% GREENHOUSE GAS EMISSIONS INTENSITY

2019 PERFORMANCE
-15% GREENHOUSE GAS EMISSIONS INTENSITY

Achieved 150% of 2020 greenhouse gas emissions goal

Environmental management disclosures

Water

As a company with deep expertise in water management, and in-depth understanding of the issues facing companies across industries, Ecolab helps businesses around the world achieve bold water conservation goals by doing more with less – improving the heating and cooling, industrial processing, wastewater treatment and cleaning and sanitizing processes. 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 the environment.

We are well on our way to surpass our 2030 water impact goal of conserving 300 billion gallons of water annually within our customers' operations, equivalent to the annual drinking water needs of more than 1 billion people. Within our own operations, we are aiming to achieve a 25 percent reduction in water impact by 2020 as compared to a 2015 baseline by reducing our total water withdrawals per million-dollar sales and investing in nature-based solutions. In 2019, we reduced our water withdrawal intensity by ten percent from our 2015 baseline, implemented 447,300 cubic meters of water replenishment projects and ultimately reduced our total water impact by 14 percent overall from our 2015 baseline.

Our aim is to further expand our positive water impact across the world and in our own operations. This year, we launched new 2030 positive water impact goals to restore greater than 50% of our water withdrawal and achieve Alliance for Water Stewardship Standard certification in high-risk watersheds and reduce net water withdrawal by 40% per unit of production across our enterprise.

2019 initiatives that helped contribute toward our 2020 goals include:

REDUCING WATER DEMAND

GARYVILLE, LOUISIANA
Reduced water withdrawl by 20% by standardizing backwash technology to purify water from the Mississippi River and by implementing water recycling loops in the plant.

NANJING, CHINA
Reduced water withdrawl by 20% by reducing backwash water and reusing wastewater throughout the plant.

JOLIET, ILLINOIS
Reduced water withdrawl by 14% by installing internal water metering and spray balls (which clean more efficiently, reducing water use) in mix tanks.

Our annual water risk assessment assesses 100 percent of our operations and is used to identify facilities that may operate within water-stressed regions and determine whether we have substantive water-related risks. To date, we have not identified any inherent water-related oeprational risks with the potential to have a substantive financial or strategic impact on our business. Our water inventories are externally verified annually and we have been recognized for our water leadership by making the CDP Water Security A List. For more information, please see our annual CDP Water submission.

Collective Action
- Founding member of the Alliance for Water Stewardship (AWS) International Water Stewardship Standard
- Founding member of the Water Resilience Coalition through the UN CEO Water Mandate
- Member of the California Water Action Collaborative (CWAC)
- Member of World Resources Institute's (WRI) Aqueduct Alliance

Aligns with SDGs 6.1, 6.4, 6.5 and 6.6

Partnerships
Partnerships with organizations that provide resources and education about water resilience and conservation:
- The Nature Conservancy – Mississippi Headwaters protection – Solutions for Life
- Project WET Foundation – Educating global youth about water conservation

Aligns with SDG 6.6

Publicly Available Online Tools
- Ecolab's Water Risk Monetizer helps businesses quantify water-related risks in financial terms to inform responsible decisions in a water-stressed world.
- The Smart Water Navigator helps companies bridge the gap between water reduction goals and action at the facility level.

Aligns with SDGs 6.3, 6.4 and 6.5

Environmental management disclosures

Product Sustainability

Ecolab has developed policies and programs to prevent or reduce human and environmental exposure to hazards and risks in chemical products through a holistic engineering approach which includes chemistry composition, format, packaging, dispensing and digital control systems. We are committed to safety in our operations and to developing products that are safe for our customers and their intended application. As part of this commitment, 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, meaning we strive to protect human health and the environment even in the absence of scientific certainty or regulatory requirements.

We apply our Ingredients Policy, participation in the Chemical Footprint Project, GHS classifications and Ecolab's Impacts that Matter product design criteria, as well as proactive projects to continuously identify opportunities to reduce hazards and increase product safety. In 2020 and beyond, we will focus on reducing or eliminating the small number of Substances of Very High Concern as designated by the candidate European Union (EU SVHCs) within our portfolio by:

- Immediately prioritizing away from using components containing EU SVHCs in new products
- Working rapidly to make low volume or low business value formulas containing EU SVHCs obsolete
- Establishing projects and partnerships to define global alternatives
- Initiating new internal reporting mechanisms

By 2025, we are also committed to developing and integrating tools to provide transparency to natural resource use (greenhouse gas emissions and water), biodegradability and aquatic toxicity into existing product development processes.

In 2019, we saved more than **15 million pounds** of newly produced plastic.

Ecolab is dedicated to implementing circular economy principles, including using materials and resources efficiently, reducing non-hazardous and hazardous waste in our operations, products and packaging and increasing reuse and recycling. We have a long history of pioneering packaging technology, in some cases reducing waste from traditional packaging designs by 99 percent. In 2019, we saved more than 15 million pounds of newly produced plastic. Because of innovations in the way we formulate and package products for our customers, we have kept 86 million pounds of plastic out of circulation since 2014.

Ecolab's ambition is to package all products in reusable or readily recyclable packaging designs by 2030. Although we've had great success reducing packaging waste through innovation, starting in 2019 we've placed additional focus on this area and appointed a lead for packaging sustainability. Our three key strategies to achieving our ambition are to:

1. Accelerate and expand reusable packaging programs
2. Shift to readily recyclable packages where reuse is not feasible
3. Develop metrics and reporting systems

In our operations, our European manufacturing plants have a Zero Waste to Landfill goal, and we are more than three quarters of the way to achieving this goal. Additionally, we are currently developing a global supply chain waste policy that will provide guidance and requirements for sites to minimize the creation of waste and reduce the impact of waste disposal.

In 2014, we expanded the scope of our sourcing requirements to consider the carbon emissions footprint of our individual suppliers, as well as the total carbon impact in the supply chain. Our supply chain carbon impact analysis applies to 100 percent of our global suppliers by spend, covering over 24,000 direct and indirect suppliers. Through this analysis, we found that our supply chain carbon footprint is ten times larger than our own Scope 1 and 2 combined footprint. As part of Ecolab's science-based emissions reduction target, Ecolab has committed that 70 percent of its suppliers by emissions will set science-based targets by 2024, aligning its supply chain to the UN Global Compact's Business Ambition for 1.5°C. By working with our supply chain partners to adopt ambitious climate goals, Ecolab is accelerating meaningful action to mitigate climate change.

Social management disclosures

At Ecolab, our purpose drives our work to deliver critical insights and innovative solutions to help our customers achieve clean water, safe food, abundant energy and healthy environments. The way we do our work matters, too. Our 50,000 associates, which include 27,000 sales-and-service professionals providing on-site services for customers, are the key to our success. They bring ingenuity and resourcefulness to our customers' and the world's toughest challenges. To ensure our continued success and our capacity to deliver for customers, we strive to be the destination for the world's most capable talent. We seek the brightest people, with a range of experiences, and invest in them by providing training, a safe and inclusive environment and opportunities to grow their own potential — along with our collective impact.

Human Capital Management

Ecolab takes its responsibility to our employees very seriously. We believe in compensating our employees fairly and in compliance with local laws. We are committed to developing a culture that fully leverages our employees' talents by promoting a diverse and inclusive environment and providing unparalleled training and career development opportunities. Our commitment to the safety of our employees, contractors and customers is uncompromised – from the way we operate, to the products we develop, to the customers we serve. In addition, we are committed to promoting the health and 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. These commitments are outlined in our Global Safety, Health and Environment Position, Code of Conduct, and Human Rights Policy.

We invest in professional training and development, help our employees create personal development plans to achieve their career goals, conduct annual performance reviews and distribute regular employee engagement surveys. In 2019, our global employees received a total of 63 hours of training and development, comprised of 21 hours of formal training and 42 hours of informal or formal coaching, mentoring and/or job-shadowing. Our last enterprise-wide employee engagement survey took place in 2018 and we achieved a record 91 percent participation rate and our overall engagement score was 63 percent, a one-point increase from the previous assessment.

In 2019, we implemented a strategic initiative to more closely monitor the health of our talent, strengthen our talent pipeline and drive accountability for continuous improvement. We established CEO-led Talent Council meetings, regional Talent Councils and business-specific Talent Councils that meet monthly to review talent development and discuss strategic activities. This talent assessment process supplements the annual Performance Planning and Development process to ensure we proactively attract and retain talent that meets the needs of our growing global organization.

Pay Equity

We are committed to creating a workplace around the world where everyone is treated fairly and respectfully and having a market-competitive and performance-based philosophy as it relates to pay. In 2018, Ecolab conducted a regional pay equity analysis in the United States. The results of our first study showed that Ecolab had no pay discrepancies related to gender or race. We are committed to maintaining Ecolab's pay equity, ensuring equal treatment regardless of gender, race or other personal demographics.

According to a 2018 study, **Ecolab has no pay discrepancies related to race or gender** in the United States.

Social management disclosures

Diversity and Inclusion

A diverse, inclusive workforce is a critical foundation for the shared success of our associates, our company, our customers and our communities. To build that strong foundation, we have embedded diversity and inclusion principles into our recruitment, leadership training and talent development programs. We're increasing our efforts to educate and equip our teams globally to create workplaces where all associates can thrive and reach their full potential. In 2018, Ecolab signed the CEO Action Pledge for Diversity and Inclusion, and in 2019 we were recognized as a Forbes Best Employer for Women and Forbes Best Employer for Diversity, earned a perfect score on the 2019 Corporate Equality Index and included on Bloomberg's Gender-Equality Index, among other notable awards and achievements. In 2019, we took important steps to drive improvement including:

1. Reviewing our diversity and inclusion policies and commitments and launching new 2030 goals.
2. Enhancing leadership accountability for diversity and inclusion by reviewing our global diversity metrics with the Board of Directors twice a year and senior executives and business leads on a monthly basis. We also celebrated two years of partnership and progress for our Executive Diversity and Inclusion Council made up of senior leadership.
3. Having senior leaders participate in quarterly Talent Councils to create differentiated development plans for diverse talent and review talent scorecards for each business, function and region.
4. Embedding diversity and inclusion guidance into talent processes at critical points throughout the employee lifecycle including our recruiting strategy, external hiring practices, talent scorecards, promotions and employee retention initiatives.
5. Expanding our ten Employee Resource Groups (ERGs) which represent Ecolab's diverse culture and provide opportunities for global associates to collaborate and share business insights, develop professionally, drive engagement and experience a sense of belonging. With nearly 6,500 members and 72 global chapters, our ERG membership grew by 16 percent in 2019.
6. Participating in the Twin Cities, Minnesota, U.S. Pride Parade, with our CEO, Chief Human Resources Officer and Chief Supply Chain Officer leading the Ecolab contingent.

Supporting Local Economies and Diverse Suppliers

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. We base our purchasing decisions on safety, quality, service and price, opting to purchase within the region whenever possible to minimize emissions from shipping materials overseas and support local economies. More than 90 percent of our purchases are from local suppliers within our regions. We also understand that having members from the local community in our senior management teams enhances human capital, improves our ability to understand local needs and brings positive economic impacts to our local communities.

Additionally, Ecolab has expanded its efforts to engage small and diverse local companies via their membership in diversity organizations such as the National Minority Supplier Development Council (NMSDC). Ecolab's corporate headquarters in St. Paul has engaged in supplier diversity events, participated in supplier fairs and coordinated efforts with other large corporations via a Twin Cities Diversity Corporate Round Table. Ecolab utilizes a similar approach in our larger regional markets as well. Indirect procurement, the non-customer goods and services required to run Ecolab, are largely locally sourced, often within the local community.

A Note on Diversity, Inclusion and Social Justice from Our CEO

Ecolab has the ability and the responsibility to drive positive change in the world, both within our company and through our work with our customers and our communities. Our capacity to make a difference couldn't be more important, given the many challenges the world is facing: racial inequity, the health and economic impacts of COVID-19, water scarcity and climate change foremost among them. Ecolab can and must be part of the solution to these problems.

George Floyd's tragic death in our headquarters community put a global spotlight on the need for urgent action to advance racial and social justice. We are committed to making faster, deeper progress within Ecolab, starting with our new diversity and inclusion goals. We know we need do more internally, but we also recognize that an internal focus alone is not sufficient. We will step up externally in a much bigger way than we have in the past, because we know we can't create diversity and inclusion within our four walls if we ignore injustice outside. Ecolab leaders are working with other community leaders to gain the insights and perspectives we need to make significant, sustainable change.

Social management disclosures

Health and Safety

At Ecolab, the safety of our employees and contractors is our top priority and is embedded into our company values. Our safety goals are simple: zero accidents, zero injuries and zero violations. This is a collective goal in which each employee must commit to, own and deliver on every day of the year. Year-on-year, we also strive to incrementally improve safety at all our sites to protect our employees and communities.

Our Board of Directors Safety, Health and Environment (SHE) Committee is the highest governing body responsible for Goal Zero. We deploy occupational health and safety management systems to manage health and safety commitments that are aligned with our global Safety, Health and Environmental (SH&E) Policy. Our systematic approach to meeting these commitments cover 100 percent of employees globally, as well as non-employees that are directly supervised by Ecolab. As part of our continuous improvement efforts, we have begun a multi-year process to more fully align our systems to the newly released ISO 45001 international standard, which builds on earlier international standards including the Occupational Health and Safety Assessment Series (OHSAS) 18001, the International Labour Organization's (ILO) ILO-OSH Guidelines, various national standards and the ILO's international labour standards and conventions. In some cases, we are also working to align with standards promulgated by industry groups with which we partner such as the American Chemistry Council's Responsible Care Management System.

In addition, we are committed to implementing and maintaining strong emergency preparedness and response systems. We maintain enterprise-wide guidelines on how to prepare for and respond to emergencies, including Incident Management Plans and Crisis Notification and Reporting Procedures, and have emergency response teams and business continuity plans in place at all levels of the organization.

In our 2018 enterprise-wide employee engagement survey, we found that over 85 percent of Ecolab employees are 'highly engaged' around safety. This safety engagement score was one of the highest engagement categories within Ecolab and is seven percent higher than the Fortune 500 benchmark. And this engagement is translated clearly into action: in three years, our global total recordable injury rate (TRIR) has decreased by seven percent and our global severe vehicle accident rate (SVAR) has fallen by 42 percent.

Community Engagement

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 four strategic areas: youth and education, civic and community development, arts and culture and environment and conservation. Since the inception of the Ecolab Foundation, the company has contributed more than $123 million to non-profit organizations.

In 2019, Ecolab donated $13 million to local communities through corporate giving, in-kind donations and employee volunteerism (using the value of volunteerism per Independent Sector). An additional $2.9 million of employee giving, not counted towards the Ecolab giving amount, was granted in 2019. We are committed to empowering our employees to give back in communities where we have significant operations. In 2019, Ecolab's global associates volunteered more than 62,000 hours, representing an average of 1.5 volunteering hours per employee.

Annually we solicit grants feedback via our Impact Survey to nonprofit grantees. The survey gathers information to assess the effectiveness of Ecolab Foundation grants and most recently, 99 percent of grant recipients reported that they reached their goal(s) and 97 percent of Ecolab grants made a difference in relation to their overall organizational goals.

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Performance data tables

Sustainability Accounting Standards Board (SASB) Table

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. This table references the Standard for the Chemicals industry as defined by SASB's Sustainable Industry Classification System (SICS) and identifies where Ecolab addresses each topic.

TOPIC	ACCOUNTING METRIC	REPORTED	RESPONSE OR CROSS-REFERENCE
Greenhouse Gas Emissions	Gross global Scope 1 emission, percentage covered under emissions-limiting regulations	Fully	411,079 MT CO2e
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Fully	Please see the Energy & Emissions Management Approach section of the 2019 Corporate Responsibility GRI Report.
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCx), and (4) hazardous air pollutants (HAPs)	Partially	1. NOx emissions = 1,105 MT 2. SOx emissions = 4.07 MT
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Fully	1. Total energy consumed = 87,85,418 GJ 2. Percentage grid electricity = 18.5% 3. Total renewable energy percentage = 1.3% 4. Total self-generated energy = 214,694 GJ
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Partially	1. Total water withdrawn = 8,249.3 thousand cubic meters 2. Total water consumed = 2,246 thousand cubic meters 17% = Percent of total water withdrawn in regions with "High" or "Extremely High" Baseline Water Stress
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Fully	In 2019, Ecolab was not subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations.
	Description of water management risks and discussion of strategies and practice to mitigate those risks	Fully	Please see our annual CDP Water report.
Hazardous Waste Management	Amount of hazardous waste generated, percentage recycled	Fully	Hazardous waste generated = 61,277 MT Percentage hazardous waste recycled = 0.36%
Community Relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	Fully	Please see the Stakeholder Engagement section of the 2019 Corporate Responsibility GRI Report for a description for how we engage with communities to understand what matters most and incorporate their feedback. See the External Initiatives section of the 2019 Corporate Responsibility GRI Report for examples of community partnerships. See the Collective Action section of the 2019 Corporate Responsibility GRI Report for examples of community collaborations on water projects.

Performance data tables

Sustainability Accounting Standards Board (SASB) Table

TOPIC	ACCOUNTING METRIC	REPORTED	RESPONSE OR CROSS-REFERENCE
Workforce Health and Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Fully	**1.** TRIR = 1.06 **2a.** 0.002 per 200,000 hours worked **2b.** 0
	Description of efforts to assess, monitor, and reduce exposure to employees and contract workers to long-term (chronic) health risks	Fully	Please see the Health and Safety section of the 2019 Corporate Responsibility GRI Report.
Product Design for Use-Phase Efficiency	Revenue from products designed for use-phase resource efficiency	Fully	We have determined that 58% of our 2019 revenue can be considered clean. For more information, please see the Clean Revenue section of the 2019 Corporate Responsibility GRI Report.
Product Design for Use-Phase Efficiency	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Fully	1. 80% of Ecolab products have GHS category 1 and/or 2 warnings on the product. This is mainly due to our commitments to minimize our carbon footprint and packaging waste through the use of concentrated products. However, when products are used as directed, this percentage drops significantly, particularly across our Institutional North America portfolio, where over 73% of our products do not require any personal protective equipment. 2. 100% of Ecolab products are evaluated for strict compliance with applicable regulatory requirements and assessed by the Regulatory Affairs and business teams for hazards using GHS and OECD standards.
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Fully	Please see the Chemical Portfolio Management and Product Design and Lifecycle Management sections of the 2019 Corporate Responsibility GRI Report.
Genetically Modified Organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Fully	0% - Genetically Modified Organisms (GMOs) are not relevant to Ecolab's business as Ecolab does not produce or use GMOs.
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Fully	Please see the Public Policy section of the 2019 Corporate Responsibility GRI Report and our CDP Climate and CDP Water submissions.
Operational Safety, Emergency Preparedness & Response	Number of transport incidents	Fully	656 global transport incidents
	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Fully	PSIC = 23 PSTIR = 0.334 PSISR = 47

Performance data tables

Key Performance Indicators

These key performance indicators provide a summary of the material sustainability-related metrics contained in the 2019 Ecolab Corporate Responsibility GRI Report, 2019 Ecolab Corporate Sustainability Report, 2019 Ecolab Annual Report and Form 10-K and other sources. We report in accordance with the Global Reporting Initiative's GRI Standards: Core option and Sustainability Accounting Standards Board (SASB) disclosure standards. In addition, we are a Task Force on Climate-related Financial Disclosures (TCFD) Supporter. For more information on ESG-related data and how these key performance indicators are defined and calculated, please refer to our 2019 Corporate Responsibility GRI Report.

Highlights 2019		
Section N/A		

ECONOMIC

	UNITS	2019	GRI	SASB
Global Sales	$	$14.9B	102-7	
Global Employees	Employees	50,000	102-7	
Number of Patents	Patents	10,000		
Number of SKUs	SKUs	31,000	102-7	
R&D Spend (Monetary)	$	$209M		
R&D Spend (Percent of Total Sales)	%	1.5%		
Clean Revenue	%	58%		RT-CH-410a.1

Performance data tables

ENVIRONMENTAL

WATER	UNITS	2017	2018	2019	GRI	SASB
Global Water Withdrawal	Cubic meters	9,417,404	9,742,574	9,074,080	303-3	RT-CH-140a.1
Water Withdrawal Intensity	Cubic meters / $M	678	680	615	303-3	
Water Withdrawal from Water-Stressed Areas	Cubic meters	4,262,647	4,283,994	1,212,175	303-3	
Total Water Recycled and Reused	Cubic meters	132,926	131,937	227,030		
Global Water Discharge	Cubic meters	6,777,822	7,150,024	6,827,701	303-4	
Water Discharge Intensity	Cubic meters / $M	488	499	463	303-4	
Biological Oxygen Demand (BOD)	MT	1,579	1,736	1,484	303-4	
Total Suspended Solids (TSS)	MT	2,960	2,900	1,457	303-4	

ENERGY	UNITS	2017	2018	2019	GRI	SASB
Total Energy Use	GJ	8,706,873	8,853,064	8,785,417	302-1	RT-CH-130a.1
Electricity Use	GJ	1,656,228	1,710,981	1,623,384	302-1	
Energy Intensity	GJ / $M	627	618	596	302-3	
Total Renewable Energy Use	%	0.4%	0.9%	1.3%	302-1	RT-CH-130a.1
Total Renewable Electricity Use	GJ	31,469	80,598	112,645	302-1	
Total Renewable Electricity Use	%	2%	5%	7%	302-1	

EMISSIONS	UNITS	2017	2018	2019	GRI	SASB
Direct (Scope 1) Emissions	MT CO2e	398,822	410,533	411,079	305-1	RT-CH-110a.1
Market-based Indirect (Scope 2) Emissions	MT CO2e	268,889	242,922	224,146	305-2	
Scope 3 Emissions	MT CO2e	6,262,904	7,840,394	7,025,763	305-3	
Total GHG Emissions (Scope 1, 2 and 3)	MT CO2e	6,930,615	8,493,849	7,660,988		
Direct and Indirect GHG Emissions Intensity	MT CO2e / $M	51.0	48.6	46.0	305-4	
NOx Emissions	MT	1,092	1,102	1,105	305-7	RT-CH-120a.1
NOx Emissions Intensity	MT / $M	0.0786	0.0768	0.0749	305-7	
SOx Emissions	MT	6.02	3.77	4.07	305-7	RT-CH-120a.1
SOx Emissions Intensity	MT / $M	0.0004	0.0003	0.0003	305-7	

WASTE AND MATERIALS	UNITS	2017	2018	2019	GRI	SASB
Nonhazardous Solid Waste	MT	35,482	34,809	34,470	306-2	
Hazardous Solid Waste	MT	48,958	58,401	61,277	306-2	
Solid Recycled Material	MT	6,119	6,224	6,683	306-2	RT-CH-150a.1
Nonhazardous Waste Recycling Rate	%	17%	18%	20%		
Hazardous Waste Recycling Rate	%	0.43%	0.21%	0.36%		
Raw Material Used (Nonrenewable)	MT	2,359,056	2,384,020	2,235,666	301-1	RT-CH-150a.1
Recycled Material Used in Packaging	MT	3,405	3,367	3,311	301-3	
Percentage of Recycled Packaging Material	%	15.6%	14.6%	15.3%	301-3	

Performance data tables

SOCIAL

MANAGEMENT SYSTEMS	UNITS	2019	GRI	SASB
Percent of Sites Certified ISO 14001	%	53%		
Percent of Sites Certified ISO 9001	%	41%		
Percent of Sites Certified OSHA 18001	%	28%		

HUMAN CAPITAL MANAGEMENT	UNITS	2017	2018	2019	GRI	SASB
Global Combined New Hire Rate	%	16.4%	16.6%	15.9%	401-1	
Global Combined Voluntary Turnover Rate	%	9.8%	10.5%	10.1%	401-1	
Average Hours of Training and Development	Hours	58	45	63	404-1	
Employees with Annual Performance Reviews	%	92%	97%	98%	404-3	
Employee Engagement Survey Response Rate	%	N/A	91%	N/A		
Employee Engagement Score	%	N/A	63%	N/A		
Global Employees Covered by Collective Bargaining Agreements	%	2.5%	2.9%	14.8%	102-41	

DIVERSITY AND INCLUSION	UNITS	2017	2018	2019	GRI	SASB
Percent of Females – Board of Directors	%	31%	36%	42%		
Percent of Males – Board of Directors	%	69%	64%	58%		
Percent of Females – Top Management	%	27%	32%	30%	405-1	
Percent of Males – Top Management	%	73%	68%	70%	405-1	
Percent of Females – Global Employees	%	25%	26%	26%	102-8	
Percent of Males – Global Employees	%	73%	74%	73%	102-8	
Percent of Minority Employees in U.S.	%	27%	27%	28%	405-1	
Percent of Non-Minority Employees in U.S.	%	73%	71%	70%	405-1	

CORPORATE GIVING	UNITS	2017	2018	2019	GRI	SASB
Ecolab Community Giving Commitments	$	$14.0M	$16.9M	$13.0M	413-1	
Employee Community Giving Commitments	$	Unavailable	Unavailable	$2.9M	413-1	
Global Volunteer Hours	Hours	42,600	66,730	62,000	413-1	
Percentage of Global Employees as Individual Volunteers	%	Unavailable	Unavailable	14.2%	413-1	

| HEALTH AND SAFETY	2017	2018	2019	GRI	SASB
Total Recordable Injury Rate (TRIR) Injuries and illnesses per 100 workers, based on 200,000 working hours	1.21	1.14	1.06	403-9	RT-CH-320a.1
Lost Time Injury Rate (LTIR) Number of injuries with lost days per 100 workers, based on 200,000 working hours	0.89	0.80	0.58	403-9	
Total Vehicle Accident Rate (TVAR) Number of vehicular accidents per million miles driven	3.10	3.08	2.68	403-9	
Severe Vehicle Accident Rate (SVAR) Number of severe vehicular accidents per million miles driven	0.12	0.12	0.07	403-9	
Occupational Illness Frequency Rate (OFIR) Number of occupational illnesses per million working hours	Unavailable	0.08	0.08	403-10	
Fatalities – Ecolab Employees	1	5	1	403-9	
Fatalities – Contract Employees	Unavailable	0	0	403-9	

For more information

Our 2019 ESG Overview is part of a comprehensive suite of reports that provide information to stakeholders.

Our Corporate Responsibility GRI 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.

Our CDP Climate Change and Water Security reports include detailed information on our climate and water governance, strategy, risks and opportunities, targets and performance.
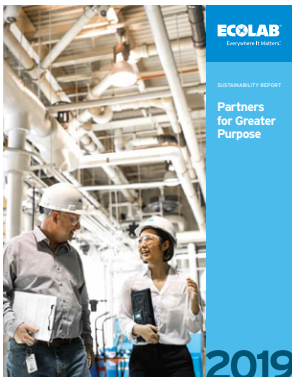
Our Sustainability Report features case studies demonstrating how Ecolab's solutions have helped our customers minimize their environmental impact while achieving exceptional business results.

In addition, more information can be found on our website.
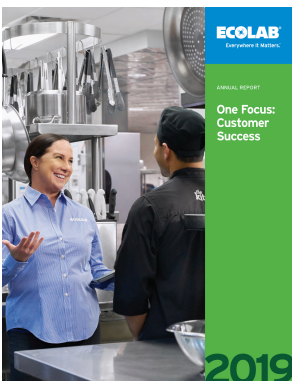
The Annual Report provides detailed information for investors on our corporate governance, management and financial statements, including Form 10-K.