Under new legislation that came into force in April 2017, UK employers with 250 or more employees are required to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The figures below are an accurate reflection of our gender pay gap for 2016/17 for the Ecolab, Nalco and Nalco Manufacturing businesses in the UK, inclusive of Energy Services. We will utilise these results to inform our employment policies and promote gender pay parity across our businesses.

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