



2022 UK GENDER PAY GAP REPORT

For the period ending 5 April 2022, Ecolab in the U.K. employed over 1,500 people across four UK companies: Ecolab, Ecolab Manufacturing, Nalco and Nalco Manufacturing. Two of the companies, Ecolab and Ecolab Manufacturing had more than 250 employees, so they are required to publish their gender pay gap data under U.K. law.

However, for additional transparency, Ecolab is voluntarily publishing the data inclusive of all four of Ecolab's UK Companies ("Ecolab UK").

The data in this report are for the period 6 April 2021 to 5 April 2022.

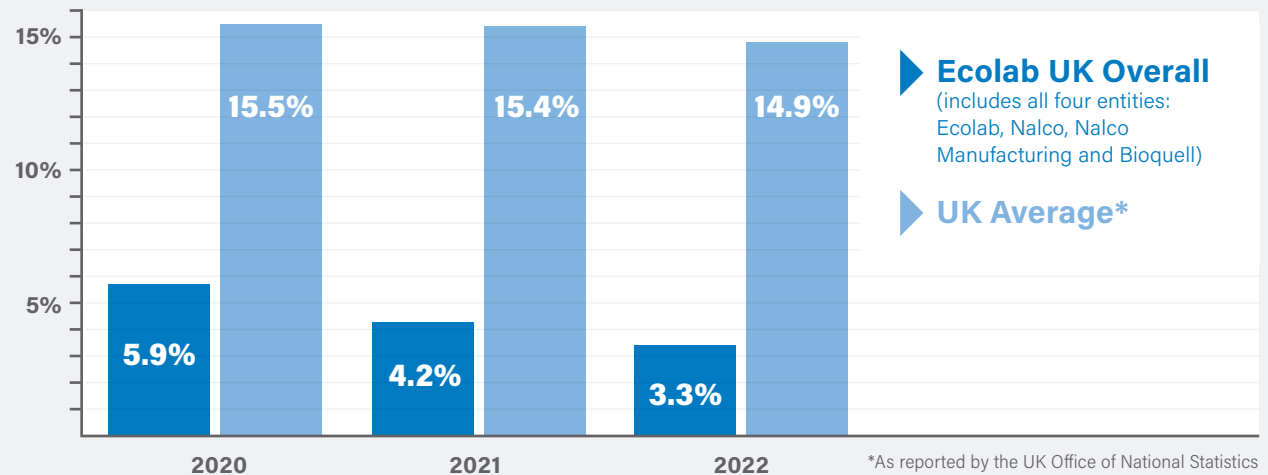
Our Commitments to Diversity, Equity and Inclusion

At Ecolab, we believe the best teams are diverse and inclusive, and we strive to create workplaces around the world where everyone is welcome, treated fairly and respectfully, and has an opportunity to grow and achieve their best. We're proud that we have achieved major strides in our efforts to provide greater opportunities for women leaders – and we are unrelenting in our focus on improving our performance.

The gender pay gap measures the difference in a company's pay for men and women across an organization without regard for role, level or type of work. The gender pay gap is distinctly different from pay equity which is equal pay across gender for all associates who do the same work at the same level with the same experience and performance. We are pleased to share our report, which shows an improvement over our 2021 report and reflects our commitment to gender equality.



Ecolab UK Mean Gender pay gap compared to UK Average





DEVELOPMENT

In partnership with the HR Team and Senior Leadership Team, Ecolab's Employee Resource Groups (ERGs) provide insights and strategic direction in service of advancing a truly inclusive culture and delivering on our employment brand promise. The UK chapter of E3, an ERG that strives to accelerate the advancement of women leaders to drive business growth, provides networking opportunities, a mentoring program and a series of presentations to increase understanding of career opportunities across the business divisions. We have embedded diversity & inclusion content and guidance in our recruitment, leadership training, talent reviews and talent development programs. Specifically, in the UK the Manager Essentials Training encompasses a 50/50 split of male to female managers. We achieved Great Place to Work Certification for July 22 - July 23 for UK & Ireland.



COMMITMENTS

At Ecolab, we believe in the imperative of diversity, equity and inclusion in business and in all facets of life. We have accelerated our efforts to ensure we are a place where all people are welcome, respected and can thrive. Our global Ecolab Board of Directors has made strides in our diversity representation goals. Further, our Executive Diversity, Equity & Inclusion (DE&I) Council, made up of leaders from across global businesses, functions and geographies, is accountable to drive awareness and influence action among leaders and associates company wide as we progress in our journey to a more diverse, inclusive Ecolab. We set company wide 2030 DE&I targets, which include increasing **management level gender diversity to 35%** or more, with the ultimate goal of gender parity. We also committed to the **UN Sustainable Development Goal 5: Gender Equality** for Women & Girls; and committed to **maintaining pay equity** in the U.S. through regular audits and expanding outside the U.S. In the UK, we have increased our female share at Executive level significantly to 29%.









RECRUITMENT

At Ecolab, we believe that the best and highest-performing teams – those able to solve the most complex and difficult challenges we face as global citizens – are as diverse as the communities and environments we live and operate in. We've taken important steps in driving leadership accountability for diversity and inclusion. Ecolab is now a **Silver Partner of the LEAD Network** (Leading Executives Advancing Diversity, which has a mission of attracting, retaining and advancing women through education, leadership and business development) and participates in **EmpowHer**, a gender equality program in Europe that aims to improve the gender diversity and accelerate the advancement of women, with special focus on leadership and front-line roles to create a more inclusive environment in order to drive business growth. Ecolab has introduced a Hybrid Work Model that seeks to increase workplace flexibility as one of its objectives; particularly offering traditional office-based roles greater flexibility in their work experience.

UK Gender Pay Gap Data 6 April 2021- 5 April 2022


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	Ecolab UK Overall (includes entities of Ecolab, Ecolab Manufacturing, Nalco and Nalco Manufacturing)		Ecolab Manufacturing		Ecolab (includes Pest, Ecolab Ltd and Ecolab Services)	
Difference in mean hourly rate of pay %	3.3%		16.2%		-7.2%	
Difference in median hourly rate of pay %	1.5%		4.8%		-8.3%	
Difference in mean bonus pay %	44.2%		26.2%		34.8%	
Difference in median bonus pay %	44.8%		12.5%		51.2%	
Percentage of employees receiving a bonus	 93.6%	 92.5%	 95.7%	 96.7%	 92.8%	 91.2%
Employees by Quartile	Male	Female	Male	Female	Male	Female
Upper quartile	70%	30%	78%	22%	68%	32%
Upper middle quartile	75%	25%	64%	36%	78%	22%
Lower middle quartile	73%	27%	66%	34%	83%	17%
Lower quartile	69%	31%	61%	39%	71%	29%

▶ **Ecolab & Ecolab Manufacturing employees** are responsible for carrying out the sales and service activities associated with the following businesses: Food & Beverage, Healthcare, Institutional, Quick Serve Restaurants (QSR), Life Sciences, Pest Elimination and Textile Care. This entity represents 80.8% of our UK population.

Employer's note

The figures noted here are an accurate reflection of our gender pay gap for the Ecolab business in the U.K. We will continue to utilise these results to inform our employment policies and promote gender pay parity across our businesses.



Aleksandra Meissner, VP & Country Management Leader, Europe