



Ecolab Inc.

Locations: Minnesota (HQ)

Industries: Capital Goods, Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

Ecolab scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Ecolab increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Ecolab forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Ecolab provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company integrates ESG into all of its business practices, including executive compensation. Ecolab supported the Equality Act and is a member of the Civic Alliance, which opposes various state-level election security measures. The company has implemented global unconscious bias training and a 2050 carbon neutrality pledge. The company is a corporate partner of the Human Rights Campaign (HRC) and the National LGBT Chamber of Commerce (NGLCC). Ecolab also donated to the Minnesota Freedom Fund, an organization that posts bail for criminals and is a partner of the Chicago Urban League. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. Ecolab denounced various states' legislative efforts to protect election integrity and security. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Ecolab receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High Risk**

(1)(2). The company integrates ESG into all of its business practices. Ecolab states "ESG indicators, including our 2030 Impact Goals, are a part of how we measure performance, which is used to determine short term cash compensation for executives" (3). However, the company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Ecolab(1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.

High Risk

Ecolab indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3)(4). Ecolab does not provide viewpoint protections for its employees (5). Ecolab also implemented global unconscious bias trainings (6).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.

High Risk

Ecolab signed an open letter in support of the Equality Act (1). Ecolab is a member of the Civic Alliance, which opposes various state-level election security measures (2). The company supports ESG within its business practices "through our commitment to ESG and operating ethically and sustainably" (3). Ecolab has implemented a 2050 carbon neutrality pledge (4)(5). The company's CEO signed the CEOs for Gun Safety (67). The company indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (8)(9). By doing so, the company risks dividing employees, alienating customers (10).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.

High Risk

(1)(2)(3). However, it is unclear whether the company changed its policy. Ecolab indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Ecolab is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) and a bronze partner of the Human Rights Campaign (HRC) (6)(7). The company donated to the Minnesota Freedom Fund, an organization that posts bail for criminals, and is a partner of the Chicago Urban League (8)(9). Ecolab is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (10)(11).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

Ecolab indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Ecolab has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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