

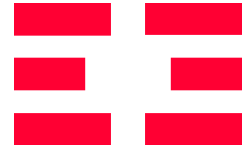


Ecolab Inc.

Locations: Minnesota (HQ)

Industries: Capital Goods, Technology Hardware and Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

Ecolab vets vendors according to LGBTQ policies and does not protect its employees against viewpoint discrimination. However, it has not publicly terminated business relationships based on views or beliefs. The company covers the cost of "medically necessary transition-related care" for its employees and their children and integrates ESG into all of its business practices. Ecolab supports the Equality Act, has signed statements in opposition of anti-LGBTQ legislation, 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. Ecolab reviewed the overturn of Roe v. Wade but did not make a decision regarding its employee's abortion travel benefits. 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. However, it does not discriminate against religious organizations in its charitable giving and has not used its PAC contributions or lobbied for ideological purposes. 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

Ecolab received a score of 100 on the Human Rights Campaign's (HRC) Corporate Equality Index. Among other requirements, this indicates that Ecolab has pledged to vet vendors according to their LGBTQ policies (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).

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

Ecolab will not provide grants to, "Sectarian/denominational religious organizations, except where funds are to be used in direct interest of the entire community" (1).

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

Ecolab does not provide viewpoint protections for its employees (1).

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 and signed a statement in opposition of anti-LGBTQ related legislation (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). Ecolab is a member of the Civic Alliance, which opposes various state-level election security measures (4). The company supports ESG within its business practices "through our commitment to ESG and operating ethically and sustainably" (5). Ecolab has implemented global unconscious bias training and a 2050 carbon neutrality pledge (6)(7).

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

After the overturn of Roe v. Wade, Ecolab stated that it would "review" its medical benefits to determine whether to cover employees' abortion-related travel expenses (1). However, it is unclear whether the company changed its policy. Ecolab has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children (2)(3). Ecolab is a corporate partner of the National LGBT Chamber of Commerce (NGLCC) and a bronze partner of the Human Rights Campaign (HRC) (4)(5). The company donated to the Minnesota Freedom Fund, an organization that posts bail for criminals and is a partner of the Chicago Urban League (6)(7).

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

Ecolab has not used its PAC donations or lobbied for ideological purposes (1)(2).

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