At Ecolab, we are inspired by a core purpose: What we do and how we do it matters everywhere. Our diverse workforce fuels our success, and we're proud to be a company that offers a safe, inclusive and dynamic environment that helps all our associates thrive both at work and at home.

The total wellbeing of our associates is a priority for us, and we're committed to providing resources that support associates in their life's journey and empower them to bring their whole self to work. This includes comprehensive, accessible programs and resources that meet the needs of all our associates, which proudly includes our LGBTQ+ associates, such as:

- Accessible and Equitable Health Care
- Support Throughout the Parenthood Journey
- Cigna's Healthy Pregnancies, Healthy Babies
- Adoption Assistance
<table>
<thead>
<tr>
<th>HEALTH CARE FOR ALL</th>
<th>PARENTHOOD JOURNEY</th>
<th>FINDING SUPPORT</th>
<th>TAKE PRIDE</th>
<th>SUPPORT @ WORK</th>
<th>ALLYSHIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Trans-inclusive and gender-affirming benefits</td>
<td>• Fertility benefits</td>
<td>• Employee Assistance Program (EAP) for associates and family members</td>
<td>• Global PRIDE Employee Resource Group (ERG)</td>
<td>• Transitioning in the Workplace</td>
<td>• Educational resources and programs</td>
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<tr>
<td>• HIV and PrEP coverage</td>
<td>• WINFertility personal advocate</td>
<td>• HIV and PrEP coverage as part of preventive care, access to finding LGBTQ+ services and friendly providers, and a travel benefit to assist employees with the expense of receiving covered services that cannot be obtained within 100 miles of their home. Employees that select Ecolab's insurance plan can work with a Cigna OneGuide representative to access referrals to the services they need, as well as inform them of any pre-authorizations or special requirements needed.</td>
<td>• Other Ecolab ERGs</td>
<td>• Workplace inclusivity education</td>
<td>• Human Rights Campaign National Corporate Partner</td>
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<td>• LGBTQ+ services and friendly providers</td>
<td>• Adoption assistance</td>
<td>• A wide range of parent resources like fertility coverage for same- and opposite-sex couples and unpartnered women with a dedicated guide through WINFertility, adoption assistance and paid parental leave.</td>
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**Health care for all**

Ecolab is committed to eliminating any barriers as we work toward providing inclusive and equitable health care for all. **We include coverage for the gender-diverse community** (such as trans-inclusive benefits and gender-affirming surgeries), HIV and PrEP coverage as part of preventive care, **access to finding LGBTQ+ services and friendly providers**, and a travel benefit to assist employees with the expense of receiving covered services that cannot be obtained within 100 miles of their home. Employees that select Ecolab's insurance plan can work with a Cigna OneGuide representative to access referrals to the services they need, as well as inform them of any pre-authorizations or special requirements needed.

**Parenthood journey**

At Ecolab, we're proud to support our associates and their growing families. We offer a wide range of **parent resources** like **fertility coverage** for same- and opposite-sex couples and unpartnered women with a dedicated guide through **WINFertility**, **adoption assistance** and **paid parental leave**.

**Finding support**

Cigna Confide, Ecolab's enhanced Employee Assistance Program (EAP), is here for associates and their families. At no cost, Confide support includes **advocates available 24/7** to provide resources, five in-person or virtual sessions with a counselor and more. Confide also offers concierge services to help look at mental and physical health holistically.

**Take PRIDE**

Ecolab proudly supports PRIDE — a global ERG comprised of 1,200+ Ecolab associates who are lesbian, gay, bisexual, transgender or allies of the LGBTQ+ community. PRIDE offers **support, visibility and a community** within and beyond Ecolab and provides an **official point of contact** between its members, Ecolab and external LGBTQ+ organizations. PRIDE offers learning and development opportunities for its members through events, communications and leadership roles.

**Support @ work**

To succeed together, we must foster a respectful and inclusive workspace. Ecolab supports all LGBTQ+ associates and will continue to offer resources such as **Transitioning in the Workplace**, ERG educational sessions and educational materials for all employees to further our inclusive environment (see the Allyship section below).

**Allyship**

Ecolab is proud to be consistently named a Best Place to Work for LGBTQ+ Equality by the Human Rights Campaign. To help support and enhance our alliance, we encourage all Ecolab associates to take advantage of our **Workday Learning** content where we offer interactive courses on topics like: **Introduction to Diversity, Equity and Inclusion at Ecolab**, **Introduction to the LGBTQ+ Community**, **LGBTQ+ Parenting**, **Gender Inclusion: Sharing Our Personal Pronouns**, **Inclusive Language: LGBTQ+ and Allyship in Action**.