



# Tools, Resources and Programs FOR LGBTQ+ U.S. ASSOCIATES AND ALLIES

**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





HEALTH CARE FOR ALL	PARENTHOOD JOURNEY	FINDING SUPPORT	TAKE PRIDE	SUPPORT @ WORK	ALLYSHIP
<ul style="list-style-type: none"> <li>• Trans-inclusive and gender-affirming benefits</li> <li>• HIV and PrEP coverage</li> <li>• LGBTQ+ services and friendly providers</li> </ul>	<ul style="list-style-type: none"> <li>• Fertility benefits</li> <li>• WINFertility personal advocate</li> <li>• Adoption assistance</li> <li>• Paid parental leave</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Assistance Program (EAP) for associates and family members</li> </ul>	<ul style="list-style-type: none"> <li>• Global PRIDE Employee Resource Group (ERG)</li> <li>• Other Ecolab ERGs</li> </ul>	<ul style="list-style-type: none"> <li>• Transitioning in the Workplace</li> <li>• Workplace inclusivity education</li> </ul>	<ul style="list-style-type: none"> <li>• Educational resources and programs</li> <li>• Human Rights Campaign National Corporate Partner</li> </ul>



## 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**.