

## PRESS RELEASES

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### Ecolab Institutes New Parental Leave Policy

*New Benefit Offers Six Weeks of 100 Percent Paid Leave to All New Parents*

ST. PAUL, Minn.--(BUSINESS WIRE)-- Ecolab Inc., a global leader in water, hygiene and energy technologies and services, announced the addition of six weeks of 100-percent paid parental leave for all U.S. parents, beginning Jan. 1, 2018.

The new policy applies to birth mothers and fathers, as well as adoptive parents and surrogate parents, in the U.S., and provides six weeks of paid leave within the first year of a child's birth or adoption. For birth mothers, the paid parental leave is in addition to paid medical leave, which is typically six or eight weeks, for a total of 12 or more weeks of paid maternity leave.

"We want to attract and keep the world's most capable talent at Ecolab so that we can achieve our purpose of making the world cleaner, safer and healthier," said Ecolab Chairman and CEO Douglas M. Baker, Jr. "Offering paid parental leave for our U.S. associates is part of creating a workplace where employees feel supported in their quest for both fulfilling careers and a healthy family life."

Ecolab also announced new national daycare discounts and medical coverage for therapies needed for children with special needs, such as Applied Behavior Analysis (ABA) therapy, which is used to treat autism. Ecolab employees also have access to flexible working arrangements and a new parent resource center on the company intranet.

"We want to support our employees and their growing families," said Laurie Marsh, Ecolab's executive vice president of Human Resources. "We think it's important that our policies help both parents balance work with the joys and challenges of parenthood and raising a family."

Learn more about Ecolab's parental leave policy at <https://youtu.be/8trVs9zjQF4>.

#### About Ecolab

A trusted partner at more than one million customer locations, Ecolab (ECL) is the global leader in water, hygiene and energy technologies and services that protect people and vital resources. With 2016 sales of \$13 billion and 48,000 associates, Ecolab delivers comprehensive solutions and on-site service to promote safe food, maintain clean environments, optimize water and energy use and improve operational efficiencies for customers in the food, healthcare, energy, hospitality and industrial markets in more than 170 countries around the world. For more Ecolab news and information, visit [www.ecolab.com](http://www.ecolab.com).

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