



Clorox Social Responsibility Principles

At Clorox, we believe that the long-term health of our company depends on maintaining high standards of business conduct, integrity, safety, quality and respect for people and the environment in everything we do. Our corporate social responsibility principles reflect a deep commitment to uphold these standards. We've made this commitment to our shareholders, business partners, communities and each other because, in many instances, our standards demand more from us than what is legally required, and because it's the right thing to do.

OUR BUSINESS

We are committed to ethical business practices and high standards of governance and compliance.

Clorox maintains a rigorous set of corporate governance practices and internal controls. Our board of directors has adopted, and regularly reviews, governance guidelines regarding its composition, operations and responsibilities. These governance policies and practices help the board and our management achieve Clorox's strategic objectives and ensure the long-term vitality of the company for the benefit of our shareholders.

Clorox employees are guided by deeply engrained corporate values: Do the Right Thing, Stretch for Results, Work Together to Win and Take Personal Ownership. Our Code of Conduct reflects these values, establishing a common standard of behavior for everyone at Clorox globally. We are committed to high standards of ethical behavior and compliance with all applicable laws and regulations in conducting business. Employees, contractors and board members are expected to abide by the law and Clorox policies.

We recognize that we have responsibilities to the international communities where we do business, just as we do in the United States. We are equally committed to complying with the laws of our host countries. Our international operations are required to follow local and applicable U.S. laws, and in many instances we hold ourselves to a higher standard than what is required by law.

OUR PEOPLE

We are committed to providing a safe and healthy work environment where people are treated with fairness, dignity and respect.

At Clorox, we are committed to providing a safe, healthy and dynamic work environment where every employee is treated with fairness, dignity and respect.

We strive to create an inclusive environment where people's differences are embraced. We believe the experiences, skills and insights of people from all types of backgrounds enrich our corporate culture, improve our employees' effectiveness and satisfaction, and ultimately contribute to our performance. That means hiring people who reflect the diversity of consumers who use our products and the communities where we do business. It also means supporting the professional growth and development of all of our employees.

We believe people should be employed and promoted with equal opportunity on the basis of their ability. Clorox has zero tolerance for discrimination against an individual because of race, religion, national origin, gender, disability, age, marital status, citizenship status, veteran status, sexual orientation or status regarding public assistance.

Employee safety and human rights are of vital importance. In addition to complying with government regulations around the world, we have well-established systems to help us identify, track, report and improve workplace safety. Clorox prohibits the use of forced, bonded or otherwise illegal labor. We meet, and often exceed, wage requirements and local family leave laws worldwide. We recognize workers' freedom to associate with each other and organize. We encourage constructive communications among employees at all levels, without fear of reprisal, regarding issues that impact their jobs or the company in general. Employees can report suspected illegal, unethical or unsafe activity confidentially and anonymously through an independently operated compliance hotline.

Clorox employees are welcome to participate in the political process and engage in political activities of their choosing. In personal civic and political affairs, however, employees must make clear that their views and actions are their own, and not those of Clorox.

We believe that all employees can contribute to the company's performance. We offer competitive, performance-based compensation, rewarding people who contribute to our success. We also offer a comprehensive benefits program to help our employees stay healthy, meet their long-term financial goals, and manage the demands of work and personal life.

OUR BUSINESS PARTNERS

We expect our business partners to live up to our standards.

We conduct our business with honesty and integrity, and we expect our business partners' values and business practices to mirror ours regarding compliance with the law, product quality, safety, treatment of employees and environmental responsibility.

OUR PRODUCTS

We market high-quality products that make people's lives easier, healthier and better.

Clorox begins and ends with the consumer. We are committed to providing innovative, high-quality products that make people's lives easier, healthier and better. We believe that meaningful product innovation requires dedication and a consistent strategic approach to our understanding of the consumer.

Before we bring any product to market, highly skilled technical personnel evaluate the product's safety, efficacy and regulatory compliance. Thorough testing helps us provide consumers with accurate instructions, warnings and first-aid statements for our products. While animal testing is sometimes required by government agencies, Clorox is committed to evaluating other options when possible, and to eliminating animal testing when feasible alternatives are supported by science and government regulations. We are committed to marketing our products in an ethical manner. Our advertising reflects our reputation for quality, integrity and trustworthiness. Claims made in advertisements must be accurate and substantiated. In addition, we do not place advertising on television programs, in print media or on Internet sites that contain gratuitous displays of violence or sex, engage in ethnic or religious slurs or demean human dignity.

OUR ENVIRONMENT

We recognize the importance of conserving our environment and we strive to find sustainable solutions.

We recognize the fundamental importance of conserving the environment. We strive to find sustainable solutions that include the use of renewable and recyclable materials, conservation of energy and water, reduced packaging, application of emerging technologies and the elimination of waste.

We have a dedicated team of highly experienced professionals responsible for ensuring that our products and business activities comply with the law. In addition, we require all of our manufacturing facilities to establish and implement an environmental management system based on internationally accepted quality standards.

OUR COMMUNITIES

We are committed to improving the quality of life in our communities.

At Clorox, achieving business goals and serving our communities go hand in hand. We are committed to improving the quality of life in the communities where our employees live and work. We believe that, to be most effective, community investment must be focused. The Clorox Company Foundation supports innovative organizations in public K-12 education, youth development and cultural and civic vitality.

Clorox employees have long fostered a culture of personal generosity by donating their time and money to help others. The company supports this commitment by matching employees' charitable contributions, linking employees and teams to volunteer opportunities, and making grants to nonprofit organizations where our employees live and work. In addition, we give cash grants and donate millions of dollars worth of products every year to support victims of natural disasters around the world.

Nothing less will do.

Many things have changed at Clorox since the company was founded nearly a century ago, but our strong values and high standards of business conduct remain the same. Nothing less will do.