

Clorox Policy on Employee Freedom of Association

The Clorox Company, along with its affiliates and subsidiaries, must comply with applicable laws protecting the rights of workers to freely associate.

All of our businesses globally must respect the rights of workers to freely associate, organize and bargain collectively in accordance with applicable laws and the customs of the countries in which they are employed. Where employees are represented by a legally recognized union, Clorox is committed to bargaining in good faith with the employees' freely chosen representative.

All of our businesses must respect the rights of workers to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference. Clorox also [requires that our business partners comply](#) with the obligation to permit their workers to freely associate.