



Our Commitment to Human Rights

Message from Clorox CEO Linda Rendle

As a signatory to the United Nations Global Compact (UNGC), Clorox puts people at the center of everything we do. That's why we're committed to protecting people's dignity and rights – within our company, supply chain and our communities.

One of Clorox's core values is to do the right thing. We are clear about our expectations in the areas of human rights and labor, respectful treatment and equal opportunity, health and safety as well as business conduct and ethics, which are consistent with the Ten Principles of the UNGC. We have taken steps to increase our positive social impact through The Clorox Company Foundation, our brands and our overall commitment to environmental, social and governance (ESG).

Our Workplace

Providing safe, inclusive and healthy working conditions is fundamental to our business. We do not tolerate any kind of discrimination, harassment, unlawful child labor or forced or trafficked labor.

We're also committed to complying with wage, hour and benefit laws and recognize the right to freedom of association. Every year, we require all Clorox people, including our board members, to complete training and certify compliance with our Clorox Code of Conduct, which outlines our expectations in these human rights areas as well as other important areas of focus, such as inclusion and diversity and health and safety.

Leaders and managers serve as ethical role models; we expect them to lead by example and set the expectation among their teams to live our values and ethics. We also make sure our teams are fully aware of our employee Code of Conduct and compliance program through annual trainings our compliance hotline and ongoing communications.

Our Business Partners and Supply Chain

Our human rights expectations do not end at our walls. We expect our business partners, including direct suppliers of goods, service providers, consultants, distributors, licensees, joint ventures,

contractors and temporary workers, to be committed to ethical principles and corporate responsibility practices. Our expectations are outlined in our Business Partner Code of Conduct, which is based on the International Labour Organization Core Labor Conventions.

Our responsible sourcing and sustainability program helps us assess the social and environmental impacts of our upstream supply chain. We work with third-party tools and platforms to assess, monitor and audit our upstream supply chain to verify compliance with our code. And, in support of the California Transparency in Supply Chains Act and UK Modern Slavery Act, we have established formal trainings for our Global Product Supply and Global Strategic Sourcing teams to help them identify and address potential risks of slavery and human trafficking in our business partners. We're also mentoring key suppliers and customers to develop their own training and risk mitigation programs to combat human trafficking, exploitation and slavery in global supply chains.

Social Impact: Safeguard Communities Through Initiatives that Promote Health, Education and Safety

During COVID-19, the role our products play in supporting well-being and public health has never been clearer. We responded to public health needs by getting our disinfecting products where they were needed most, like frontline healthcare workers and facilities. We educated consumers on how to use our products effectively and safely. In addition to our disinfecting products supporting public health, our water filters provide healthy, better-tasting water while minimizing bottled water waste, and our probiotics and vitamin and mineral supplements support digestive health and overall wellness. We donate products, including but not only, disinfecting products that can help battle epidemics such as COVID-19, and we support programs to provide safe drinking water in rural Peru as well as Kenya and Uganda. We also provide assistance around the world to help during times of natural disaster – from hurricanes to floods to wildfires. Through The Clorox Company Foundation and other corporate and brand programs, we support vital initiatives, including youth education and urban farming. Importantly, we support our teams who want to make an impact on their communities and other causes they care about through volunteerism programs and our employee-led charitable giving campaign with matching contributions from our Foundation.

Racial Justice

We stand against racism, inequality and injustice – but we acknowledge we need to do more. We've been deeply engaged in the important work of confronting bias, driving inclusion and diversity and creating a place where every member of our team can be exactly who they are at work. Because our leaders must model the way, every executive team member volunteers with organizations that fight for justice and equality. We have increased our investments in minority- and women-owned businesses, resources to address conscious and unconscious bias, recruiting in underserved communities, accelerating Black community access to justice, and engaging Black youth. Systemic racial injustices have plagued our nation for generations, but we are committed over the long term to creating a more just and equitable world.

Putting people at the center of everything we do means continuing our strong commitment to human rights – of our employees and our communities. It's a reflection of our values, who we are as a company and, as a citizen of this world, it's our responsibility.



Linda Rendle
Chief Executive Officer

