

# The Linde Group Position on Human Rights.

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The Linde Group is committed to respecting and supporting the protection of human rights as set out in:

- The United Nations (UN) Universal Declaration of Human Rights.
- The UN Guiding Principles on Business and Human Rights.
- The ten principles of the UN Global Compact.
- The International Labour Organization (ILO) principles as set out in the Declaration on Fundamental Principles and Rights at Work and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

We strive to contribute to the protection of human rights within our sphere of influence: in our own operations, when protecting our employees and property, and in our relationships with our stakeholders. Our commitment is manifested in various company policies.

## 1. Our employees

The Linde Group makes a commitment to:

- Comply with applicable laws and regulations governing occupational health and safety.
- Continuously improve occupational health and safety management.
- Use appropriate management systems supported by standards to create, manage and improve a safe, secure and healthy working environment.
- Comply with applicable laws and labour regulations governing working hours, including overtime laws; respect the right to rest and leisure.
- Provide wages and benefits as prescribed by the applicable laws and regulations prevailing in each country, including minimum wage legislation and comparable industry, sector and local labour market practices.
- Apply the principles of equal opportunity, fair treatment and zero tolerance of any form of unlawful discrimination or harassment of employees.
- Recognise the right of free association and collective bargaining of employees to the extent that this is legally permitted, and to support open communication between employees and management in locations where no employee representatives are appointed.
- Exercise zero tolerance for any form of forced labour or human trafficking.
- Comply with minimum working age requirements prescribed by national laws and international agreements.

## 2. Our business partners

We encourage suppliers and other business partners to share our commitment to respect and support human rights and to comply with internationally recognised standards. We evaluate the impact of our sourcing activities and have defined minimum requirements for our supply chain.

We are committed to ensuring that the human rights of people affected by our business activities are respected during every phase of our product lifecycle.

## 3. Implementation

Our commitment to respect and support the protection of human rights is strengthened by a multi-layered implementation and monitoring process that includes the following key components:

- Worldwide surveys throughout The Linde Group on processes to ensure fair working conditions.
- A confidential hotline (Linde Integrity Line), which employees and external stakeholders can use to report grievances.
- Dialogue with employee representatives that includes consultations on labour standards.
- Training on our Code of Ethics for all employees.