



United Nations Global Compact

As a participant in the United Nations Global Compact (UNGC), we publish a progress report (Communication on Progress) each year. We have included this in our Corporate Responsibility Report. The Communication on Progress outlines how we incorporate the ten principles of the UN Global Compact in our business activities. We use the Global Compact logo to highlight any information relevant to Global Compact. Our GRI Index also links to this content.

The following table provides an overview of the commitments, standards and management systems that we use at Linde to incorporate the principles of Global Compact into our business processes. In the text passages under each field of action we report on the progress we have made during the year under review.

UNGC Principles

Human rights

Principle 1:

Support and respect of internationally proclaimed human rights

Implementation

- Our Code of Ethics is binding for all employees. In it, we commit to protecting and promoting human rights and the core principles of the United Nations international charter on human rights.
 - Our global Ethical-Legal Principles Procurement align with the principles anchored in the conventions of the International Labour Organisation (ILO) and the United Nations Universal Declaration of Human Rights.
 - Our SHEQ Policy defines how we protect the health and safety of our employees. We also include contractors and other business partners in our health and product safety programme.
 - The primary aim of our compliance programme is to prevent misconduct (for example, by providing employee training) and to identify violations. Suspected abuses can be reported via our Integrity Line.
- > More on labour and social standards
- > More on supply chain management

Principle 2:

Ensuring that the company is not complicit in human rights abuses

Labour standards

Principle 3:

Upholding the freedom of association and the right to collective bargaining

- In our Code of Ethics, we commit to protecting and promoting human rights. This includes the prohibition of discrimination, harassment, slavery and servitude as well as the right to freedom of peaceful

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assembly and association, and the right to fair remuneration.

- Our global Ethical-Legal Principles Procurement address the issues of forced and child labour, the guaranteed availability of communication channels and negotiation structures between employers and employees as well as the right to equal opportunities and fair treatment.
- Our diversity management programme also aims to prohibit discrimination and actively promote equal opportunities.
- > More on working conditions

Principle 4:
Elimination of all forms of forced labour

Principle 5:
Abolition of child labour

Principle 6:
No discrimination during the hiring process or in the workplace

Environmental protection

Principle 7:
Supporting a preventative approach to environmental challenges

- Our commitment to protecting the environment is outlined in our binding Code of Ethics. Our global SHEQ Policy details the implementation of these targets.
- Our environmental management system, risk management system and product safety programme are geared toward minimising the environmental impact of our processes and products. This includes preventative measures such as risk analyses and certifications at our locations in line with international standards as well as monitoring instruments such as audits.
- Raising employee awareness of environmental and safety issues is also an important factor, and one which we address through various channels, including training initiatives.
- We are helping to tackle major ecological challenges of our time through our energy and environmental technologies. We have a wide-ranging technology portfolio that helps reduce the current environmental impact of fossil fuels and cut CO2 emissions. We are also driving the development of alternative fuels and renewable energy sources. Furthermore, our gases are used

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to improve the quality of untreated and drinking water supplies and to clean wastewater.

- Our corporate citizenship activities are also geared towards environmental protection.
- > More on environmental protection

- > More on CR management

Principle 8:
Supporting initiatives aimed at promoting greater environmental responsibility

Principle 9:
Development and dissemination of environmentally friendly technologies

Anti-corruption

Principle 10:
Combating all forms of corruption, including extortion and bribery

- Our Code of Ethics prohibits corruption for all employees worldwide.
- This commitment is backed by additional, supplementary guidelines, including regulations governing competitive and anti-trust laws as well as our Ethical-Legal Principles Procurement.
- The primary aim of our compliance programme is to prevent misconduct (for example, by providing employee training) and to investigate and penalise suspected violations. Suspected incidents can be reported via our Integrity Line.

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