

共同責任

Responsabilidad empresarial

Responsabilità aziendale

Zodpovědnost společnosti

Responsabilité d'entreprise

Corporate Responsibility

Unternehmerische Verantwortung

# Linde Corporate Responsibility Policy

Linde Group



## Philosophy

Future competence, dedication and responsibility: these are the basic values with which we, as a leading global technology enterprise, have aligned ourselves. We view these values as driving the competitiveness and the long-term success of Linde AG, as well as securing the organization's pivotal place in society.

All Linde AG employees are required to recognize the guidelines derived from this Corporate Responsibility Policy as mandatory and to implement them in our everyday business activities.

## Principles

Linde undertakes to act responsibly toward its shareholders, business partners, employees, society, and the environment – in every segment and at every business location worldwide.

Linde commits itself to technologies and products that combine customer benefit with the promotion of sustainable development.

Linde will secure the sustained success of the enterprise by investing in its employees, in research and development, and in solutions to social problems and challenges.

## Guidelines

### Markets

We pursue value-oriented business policies that are aligned with the interests of the enterprise, its shareholders, and its stakeholders in general.

Responsibility, as part of the management and supervision of Linde AG, will be continuously optimized to reflect good principles of corporate governance.

Our activities are centered on the needs and desires of our customers.

We deliver innovative and comprehensive solutions for the market with the aim of playing a sustained role in shaping improvements to society.

We declare our firm commitment to free and fair competition and act accordingly toward our competitors and business partners.

### Employees and society

We promote respect and openness both within the organization and when we interact with partners.

We seek to advance the company through a continuous learning process and by offering our employees an array of opportunities for leveraging their potential.

We place our knowledge and expertise at the disposal of society and secure our own success through a readiness to cooperate.

We are receptive to other cultures and harness their diverse experiences and perspectives to everyone's advantage.

We shape a work environment in the company that ensures equal opportunities.

We actively support educational and research projects that are related to our core business areas.

### Environmental protection and safety

We commit ourselves to the responsible treatment of natural resources.

We continuously integrate controls relating to safety, environmental protection and quality into our work processes and refine our management systems with the aim of cementing our competitiveness.

We conduct research and development on sustainable technologies and products, and promote their application on the market.

## Obligation

We demonstrate our accountability toward our shareholders, employees, customers, business partners, and the general public by issuing regular and accurate reports.

Any and all other company guidelines are compatible with our Corporate Responsibility Policy.

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