

Praxair Policy Conformance with Voluntary External Codes: EICC Code of Conduct

Praxair, Inc. provides this table for interested external parties, including customers and investors, in order to show how Praxair’s policies address the issues of concern outlined in the voluntary ELECTRONIC INDUSTRY CITIZENSHIP COALITION® (EICC®) Code of Conduct v5.1 (2016). This document is provided solely for illustrative purposes. It is not intended to create, nor does it create, any legally binding obligations on, or rights for the benefit of, Praxair or any of its affiliates. It does not provide a comprehensive overview of Praxair’s policies and procedures.

The EICC Code is provided in full in the left hand column. Endnotes are as referenced in the EICC Code. In the right hand column, Praxair provides reference text from its relevant corporate policies, and/or a hyperlink to the full text of the relevant policy. At Praxair, we expect the same level of commitment and conduct from our suppliers that we expect from our employees. All of our business dealings must be based on fairness, honesty, lawfulness, safety, environmental stewardship and social consciousness. As a Praxair supplier, you must also ensure compliance with our contractual agreements, [Standards of Business Integrity](#) & Ethics Policy, and supplier expectations. Praxair’s *Conflict-Free Materials Supply Policy* addresses the use of “conflict minerals” within its supply chain, including within its electronics related businesses. Other areas of concern in the EICC Code of Conduct are addressed in Praxair’s normal operations and in its *Supplier Expectations, Human Rights Policy, Standards of Business Integrity, Safety, Health and Environmental Policy* and commitment to *Responsible Care® Management System* and *Guiding Principles*.

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INTRODUCTION		
	<p>The Electronic Industry Citizenship Coalition (EICC) Code of Conduct establishes standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. Considered as part of the electronics industry for purposes of this Code are all organizations that may design, market, manufacture or provide goods and services that are used to produce electronic goods. The Code may be voluntarily adopted by any business in the electronics sector and subsequently applied by that business to its supply chain and subcontractors, including providers of contract labor.</p> <p>To adopt the Code and become a participant (“Participant”), a business shall declare its support for the Code and actively pursue conformance to the Code and its standards in accordance with a management system as herein.</p>	<p>Praxair Supplier Expectations</p> <p>At Praxair, we expect the same level of commitment and conduct from our suppliers that we expect from our employees. All of our business dealings must be based on fairness, honesty, lawfulness, safety, environmental stewardship and social consciousness. As a Praxair supplier, you must also ensure compliance with our contractual agreements, Business Integrity & Ethics Policy, and supplier expectations.</p> <p>Conflict-Free Materials Supply Policy</p> <p>“The Policy is “Applicable to relevant suppliers and their suppliers. Praxair expects its suppliers or potential suppliers of conflict minerals or other materials, and their sub-suppliers, to only source materials from environmentally and socially responsible sources.”</p>
Scope	<p>Participants must regard the Code as a total supply chain initiative. At a minimum, Participants shall also require its next tier suppliers to acknowledge and implement the Code.</p>	<p>Conflict-Free Materials Supply Policy</p> <p>“Conformance with this policy is a requirement of all suppliers, or potential suppliers, of conflict minerals.”</p>
Compliance and voluntary standards	<p>Fundamental to adopting the Code is the understanding that a business, in all of its activities, must operate in full compliance with the laws, rules and regulations of the countries in which it operates.¹ The Code encourages Participants to go beyond legal compliance, drawing upon internationally recognized standards, in order to advance social and environmental responsibility and business ethics.</p>	<p>Conflict-Free Materials Supply Policy</p> <p>“Guided by the Organization for Economic Cooperation and Development (OECD Model Supply Chain Policy for a Responsible Global Supply Chain of Minerals from Conflict-Affected and High-Risk Areas, Praxair has adopted this Conflict Materials Supply Policy and has implemented a supply chain due diligence framework that includes policies guided by those set forth in the Electronics Industry Citizenship Coalition (EICC) Code of Conduct.</p>

	In alignment with the <i>UN Guiding Principles on Business and Human Rights</i> , the provisions in this Code are derived from key international human rights standards including the <i>ILO Declaration on Fundamental Principles and Rights at Work</i> and the <i>UN Universal Declaration of Human Rights</i> .	Praxair also actively works with the Global eSustainability Initiative (GeSI) to further develop non-conflict sourcing requirements.” Praxair files an annual Form SD to evidence compliance with SEC due diligence requirements for conflict-free materials supply; and has issued a Statement in compliance with the UK Anti-Slavery Act.
Stakeholder Engagement	The EICC is committed to obtaining regular input from stakeholders in the continued development and implementation of the Code of Conduct.	See above.
Structure	The Code is made up of five sections. Sections A, B, and C outline standards for Labor, Health and Safety, and the Environment, respectively. Section D adds standards relating to business ethics; Section E outlines the elements of an acceptable system to manage conformity to this Code.	Conflict-Free Materials Supply Policy “Supplier Expectations: Praxair’s Supplier Expectations outlines our goal of developing long-term and mutually beneficial supplier relationships based on strong performance standards. We expect our suppliers to engage in dealings based on fairness, honesty, lawfulness, safety, environmental stewardship and social consciousness equivalent to the values and standards set forth in Praxair’s Standards of Business Integrity and Human Rights Policy .”

A: LABOUR

	Participants are committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. The recognized standards, as set out in the annex, were used as references in preparing the Code and may be a useful source of additional information. The labor standards are:	Praxair Supplier Expectations “ Global Reach and Human Rights: We are committed to the recognition and safeguarding of human rights in all the countries in which we operate. Praxair’s Human Rights Policy is guided by the Universal Declaration of Human Rights (UDHR) and reflective of our Compliance with Laws policy, our Standards of Business Integrity, our Harassment Policy and our Safety, Health and Environmental Policy. At the same time we respect the sovereignty of nations throughout the world and affirm their primary responsibility to protect their citizens’ human rights.”
1) Freely Chosen Employment	Forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons shall not be used. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. As part of the hiring process, workers must be provided with a written employment agreement in their native language that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin.	Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to : <ul style="list-style-type: none"> • The Right to Work” Definition of “The Right to Work” is provided in Human Rights policy : “All people have the right to be considered for appropriate work, and Praxair will comply with applicable laws and rules, and relevant industry practice, governing the hours of work for our employees”. Praxair’s Combating Trafficking in Persons Policy notes: “Consistent with the zero tolerance policy of the United States Government regarding trafficking in persons, neither Praxair nor its employees will, in the performance of any work, including but not limited to covered government contracts: Engage in severe forms of trafficking in persons; Procure commercial sex acts; or Use forced labor.”

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<p>All work must be voluntary and workers shall be free to leave work at any time or terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.</p>	
<p>2) Young Workers Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Participant shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations. Participant shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.</p>	<p><u>Praxair Supplier Expectations</u> "We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to : Child or Forced Labor" Definition of "Child or Forced Labor" is provided in <u>Human Rights policy</u>: Praxair opposes the use of all forms of child, compulsory or forced labor at our operations and expects our customers and suppliers to demonstrate similar intolerance for such practices. "Forced" labor includes labor as defined by the <u>ILO Convention 29 on Forced Labour</u> and <u>ILO Convention 105 on Abolition of Forced Labour</u> and includes labor exacted by an employer through the use of coercion, including withholding food or land or wages, physical violence or sexual abuse, restricting peoples' movements or locking them up, and debt bondage. The term "child" is consistent with the <u>ILO Convention 138 on Minimum Age</u> and the and the <u>ILO Convention 182: Worst Forms of Child Labor</u> and refers to any person employed under the age of 15 (or younger where applicable law specifies).</p>
<p>3) Working Hours Studies of business practices clearly link worker strain to reduced productivity, increased turnover and increased injury and illness. Workweeks are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. Workers shall be allowed at least one day off every seven days.</p>	<p><u>Praxair Supplier Expectations</u> "We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to : The Right to Work" Praxair's <u>Human Rights policy</u> defines "The Right to Work": "All people have the right to be considered for appropriate work, and Praxair will comply with applicable laws and rules, and relevant industry practice, governing the hours of work for our employees".</p>

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<p>4) Wages and Benefits Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.</p>	<p>Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to ... Compensation” Definitions of Compensation is provided in Human Rights policy: “Compensation: Praxair will pay employees at least the minimum wages and overtime rates required by law and collective labor agreements and, if no such laws or agreements apply, wages in line with marketplace practices. “</p>
<p>5) Humane Treatment There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.</p>	<p>Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to ...Prevention of Harassment Praxair’s Standards of Business Integrity set forth its comprehensive commitment to the prevention of various types of harassment ... Safety</p>
	<p>Praxair’s Safety, Health and Environmental Policy sets forth its comprehensive policies and commitments to safety.</p>
<p>6) Non-Discrimination Participants should be committed to a workforce free of harassment and unlawful discrimination. Companies shall not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests or physical exams that could be used in a discriminatory way.</p>	<p>Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to... Prevention of Harassment”. Praxair’s Standards of Business Integrity set forth its comprehensive commitment to the prevention of various types of harassment and discrimination. The section: “Employment and the Workplace: Avoidance of Discrimination and Harassment”, notes “Praxair is committed to recruiting, hiring, compensating and promoting people based solely on their abilities, performance and qualifications for their jobs and to maintaining a professional work environment in which employees are treated with respect and dignity. As part of our commitment to equal employment opportunity, Praxair prohibits discrimination or harassment based on race, color, religion, gender, national origin, age, disability, veteran status, pregnancy, or sexual orientation. This prohibition is applicable to all Praxair employees worldwide whether or not such behavior is prohibited by the laws wherever you work. Praxair is also committed to complying fully with applicable labor and employment laws wherever it operates.”</p>

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<p>7) Freedom of Association In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.</p>	<p>Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to Freedom of Association” Praxair’s Human Rights policy defines “Freedom of Association”: “We believe that our employees have the right to choose which organizations they join, including to determine whether to unionize or not, although we believe that unions are not necessary to safeguard the rights of Praxair’s employees.” Safe reporting: Suspected complaints or concerns of non-compliance with Praxair’s Standards of Business Integrity Praxair’s can be reported in confidence by employees or third parties.</p>
B: HEALTH AND SAFETY	
<p>Participants recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Participants also recognize that ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.</p>	<p>Praxair is a Responsible Care® member and committed to its Guiding Principles. These include strong standards for health and safety for employees and customers, carriers, suppliers, distributors and contractors. Praxair’s internal Safety, Health and Environmental Management System is based on compliance with laws and on Responsible Care® (which includes safety and health).</p>
<p>Recognized management systems such as OHSAS 18001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be a useful source of additional information. The Health and Safety Standards are:</p>	
<p>1) Occupational Safety Worker exposure to potential safety hazards (e.g., electrical and other energy sources, fire, vehicles, and fall hazards) are to be controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about risks to them associated with these hazards. Workers shall be encouraged to raise safety concerns.</p>	<p>Praxair Supplier Expectations “We will seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have, specifically in relation to ... Safety” Safety is also defined in the Praxair Human Rights Policy “Safety: Praxair believes that all injuries are preventable and that every employee is responsible for injury prevention. Praxair’s safety goal is ZERO incidents and ZERO injuries. Our Safety, Health and Environmental Policy sets forth our comprehensive policies and commitments to safety.” For performance, see Praxair Worker Safety. Contractor safety performance results are reported each year in the Praxair Sustainable Development Reports</p>
<p>2) Emergency Preparedness Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.</p>	<p>Praxair’s Emergency Preparedness and Response system</p>

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<p>3) Occupational Injury and Illness Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.</p>	<p>Praxair’s reporting on Occupational Injury and Illness Contractor safety performance results are reported each year in the Praxair Sustainable Development Reports</p>
<p>4) Industrial Hygiene Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. Engineering or administrative controls must be used to control overexposures. When hazards cannot be adequately controlled by such means, worker health is to be protected by appropriate personal protective equipment programs.</p>	<p>See Occupational Injury and Illness</p>
<p>5) Physically Demanding Work Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be identified, evaluated and controlled.</p>	<p>See Occupational Injury and Illness</p>
<p>6) Machine Safeguarding Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.</p>	<p>See Occupational Injury and Illness</p>
<p>7) Sanitation, Food, and Housing Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space along with reasonable entry and exit privileges.</p>	<p>See Occupational Injury and Illness</p>
<p>8) Health and Safety Communication Participant shall provide workers with appropriate workplace health and safety training in their primary language. Health and safety related information shall be clearly posted in the facility.</p>	<p>See Occupational Injury and Illness Note that Praxair contractors receive an average of 40 hours a year safety training, this metric is reported each year in the Praxair Sustainable Development Reports</p>
C: ENVIRONMENTAL	
<p>Participants recognize that environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public. Recognized management systems such as ISO 14001 and the Eco Management and Audit System (EMAS) were used as references in preparing the Code and may be a useful source of additional information. The environmental standards are:</p>	<p>Praxair is a Responsible Care® member and committed to its Guiding Principles. These include strong standards for environmental management. Praxair’s internal Safety, Health and Environmental Management System is based on Responsible Care (which includes safety and health) and on ISO 14001</p>

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<p>1) Environmental Permits and Reporting All required environmental permits (e.g. discharge monitoring), approvals and registrations are to be obtained, maintained and kept current and their operational and reporting requirements are to be followed.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>2) Pollution Prevention and Resource Reduction The use of resources and generation of waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>3) Hazardous Substances Chemicals and other materials posing a hazard if released to the environment are to be identified and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>4) Wastewater and Solid Waste Participant shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non -hazardous). Wastewater generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled and treated as required prior to discharge or disposal. In addition, measures should be implemented to reduce generation of wastewater. Participant shall conduct routine monitoring of the performance of its wastewater treatment systems.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>5) Air Emissions Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, routinely monitored, controlled and treated as required prior to discharge. Participant shall conduct routine monitoring of the performance of its air emission control systems.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>6) Materials Restrictions Participants are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>7) Storm Water Management Participant shall implement a systematic approach to prevent contamination of storm water runoff. Participant shall prevent illegal discharges and spills from entering storm drains.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles</p>
<p>8) Energy Consumption and Greenhouse Gas Emissions Energy consumption and greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. Participants are to look for cost- effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.</p>	<p>Praxair commitment to Responsible Care® Management System and Guiding Principles Energy and GHG are key management issues for Praxair and it has established targets to improve performance, including contractor performance. These are reported each year in the Praxair Sustainable Development Reports.</p>

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D: ETHICS		
	To meet social responsibilities and to achieve success in the marketplace, Participants and their agents are to uphold the highest standards of ethics including:	Conflict-Free Materials Supply Policy “Praxair’s Supplier Expectations outlines our goal of developing long-term and mutually beneficial supplier relationships based on strong performance standards. It requires that our suppliers engage in dealings based on fairness, honesty, lawfulness, safety, environmental stewardship and social consciousness equivalent to the values and standards set forth in Praxair’s Standards of Business Integrity”
	1) Business Integrity The highest standards of integrity are to be upheld in all business interactions. Participants shall have a zero tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement. All business dealings should be transparently performed and accurately reflected on Participant’s business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.	Standards of Business Integrity: “Praxair is committed to high standards of ethical and responsible conduct in compliance with applicable laws in all the countries in which it does business.” Also see section on “Foreign Corrupt Practices Act Compliance”.
	2) No Improper Advantage Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage.	Standards of Business Integrity See sections on “Foreign Corrupt Practices Act Compliance” and “Gifts, Entertainment, Bribes and Kickbacks.”
	3) Disclosure of Information Information regarding participant labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain is unacceptable.	Standards of Business Integrity See section on “Maintaining a Safe, Secure and Environmentally Responsible Workplace”.
	4) Intellectual Property Intellectual property rights are to be respected; transfer of technology and know-how is to be done in a manner that protects intellectual property rights; and, customer information is to be safeguarded.	Standards of Business Integrity See section on “Protection and Proper Use of Praxair’s Assets”.
	5) Fair Business, Advertising and Competition Standards of fair business, advertising and competition are to be upheld. Appropriate means to safeguard customer information must be available.	Standards of Business Integrity See section: “Compliance with Anti-Trust Laws”.
	6) Protection of Identity and Non-Retaliation Programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers ² are to be maintained, unless prohibited by law. Participants should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.	Standards of Business Integrity “...suspected complaints and concerns, ... can anonymously report violations through a number of channels, including the Integrity Hotline. We also encourage customers, vendors or other observers to use the hotline to submit complaints or allegations about these or other matters.”

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7) Responsible Sourcing of Minerals Participants shall have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Participants shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available to customers upon customer request.		<u>Conflict-Free Materials Supply Policy</u>
8) Privacy Participants are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Participants are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.		<u>Standards of Business Integrity</u> See section: "Privacy"
E: MANAGEMENT SYSTEM		
Participants shall adopt or establish a management system whose scope is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products;		<u>Conflict-Free Materials Supply Policy</u> "In furtherance of our goal of utilizing "conflict-free" materials, Praxair has developed procedures that will communicate our expectation that suppliers of conflict minerals (1) will implement due diligence processes to determine the origin of raw materials within their supply chain, and (2) will not supply to Praxair any conflict minerals known to come from the conflict region that are not either (a) from a compliant smelter or refiner, or (b) from recycled or scrap sources."
(b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement. The management system should contain the following elements:		
1) Company Commitment A corporate social and environmental responsibility policy statements affirming Participant's commitment to compliance and continual improvement, endorsed by executive management and posted in the facility in the local language.		<u>Conflict-Free Materials Supply Policy</u> Policy is posted on Praxair's website and the company intranet, including in relevant country languages.
2) Management Accountability and Responsibility The Participant clearly identifies senior executive and company representative[s] responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management system on a regular basis.		<u>Conflict-Free Materials Supply Policy</u> The Vice President of Global Procurement is the executive with ultimate responsibility for this policy, and it is managed by the Global Compliance Manager for Procurement in Praxair.
3) Legal and Customer Requirements A process to identify, monitor and understand applicable laws, regulations and customer requirements, including the requirements of this Code.		<u>Conflict-Free Materials Supply Policy</u> Also see section in Introduction above: Compliance and voluntary standards.

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<p>4) Risk Assessment and Risk Management A process to identify the legal compliance, environmental, health and safety³ and labor practice and ethics risks associated with Participant’s operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.</p>	Praxair has a strong process for <u>Internal Assessments</u> for conformance with its Standards of Business Integrity and Safety, Health and Environment policies and procedures.
<p>5) Improvement Objectives Written performance objectives, targets and implementation plans to improve the Participant’s social and environmental performance, including a periodic assessment of Participant’s performance in achieving those objectives.</p>	<u>Conflict-Free Materials Supply Policy</u> “In addition, Praxair expects its suppliers or potential suppliers of conflict minerals or other materials, and their sub-suppliers, to only source materials from environmentally and socially responsible sources.”
<p>6) Training Programs for training managers and workers to implement Participant’s policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.</p>	Praxair employees and contractors receive an average of 40 hours a year safety training. This metric is reported each year in the <u>Praxair Sustainable Development Reports</u> .
<p>7) Communication A process for communicating clear and accurate information about Participant’s policies, practices, expectations and performance to workers, suppliers and customers.</p>	<u>Conflict-Free Materials Supply Policy</u> “Praxair will communicate this policy to our suppliers and encourage them to adopt similar policies with respect to conflict minerals and due diligence frameworks for their supply chains.”
<p>8) Worker Feedback and Participation Ongoing processes to assess employees’ understanding of and obtain feedback on practices and conditions covered by this Code and to foster continuous improvement.</p>	<u>Praxair commitment to Responsible Care® Management System and Guiding Principles</u>
<p>9) Audits and Assessments Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code and customer contractual requirements related to social and environmental responsibility.</p>	<u>Conflict-Free Materials Supply Policy</u> “Suppliers of conflict minerals must submit written evidence of due diligence documentation to Praxair which may include completing the standardized EICC/GeSI Conflict Minerals Reporting template or other certifications.”
<p>10) Corrective Action Process A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.</p>	<u>Conflict-Free Materials Supply Policy</u> “Praxair’s <u>Supplier Expectations</u> outline our goal of developing long-term and mutually beneficial supplier relationships based on strong performance standards.....If Praxair identifies a reasonable risk that a supplier, or any of its affiliates or sub-suppliers, is (i) sourcing conflict minerals from the conflict region and such conflict minerals are not from a compliant smelter or refiner or from recycled or scrap sources, and/or (ii) engaged in conduct inconsistent with Praxair’s Standards of Business Integrity or Human Rights Policy, we will reassess our business relationship with such supplier.”

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	<p>11) Documentation and Records Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.</p>	<p><u>Standards of Business Integrity</u> See section: “Financial Integrity and Reporting”.</p>
	<p>12) Supplier Responsibility A process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.</p>	<p><u>Conflict-Free Materials Supply Policy</u> “Praxair will communicate this policy to our suppliers and encourage them to adopt similar policies with respect to conflict minerals and due diligence frameworks for their supply chains.” <u>Praxair Human Rights Policy</u> Suppliers, vendors and contractors must agree to abide by the Company's Human Rights policy, or demonstrate a commitment to Human Rights via their own policies.</p>

¹ The Code is not intended to create new and additional third party rights, including for workers.

² Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

³ Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.