

UNGC and Praxair policies and reporting: Correspondence Table¹

Praxair’s Correspondence Table was produced to respond to requests from socially responsible investors and customers and shows where Praxair’s policies correspond to the United Nations Global Compact requirements. Praxair references are provided in the “Praxair Human Rights Policy” column. All other text is in the UNGC.

Principles of the UNGC	Praxair Human Rights Policy
Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights; and	“Praxair is 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 , Standards of Business Integrity , and Safety, Health & 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.”
Principle 2 - make sure that they are not complicit in human rights abuses.	“All employees are responsible for complying with this policy, and management will encourage employees to understand the policy and comply with applicable laws related to it.”
Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	“ 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.”
Principle 4 - the elimination of all forms of forced and compulsory labour;	“ Child or Forced Labor: Praxair opposes the use of child or forced labor at our operations and expects our customers and suppliers to demonstrate similar intolerance for such practices. The term "child" refers to any person employed under the age of 16 (or younger where the law of the country permits).”
Principle 5 - the effective abolition of child labour; and	
Principle 6 - the elimination of discrimination in respect of employment and occupation.	“ Prevention of Harassment Praxair is committed to providing a work environment free of unlawful harassment. Our Harassment Policy sets forth our comprehensive commitment to prevent the various types of harassment.” “ 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.”
Principle 7 - Businesses are asked to support a precautionary approach to environmental challenges;	Safety, Health & Environmental Policy Product Safety
Principle 8 - Undertake initiatives to promote greater environmental responsibility; and	Safety, Health & Environmental Policy
Principle 9 - Encourage the development and diffusion of environmentally friendly technologies.	About Praxair
Principle 10 - Businesses should work against corruption in all its forms, including extortion & bribery.	Standards of Business Integrity
	“ 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.”
	“ 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 & Environmental Policy sets forth our comprehensive policies and commitments to safety. Safe behavior is a condition of employment.”
Scope	“We seek to do business with partners - customers, suppliers and contractors - who share the same commitment to human rights that we have.” Praxair’s Supplier Management Program’s Supplier Expectations include adherence to the corporate policies and Standards of Business Integrity outlined above.

¹ This table is provided solely for illustrative purposes and is not intended to create, nor does it create, any legally binding obligations on, or rights for the benefit of, Praxair or any other entity. **UNGC and Praxair policies and reporting: Correspondence Table Version 1, June 2010. Page 1**