

Women's Empowerment Principles (WEP)	Praxair's related policies and practices
	<p>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 WOMEN'S EMPOWERMENT PRINCIPLES. This document is provided solely for illustrative purposes. It is not intended to create, nor does it create, any legally binding obligations on Praxair or any of its affiliates. It does not provide a comprehensive overview of Praxair's policies and procedures. The Women's Empowerment Principles are provided in full in the left hand column. In the right column, Praxair provides reference text from relevant corporate policies and practices. Hyperlinks are provided to references or source data.</p> <p>WEP 2012 Guidance Document for Reporting on Progress shows the correspondence between the WEP Principles and the indicators of the Global Reporting Initiative (GRI). Praxair's sustainable development reporting references GRI 3.1 in its 2013 Sustainable Value Report GRI 3.1 Annex. Relevant links from the WEP document are provided here in the Praxair column; and these links provide supplementary material to this document.</p> <p>Praxair policy and practice corresponds to the Women's Empowerment Principles as stated in March 2015. Data and references in this document are for 2013. Praxair's Sustainable Development Reports are issued in July of each year for the previous year.</p>
1 Establish high-level corporate leadership for gender equality	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, 4.1, 4.7</p> <p>VALUES: Diversity is included among Praxair Core Values: The Right People - We place a high value on attracting and developing talented people from diverse backgrounds who use their talent to make an impact in the world and make our company successful.</p> <p>BOARD AND EXECUTIVE LEADERSHIP: Oversight is managed at the highest level: Praxair's Board Compensation and Audit Committee "reviews periodically the Company's diversity policies and objectives, and programs to achieve those objectives." (Proxy Statement 2014 p 19). A designated executive champions the organization's gender equality policies and plans. Diversity & Inclusion is a formal business function through the Office of Diversity Management. Additionally, Praxair's CEO monitors quarterly results in recruiting and development as well as culture, inclusion, training and marketplace engagement. This ensures that diversity is sustained as a top priority as the company's business grows. Each subsidiary and business unit is responsible for developing and implementing action plans and initiatives to maintain an inclusive culture and increase Praxair's workforce diversity. The Chief Diversity Officer is responsible for determining strategy in this area, and managing performance. She reports to executive leadership at least once a year.</p> <p>EQUAL OPPORTUNITY POLICY: Praxair's stated commitment to advancing equality and promoting nondiscrimination and fairness is prominently featured on the company's website, in company recruiting materials and corporate sustainability reports. Praxair's Equal Opportunity policy prohibits gender-based discrimination in hiring, retention policies, promotion, salaries and benefits. Praxair is committed to maintaining a work environment free from all forms of unlawful discrimination and harassment. The Company prohibits discrimination against any applicant or employee on the basis of race, color, religion, sex, national origin, age, disability, veteran status, pregnancy, sexual orientation, gender identity or expression, or any other reason prohibited by applicable law. This policy is posted on each Praxair country website in the local language, and in the company intranet.</p> <p>PUBLIC GOALS: Praxair's annual sustainability reports include leadership statements on reaching gender equality goals, and reports metrics and targets to promote diversity, including Board diversity, executive leadership diversity, total employee diversity, and percentage of emerging economy business units led by local or regional nationals. See WEP Principle 7.</p>

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<p>2 Treat all women and men fairly at work -- respect and support human rights and non-discrimination</p>	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, LA1, LA2, LA13, LA14, LA15; HR4, HR10, HR11.</p> <p>GENDER BREAKDOWN OF BOARD OF DIRECTORS AND TOP MANAGEMENT: Reported annually in Praxair's public sustainability reports. In 2013, 27% of the Board was female; 17% of executive leadership was female. Women were 22% of total employees (professional employees) and 16% of total managers.</p> <p>HUMAN RIGHTS POLICY: Praxair is committed to the recognition and safeguarding of human rights in all the countries in which we operate.</p> <p>EQUAL REMUNERATION AND FAMILY-FLEXIBLE POLICIES: Praxair's compensation policy assigns jobs into pay levels based on job descriptions. People performing the same type of job functions are in the same pay range, regardless of age, sex, and race. One-hundred percent of Praxair employees of either gender are entitled to parental leave; terms vary by country.</p>
<p>3 Ensure the health, safety and wellbeing of all women and men workers</p>	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, HR4, HR8, HR11, LA7, LA9.</p> <p>PRAXAIR VALUES include: Safety First - A passionate commitment to safety underpins all of our activities. The safety of our products and services, safety at work, safety on the road and safety at home are the highest priorities for our employees, contractors, families and customers.</p> <p>SAFETY: Ensuring a safe work environment. Praxair is consistently a top safety performer — five times better than the U.S. industrial average and three times better than the U.S. chemical industry average. And we maintain this level of safety by actively seeking out risk factors and continuously improving performance worldwide in every key safety metric.</p> <p>SAFETY PERFORMANCE: A range of metrics is provided for employee and contractor rates of injury, lost days, and fatalities, in Praxair's annual sustainable development report.</p> <p>SAFETY TRAINING: Praxair employees and contractors received an average of 50 hours of safety training in 2013, see WEP Principle 4. All employees, regardless of level or gender, receive this training.</p> <p>CONFIDENTIAL GRIEVANCE POLICY: Praxair's Equal Opportunity Policy prohibits any form of retaliation against any individual for reporting what he or she reasonably believes to be discrimination, or for filing a complaint with a government agency, or testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a government agency. A confidential, third party 24X7 hotline is available and well communicated, to report concerns of a policy violation. Data is provided on Praxair's website about the aggregate number of hotline calls per year.</p> <p>CASE STUDY OF PREVENTING TEENAGE SEX TRAFFICKING ALONG LOGISTICS ROUTES</p> <p>BRAZIL: GENDER SPECIFIC CONCERNS: In Brazil: in consideration of human rights and in recognition of SAWM's large truck distribution network, SAWM joined "Na Mão Certa" (On the Right Track) and the Corporate Pact against Sexual Exploitation of Children and Adolescents on Brazilian Roadways. This initiative of Childhood Brazil aims to mobilize governments, companies, and civil society organizations to confront, in a more effective manner, child and adolescent sexual exploitation on Brazilian roadways. In August 2013, in Paulinia, Sao Paulo, Praxair Brazil's Logistics director held a training session for drivers. SAWM encourages contract driving vendors to join Na Mao Certa. All are signatories to the Pact (March 2015).</p>

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<p>4 Promote education, training and professional development for women</p>	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, LA 10 and LA12.</p> <p>DIVERSITY TRAINING FOR ALL MANAGERS: “Managing Differences” training is available to all Praxair managers and was provided to managers in Danbury, Canada, Houston, Tonawanda, Indianapolis and South America. Also, Praxair leadership training, sent out to all leaders globally as a 6-part video training program, included one segment featuring Praxair's Chief Diversity Officer talking about the business case for diversity and inclusion.</p> <p>CULTURAL AWARENESS TRAINING FOR ALL EMPLOYEES: In 2013, a cultural awareness training online tool was implemented and offered to all employees. The “Culture Wizard” tool was used more than 1,400 times, benefiting global business managers, business travelers, international assignees, and employees working in virtual teams to strengthen their global business skills and work effectively with others from diverse backgrounds.</p> <p>TALENT MANAGEMENT FOR ALL EMPLOYEES: At least annually, all Praxair employees meet formally with their supervisors to review their performance and development opportunities. Employees receive a performance appraisal through the systematic use of agreed-upon measurable targets and a multidimensional performance appraisal. Performance reviews and development plans are a part of a global talent management system, which is designed to effectively utilize and advance employees across all regions.</p> <p>TRAINING FOR ALL EMPLOYEES: The average Praxair employee in 2013 received 70 hours of training, this is broken out by year and by theme, and does not make distinctions on the grounds of gender.</p> <p>CASE STUDIES OF PROMOTING WOMEN IN STEM FIELDS; AND FOR PRAXAIR RECRUITMENT</p> <p>BRAZIL: BRAZIL-US ENGINEERING STUDENT INTERNSHIP & SCHOLARSHIP EXCHANGE</p> <p>USA: WOMEN IN WELDING/ WORKFORCE DEVELOPMENT</p> <p>CANADA – WOMEN IN WELDING</p>
<p>5 Implement enterprise development, supply chain and marketing practices that empower women</p>	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, PS5, PR6, PR7, HR1, HR2, HR3.</p> <p>PRAXAIR SUPPLIER DIVERSITY POLICY is provided on its website. Praxair strives to achieve an organically inclusive environment where diversity is known as a valuable asset and competitive advantage in our supply chain.</p> <p>SUPPLIER DIVERSITY PROGRAM: Led by a dedicated manager, Praxair's Supplier Diversity Program encourages and supports the use of a variety of qualified distinct business enterprises including Woman-Owned, to participate in the supply of goods and/or services that support our business model. All types of qualified business enterprises are welcome to participate in our RFP processes for goods and services. For the past ten years, our main focus has primarily been on championing those companies in the U.S. classified as small and diverse businesses in the following categories, including Woman-Owned. In 2013, approximately \$195 million was procured from small U.S. businesses, representing products and services that covered approximately 500 different commodity codes. In 2013 Praxair began to collaborate with its global affiliates to understand the supplier diversity landscape and opportunities in each country in which we operate.</p>

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<p>6 Promote equality through community initiatives and advocacy</p>	<p>Please see Praxair's 2013 Sustainable Value Report GRI Annex, SO1, SO9, SO10.</p> <p>COMMUNITY ENGAGEMENT AS LEADERSHIP ACTIVITY: Praxair issues an annual brochure describing its Community Engagement activity. Many of these projects, including those in India, Korea and Mexico, promote women and community resilience, particularly among children.</p> <p>COMMUNITY ENGAGEMENT AND DIVERSITY: Cultivating diversity around the world : Praxair's diversity strategy is supported by strong community and employee engagement programs that encourage students from different cultures, backgrounds and geographic locations to continue to learn and grow in their careers. In 2011 alone, we granted more than \$400,000 through Praxair's global giving program to organizations promoting diversity.</p> <p>CASE STUDIES OF PROMOTING WOMEN AND DIVERSITY IN COMMUNITY ENGAGEMENT</p> <p>GLOBAL: annual brochure describing its Community Engagement</p> <p>USA: TECH SAVVY: Praxair inspires middle school girls to pursue careers in STEM fields through the Tech Savvy program, an initiative by the American Association of University Women, Buffalo Branch, held at State University of New York in Buffalo.</p> <p>BRAZIL; WOMEN IN SPORTS (BRAZIL): Through this sports program conducted by the New Man Institute, Praxair helps to benefit more than 600 young female students from public schools in Rio de Janeiro..</p>
<p>7 Measure and publicly report on progress to achieve gender equality</p>	<p>Please see Praxair 2013 Sustainable Value Report GRI Annex</p>