

## Linde RSP Health, Safety and Environment (HSE) Policy



### Our Goal

At Linde, we are driven to ensure that no harm comes from our actions to people, the environment, or the communities in which we operate. Our goal is to get *Everyone Home Safely*.

### Our Values & Commitments

- Health, safety, and environmental responsibility are core values at Linde and integral in all that we do.
- Compliance with applicable laws, regulations, and Linde policies is a license to operate for our employees, contractors, suppliers, and partners.
- HSE ownership through visible, demonstrated leadership across the organization.
- Collaboration with our employees, the industry, and other professional associations to continuously improve HSE performance.
- Ongoing review and improvement of all aspects of our Safety Management system.
- Fulfilling our obligations related to Major Hazard Facilities

### Our HSE Principles

At Linde we believe that:

- All incidents and injuries are preventable.
- HSE is a line management accountability.
- We are responsible for our own safety and that of others around us.
- Our employees and contractors are obliged to stop a job or refuse to perform it, if it cannot be performed safely.
- All HSE incidents must be reported, and learnings taken from them.
- Our commitment to and efforts in HSE will yield results.
- Acting safely is a condition of our employment and supplier contracts.

We expect our employees, contractors and partners to embrace these principles and reflect them in every aspect of work they perform.

This policy is integral to Linde's business strategy. Executive leadership is committed to the full implementation of this HSE policy.

### Training

- Line management is responsible for ensuring new employee safety orientation includes review and training on this policy.
- Training should be led by line management, or a designee, with this policy and its attached training material as references.
- Re-training will be performed when this policy is revised and may be performed during periodic safety meetings. Competence or training effectiveness may be evaluated by any of the following methods: Instructor-led inquiry and conversation; Multiple choice questionnaire.

A handwritten signature in black ink, reading "Binod Patwari".

Binod Patwari  
Managing Director, South Pacific

