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## 1. Our Values

Our core values define the way we operate and create value within the larger society. These values are:

Empowering people	: People are given the space to contribute and grow.
Innovating for customers	: We relentlessly pursue new ways to add value to external customers
Thriving through diversity	: Diversity results in enriched collaboration and enhanced solutions.
Passion to excel	: We have the commitment and drive to pursue ever higher standards of excellence and we celebrate success.

## 2. CSR Philosophy of Linde India

Linde's four principles viz. Safety, Integrity, Sustainability and Respect form the basis of its CSR policy:

Safety	: Linde India will avoid harming people and society.
Integrity	: Our actions are honest, fair and ethical.
Sustainability	: We are focused on today's success, but accept our responsibility for future generations.
Respect	: Every human being deserves to be treated with respect.

Linde India is committed to behave responsibly towards people, society and the environment for inclusive growth of the society where we operate, to conserve natural resources and to develop sustainable products.

## 3. CSR Policy

### 3.1 Purpose

Our CSR policy provides the framework for integrating social perspective in various areas of business, in our profile as a good corporate citizen. It provides a guideline to utilise CSR activities to promote sustainable development of the society. Focus area of this policy is social engagement of the company.

### 3.2 Thematic Areas

Linde is involved in a variety of CSR projects in proximity to its sites around the world, providing assistance locally in the form of scholarships/sponsorships, trainings and volunteering of Linde employees. Linde India's CSR commitment will be centered around four thematic areas - Education, Health, Environmental protection and Livelihood. Apart from the Thematic Areas, the Company may also consider projects in the areas or subject, specified in Schedule VII of the Companies Act, 2013.



**Education:** Linde India supports promoting and providing access to basic education. The education Initiative will be aimed at promoting early childhood education for underprivileged children with limited educational opportunities.

**Health:** Our commitment in the field of health aims to improve the quality of care giving, expand knowledge of diseases, offer information and training courses on preventive healthcare, safety standards in healthcare industry, etc.

**Environment:** Our commitment to environmental protection enables us to share our knowledge and expertise on these subjects with others and to support plantation of trees and access to clean water or sustainable water management.

**Livelihood:** We are committed to promote alternate livelihoods and vocational skills amongst under-privileged and/or differently abled group of community.

### 3.3 Nature of activities / programs – Annexed as Annexure I

#### 3.4 Governance Structure:

##### 3.4.1 CSR Committee:

The Board of Directors of the Company has set up a CSR Committee comprising of three directors including a Non-Executive Independent Director as its Chairman. The Committee's terms of reference include formulating CSR policy, recommending projects/activities to be undertaken by the Company along with budgeted expenditure and monitoring implementation of projects in line with the provisions of the Companies Act, 2013. The Committee will also work towards providing visibility of the CSR activities amongst the broader community.

All the proposals for CSR activities from across the organizations will be routed through the CSR committee of the Company. The CSR Committee will review, screen and prioritise various projects and recommend them to the Board of directors for its approval.

The Company has set up a CSR Steering Team comprising of a cross section of its senior managers, headed by Head- HR for executing the approved CSR Projects and activities under the guidance of the CSR Committee of the Board.



### 3.4.2 Stakeholder Engagement:

The CSR committee through the CSR Steering Team of the Company shall engage with individuals, local organizations and Non-Government Organisations (NGOs) to understand their needs, in order to implement approved CSR projects.

### 3.5 CSR obligations, selection, implementation and monitoring of activities and formulation of annual action plan:

#### 3.5.1 CSR Obligations:

In accordance with Section 135(5) of the Companies Act, 2013, the Company is committed to spend 2% of its average net profits made during the three immediately preceding financial years in the identified CSR activities in line with Schedule VII (as amended) to the Companies Act, 2013. This would include the spends through activities undertaken by the Company through Linde Foundation.

Such CSR expenditure shall also include all direct and indirect expenditure incurred towards CSR programs as may be admissible under the regulatory framework. The overall amount to be committed towards CSR will be approved by the CSR Committee and the Board of Directors of the Company as part of its Annual Action Plan. In case Linde India spends any amount over and above such 2% of average net profits, the same is to be considered as excess CSR expenditure which can be set-off in the immediate succeeding three financial years subject to the conditions as prescribed under the Act.

#### 3.5.2 Selection:

The CSR activities can be undertaken either directly or through an implementing agency or through Linde Foundation. The Implementing Agency should meet the statutory eligibility criteria laid down under the Companies Act, 2013. Additionally, the Company shall conduct appropriate due diligence of the implementation agency before associating with the agency. Such due diligence shall inter alia cover aspects of financial position of the agency, credibility, history and experience in the relevant area, any potential conflict of interest and existing and past litigations.

#### 3.5.3 Implementation and Monitoring:

The CSR activities undertaken by the Company either directly or through an implementing agency shall be periodically monitored. While monitoring, the Company shall ensure the Implementing Agency or the vendor, follow ethical practices and endeavor to ensure all payments made to the Implementing Agency or the vendor to be milestone based. The Monitoring process adopted by the Company may include obtaining of reports of different kind, self-declaration, On-site visit, etc.

The impact assessment shall be conducted for eligible CSR projects or programs as mentioned under the Act.



### 3.5.4 Annual Action Plan:

All the guiding principles as required to be followed for implementing and monitoring the CSR Activities shall also be followed while formulating the Annual Action Plan. The Annual Action plan as approved by the CSR Committee and the Board of Directors of the Company shall be simple, action oriented, measurable, relevant and time bound which would cover the prescribed information under the Companies Act, 2013.

## 4.0 Monitoring and Reporting:

The CSR Committee will meet periodically during the year with a view to monitor the progress of CSR projects and spend. The Company may choose to engage the services of an external agency to verify data presented in the reports. The Board of directors shall include details of CSR policy and activities undertaken during the year in the report to be prepared in accordance with the provisions of the Companies Act, 2013.

For enquiries related to the media or Linde India's CSR initiatives, please contact:

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Annexure -1  
Nature of activities/ programs

Sl. No.	Thematic areas	Proposed Activities
1	<b>Education</b>	<ul style="list-style-type: none"> <li>• Build, expand, maintain school for under privileged children and support access to education and learning of vocational skills</li> <li>• Providing computers and supporting computer literacy training programme for under privileged schools</li> <li>• Awarding scholarships to under-privileged and needy students</li> <li>• Providing sponsorship of school uniforms and books</li> <li>• To support schemes / agencies for education of differently abled children</li> <li>• Supporting promotion of sport activities in schools and sports scholarships schemes for young talents</li> </ul>
2	<b>Health</b>	<ul style="list-style-type: none"> <li>• Organizing free Health Camps at different locations</li> <li>• Providing support to introduce safety measures at hospitals</li> <li>• Training on basic sanitation; developing sanitation at backward areas</li> <li>• Arrange or sponsor Blood donation camps</li> </ul>
3	<b>Environment</b>	<ul style="list-style-type: none"> <li>• Plantation of trees and providing environmental education</li> <li>• Beautification &amp; gardening work for the benefit of community in local areas of operations</li> <li>• Access to clean water or sustainable water management</li> </ul>
4	<b>Livelihood</b>	<ul style="list-style-type: none"> <li>• Women empowerment – support women education and training for self employment (e.g. tailoring) and for professional development (e.g. First Aid &amp; Nursing training) and promote gender equality</li> <li>• Sponsorship / support to introduce vocational job oriented training activities</li> </ul>
5.	<b>Other Areas</b>	<ul style="list-style-type: none"> <li>• The Company may also take up CSR projects/ activities covered in the areas or subjects specified in Schedule VII of the Companies Act, 2013, which may not specifically fall in the above mentioned Thematic Areas.</li> </ul>