POLICY STATEMENT
Modern Slavery and Human Trafficking

Company Commitment

Air Liquide UK Limited is strongly committed to upholding all human rights and employees rights and fully supports the UK Government initiatives with the aim of eliminating all forms of modern slavery and human trafficking practices.

We have a number of established policies and processes within our business and supply chains, which support our zero tolerance stance and our opposition to the use of modern slavery, human trafficking and any other forms of forced labour. We require all our business partners, suppliers, contractors and subcontractors to join us in our approach.

We confirm our commitment to reviewing and revising our policies and procedures to ensure modern slavery and human trafficking does not feature within our business and wider supply chain.

Organisation's Structure

Air Liquide UK is a wholly owned subsidiary of Air Liquide International SA whose parent company is Air Liquide Societe Anonyme pour L'Etude et L'Exploitation Des Procedes George Claude (registered in Paris).

Further details may be found at www.airliquide.com

Subsidiary companies of Air Liquide UK Limited include Energas Limited, Air Liquide Limited, Air Liquide Healthcare Limited, Calgaz Limited, Two Wolves Holdings Limited.

Our Business

Air Liquide is a global business with a global reach. Within the UK and Ireland, our business is focussed on the manufacture and distribution of gas and ancillary equipment into a variety of business sectors including manufacturing, food/beverage, research and analysis. Our products have multiple applications within these sectors. Also Healthcare, with medical gas supply to patients and hospitals as well as medical device distribution and associated support services to patients in their own home.

Our Supply Chains

Our supply chains include third party products from Air Liquide affiliates typically located outside of the UK. Our supply chain teams are responsible for the organisation and management of all suppliers to us including compliance management and utilise third party auditors to review all suppliers to ensure compliance with our zero tolerance commitment to modern slavery and human trafficking.

Supplier Adherence to our Values and Ethics

We expect all those involved in our supply chain to share our zero tolerance to slavery and human trafficking. Our contractual terms will provide for compliance with our policies.

Our supplier engagement process places standards at its core. As part of supplier on-boarding, suppliers are assessed against our policies and core requirements.

Additional checks are in place with recruitment agencies for the supply of permanent and temporary resource and our relationships with independent service providers who provide logistics/delivery services to us. We will continue to scrutinise the capability of these agencies and the logistics providers against our key policies and business expectations in order to identify and eradicate any modern slavery risks.

Before commencing a new supplier, we review suppliers with focus on their ethical trading standards and awareness and regard to modern slavery and human rights along with safety. Further, we provide a copy of our code of conduct to each supplier and expect to introduce contractual protections in our dealings with such suppliers to reinforce those ethical standards.

Accordingly, we seek to ensure that all our suppliers adhere to our ethical standards and anti-slavery policies, enforce a strict code of compliance, and do not tolerate slavery and human trafficking within our supply chains.

Should evidence of a failure to comply with our policies be identified we will seek to apply sanctions to our supplier, which will ultimately include us terminating our relationship with that supplier.

Our Policies on Slavery and Human Trafficking

Our numerous policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This statement relates to actions and activities during the financial year 1 April 2024 to 31 March 2025.

Our Relevant Policies Include:-

- Group Principles of Action
- Modern Slavery Policy
- Responsible Procurement
- Supplier Code of Conduct
- Employee Code of Conduct & Whistleblowing Policy

- Procurement Sourcing
- (www.airliquide.com/group/responsible-suppliers)

Due Diligence Processes for Modern Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have systems to:

- Identify and assess potential risk areas in our supply chains, including the use of independant third party auditors.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Complete Right to Work checks for all employees and additional payroll checks (via Workday) to confirm wages are paid to the personal bank account of the employee. These checks are performed by HR team
- Educate and train our employees in understanding the signs of modern slavery and human trafficking
- Provide a confidential reporting line for any ethical concerns or suspicions of modern slavery
- Protect all whistleblowers and instigate internal investigation processes for any potential modern slavery suspicions.

Our procedures are designed to establish, assess and monitor areas of potential risk of slavery and human trafficking occurring in our businesses and their respective supply chains including measures as appropriate to reduce this risk and provide adequate protection for whistleblowers.

Education and Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. As part of our due diligence process, during 2024 we will implement specific Modern Slavery and Human Trafficking training for our Operations managers, Supply chain and HR professionals within our organisation in addition to our wider mandatory Code of Conduct and ethics training which is completed yearly by all employees. The specific Modern Slavery training will include education and awareness of the 11 International Labour Organisation Modern Slavery indicators and will also provide information on how to report concerns of Modern Slavery both internally and externally.

Our Effectiveness in Combating Slavery and Human Trafficking

Working on the basis of continual improvement, through our dedicated teams we work to address the identification and eradication of modern slavery and human trafficking whilst promoting the values and ethics of the business and seeking to develop improved or new measures to ensure effectiveness. We will use the information we gain to ensure we act in the most effective manner. We have adopted the Modern Slavery Assessment (MSAT) tool and scoring as part of our yearly monitoring process and will continue to review and update our results and corresponding actions as required.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.



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