



Linde Engineering India Private Limited
Corporate Social Responsibility (CSR) Policy

Contents

1. Our Values.....	2
2. CSR Philosophy of LEI.....	2
3. CSR Policy	2
3.1 Purpose.....	2
3.2 CSR Activities	2
3.3 Governance Structure.....	2
3.3.1 CSR Committee	3
3.3.2 Stakeholder Engagement.....	3
3.4 Execution Philosophy	3
4. CSR Spend/Sources of Funding	3
5. Monitoring and Reporting	4
6. Annual Action Plan	4
7. Disclosures.....	4
Annexure -A	5
CSR Activities.....	5



Linde Engineering India Private Limited
Corporate Social Responsibility (CSR) Policy

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 LEI

LEI'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.

LEI 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 utilize CSR activities to promote sustainable development of the society. Focus area of this policy is social engagement of the company.

3.2 CSR Activities

LEI is involved in a variety of CSR projects in proximity to its sites and offices around the world. LEI strive to undertake all or any suitable activity as specified in Schedule VII to the Act. Currently LEI focus to support and implement the CSR activities as outlined in Annexure A.

3.3 Governance Structure



Linde Engineering India Private Limited
Corporate Social Responsibility (CSR) Policy

3.3.1 CSR Committee

The Board of Directors of LEI has set up a CSR Committee comprising of three directors.

- | | | |
|-------------------------|---|----------|
| 1. Mr. Matthias Bertsch | : | Chairman |
| 2. Mr. Chittranjan Dua | : | Member |
| 3. Mr. Jochen Straub | : | Member |

The CSR Committee's terms of reference include formulating CSR policy, recommending projects/activities to be undertaken by LEI 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 LEI. The CSR Committee will review, screen and prioritize various projects and recommend them to the Board of directors for its approval.

3.3.2 Stakeholder Engagement

The CSR committee shall engage with individuals, local organizations and Non-Government Organizations (NGOs) to understand their needs, in order to implement approved CSR projects.

3.4 Execution Philosophy

The CSR Committee will recommend an execution mechanism for the approved CSR projects after considering the due diligence of the implementing agency, NGOs, etc. The CSR Committee shall be responsible for executing CSR projects as approved by the Board. The projects will be executed by LEI either directly or through NGO(s) and other implementing agency/ partner(s), if any, depending upon the nature of the project. Any surplus arising out of CSR projects shall not form part of the business profit of LEI.

4. CSR Spend/Sources of Funding

The CSR Committee shall endeavour to spend at least 2% of the average net profit during the preceding 3 financial years on CSR activities as listed in Annexure A.

The allocation of the fund shall be made for such amount as may be sanctioned by the Board of Directors based on their annual budget. The amount sanctioned by the Board of LEI will have to be utilized for the projects/programs as specified by the CSR Committee. The unspent amount, if any, at the close of the financial year shall be spent only on specified projects/programs. In the event, the LEI is unable to spend such amount in any given financial year, the Board shall specify the reasons for the same in its report to the shareholders.



5. Monitoring and Reporting

The CSR Committee will meet periodically during the year with a view to monitor the progress of CSR projects and spend. LEI 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.

The Company Secretary of LEI shall assist the CSR Committee and the Board for performing their respective duties under the CSR Policy, any changes by the Government in the regulations governing the CSR activities.

6. Annual Action Plan

The CSR Committee shall formulate and recommend to the Board, an annual action plan, as per rule 5(2) of the Companies (Corporate Social Responsibility Policy) Rules, 2014. The Board of Directors are empowered to alter the annual action plan during the financial year, if so recommended by the CSR Committee, based on the reasonable justification for such change.

7. Disclosures

The Annual Report of LEI include a section on CSR outlining the CSR Policy, CSR committee, CSR initiatives undertaken by LEI, the CSR spend during the financial year and other information as required by the prevailing law.

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

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CSR Activities

Sr. No.	Thematic Areas	Proposed activities
1.	Education	<ul style="list-style-type: none"> • Grant aid, scholarships, fellowships, awards, prizes, and/ or assist (Financially or otherwise) any deserving candidate(s)/ student(s) for the attainment of better and/ or higher education or research or perfection in any sphere of knowledge or activity without regard of race, religion or creed of beneficiaries. • Undertake, carry out, initiate, promote, sponsor and/ or assist through printing and publishing books, magazines, newspapers, pamphlets, leaflets, and other documents and by all other means of mass media, by organizing lectures or seminars, by giving and/ or distributing awards, scholarships awards, scholarships and prizes, and by other means, education and consciousness of the public to the need for the development and upliftment of the poor, needy, handicapped and/ or developing
2.	Healthcare and Sanitation	<ul style="list-style-type: none"> • Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water
3.	Environment and Conservation of Natural Resources	<ul style="list-style-type: none"> • Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund setup by the Central Government for rejuvenation of river Ganga;
4.	Livelihood	<ul style="list-style-type: none"> • Promoting special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects
5.	Rural Infrastructure & Slum area Development	<ul style="list-style-type: none"> • Rural infrastructure projects and Slum area development programs and projects.



Linde Engineering India Private Limited
Corporate Social Responsibility (CSR) Policy

6.	Gender Equality and Women Empowerment and Facilities for Senior Citizens	<ul style="list-style-type: none"> Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups
7.	Art & Culture	<ul style="list-style-type: none"> Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional and handicrafts
8.	Measures for the benefit of armed forces veterans, war widows and their dependents	<ul style="list-style-type: none"> Activities/programs for benefit of armed forces and families
9.	Sports	<ul style="list-style-type: none"> Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports
10.	Contributions or funds provided to technology incubators located within academic institutions which are approved by the Central Government	<ul style="list-style-type: none"> Projects/programs for the development and upgrading of technology
11.	Contribution/Financial Assistance	<ul style="list-style-type: none"> Contribution to the Prime Minister's National Relief Fund or any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Caste, the Scheduled Tribes, other backward classes, minorities and women Grant relief and assistance to the needy victims during natural calamities such as famine, earth quake, flood, fire, pestilence, etc. and to give donations and other assistance to institutions, establishments or persons engaged in such relief work