

Linde Material Handling Ireland Safety Statement 2024

Our Goal

At Linde, we are driven to ensure no harm comes from our actions to People, the Environment or the Communities in which we operate.

Health and Safety Policy

Linde Material Handling Ireland are committed to working in accordance with the provisions of the Safety, Health and Welfare at Work Act 2005 and other associated legislation and the requirements of this Safety Statement. Linde Material Handling Ireland are committed to fulfilling our statutory obligations to manage and co-ordinate workplace safety and health and ensuring, so as far as is reasonably practicable, that:

- The Company regards the development of Health & Safety measures and goals as an objective to be achieved through joint action by both Management and Employees at all levels.
- It is the Company's policy to provide working conditions, which will prevent personal injury and damage to property. The Company will take every reasonable precaution to protect its employees from foreseeable work hazards. It will ensure that persons, who are not its employees, are similarly protected whilst on the Company's premises.
- For these purposes, the Company regards the term 'Safety' as covering the prevention of all injuries to its employees and others, on its premises, incidents, which result in injury or damage, will be fully investigated and controls implemented to prevent reoccurrence. It will take every reasonable action to promote Occupational Health and Hygiene using all available information. Measures for Fire Prevention and Fire Control will be actively enforced.
- Work activities are managed so as to ensure the safety, health and welfare of our employees.
- The safety statement is maintained and updated, risk assessments are carried out and reviewed as required and brought to the attention of all employees at least annually.
- Identified protective and preventive measures are implemented and maintained.
- Improper conduct likely to put an employee's safety and health at risk is prevented.
- A safe place of work is provided, which is adequately designed and maintained.
- A safe means of access and egress is provided.
- Safe plant and equipment are provided.
- Safe systems of work are provided.
- Risks to health from any article or substance are prevented.
- Appropriate information, instruction, training and supervision are provided.
- Where hazards cannot be eliminated, adequate arrangements, including the provision of suitable protective clothing and equipment, will be put in place to reduce the risk of injury
- Emergency plans are prepared and revised
- Welfare facilities are provided and adequately maintained
- Competent personnel to advise and assist in securing the safety, health and welfare of my/our employees are employed when required.
- In order to maintain the high standards required, the Company will take action to:
 - Provide and maintain safe and healthy working conditions.
 - Provide health, safety and occupational training and instruction for its employees to enable them to work safely and efficiently.

Linde Material Handling Ireland Safety Statement 2024

- Avoid the use of hazardous processes and materials. Where such materials and processes have to be used, the Company will provide protection through assessment and training to enable the processes to be worked and the materials to be used safely and without risk.
- Management will consult regularly with employee's representatives to maintain a constructive attitude to Health & Safety matters and involve those representatives in the formulation of safe working practices.
- Revision of this statement may also be necessary to make changes as appropriate from experience, staff suggestions, legislation and Codes of Practice.

Employer's Responsibilities

- Manage and conduct work activities so as to ensure the safety and health of employees and others affected.
- Prevent improper conduct likely to put an employee's safety and health at risk.
- Provide a safe place of work, which is adequately designed and maintained.
- Provide safe means of access and egress.
- Provide safe plant, equipment and machinery.
- Provide safe systems of work, e.g. operating procedures.
- Prevent risk to health from any article or substance (e.g. machinery, equipment and chemical substances).
- Provide appropriate information, instruction, training and supervision, taking into account the employee's capabilities, when an employee begins work or is transferred to new tasks, and when new technology is introduced.
- Provide suitable protective clothing and equipment where hazards cannot be eliminated.
- Prepare and revise emergency plans and designate staff to take on emergency duties.
- Provide and maintain welfare facilities.
- Provide, where necessary, a competent person to advise and assist in securing the safety, health and welfare of employees (a competent person must have the necessary qualifications as well as sufficient training, experience and knowledge appropriate to the nature of the work to be undertaken).

Linde Material Handling Ireland Safety Statement 2024

Employee's Responsibilities

- Comply with the relevant health and safety legislation, e.g. co-operating with your employer, reporting unsafe procedures or equipment.
- Comply with safety policies and procedures to ensure your own personal safety and health, as well as that of others.
- Co-operate with your employer in relation to safety, health and welfare at your place of work.
- Report all hazards, injuries, incidents, dangerous occurrences and near misses as soon as possible to your employer.
- Report any defects in equipment, unsafe activities or deficiencies in safety procedures.
- Use any protective clothing and equipment that has been provided for your safety.
- Attend any training as required by your employer.
- Co-operate with your employer to enable your employer to comply with relevant health and safety legislation.
- Do not engage in improper conduct or behaviour that is likely to endanger your own or other's safety, health and welfare while at work.
- Do not be under the influence of intoxicants as they may endanger your own or other's safety, health and welfare.
- Do not interfere with, misuse or damage anything that may affect anyone's safety, health and welfare.

Competence And Training Requirements

KEY ACTIONS

Competence of employers, managers and employees is critical to the effective safe management and operation of business activities.

Competence is determined by knowledge, training and experience and, as an employer we will assess what training each employee needs, to keep up to date with changes in legislation, work practices and technology. By having competent, trained personnel who are adequately supervised, our employees will be capable of completing a job safely, efficiently and to a high standard.

For example, typical training which can be carried out could include:

- Fire warden training
- First-aid training
- Manual handling training
- Training on the use of firefighting equipment
- Induction training
- Machine-specific training.

Linde Material Handling Ireland Safety Statement 2024

Linde MH Ireland HSE Statement of Intent

Linde MH Ireland is committed to conducting its global business in a responsible manner that complies with or exceeds legal compliance, promotes environmental stewardship, sustainability, and protects the health and safety of our employees, temporary employees, agency workers and contractors. In order to meet this commitment, all Linde MH Ireland organisations and their management is responsible to support the following actions:

- Comply with all national HSE legislation, codes of practice, industry standards relevant to the group's activities and maintain standards as required by ISO 14001 (Environment), ISO 45001 (Safety) and other relevant regulations and certifications.
- During any merger or acquisitions, due diligence will include all current, historical safety and environmental provisions & performance.
- Manufacture, service, repair safely and sustainably in accordance with or exceeding applicable standards.
- Create and maintain a robust and durable HSE culture as an integral part of the business.
- Set HSE performance objectives, measure results, assess and continually improve the occupational health, safety and environmental management systems.
- Provide a safe working environment for our employees, temporary employees, agency workers, contractors, visitors and anyone affected by our operations by identifying, eliminating or reducing hazards to an acceptable level in accordance with or exceeding applicable standards.
- Provide HSE training, instruction and information to our employees, temporary employees, agency workers, contractors to enable them to take responsibility for their safety and be able to recognise and maintain good HSE performance.
- Consult regularly with employees, employee representatives, customers, contractors and suppliers to maintain a high standard of HSE.
- Conduct in-depth incident investigation with reports and implement corrective actions to prevent the occurrence, re-occurrence of injuries, ill health, hazardous conditions and near misses within Linde MH Ireland.
- Assess the environmental impact of all historical, current and future operations.
- Continually work to reduce emissions, discharges to air, land and water; the amount of waste generated; and the amount of natural resources used, including water, energy and raw materials.
- Linde MH Ireland must ensure that adequate resources are in place to ensure the high HSE standard of the group are achieved and maintained as required by the Linde MH Ireland Executive Board.
- HSE is everyone's responsibility. Personal involvement and engagement is the key factor in the implementation and enhancement of workplace HSE activities and initiatives.
- Operating units and legal entities of Linde MH Ireland are responsible and accountable to ensure the wellbeing and safety of all those individuals working or otherwise affected by their areas of responsibility.

Linde Material Handling Ireland Safety Statement 2024

Health and Safety Goals

- As an employer, Linde Material Handling (IRL) is responsible for the health and safety of its employees. It focuses on preventing accidents and occupational illnesses as much as possible, as well as safeguarding each individual's long-term capacity to work. A dedicated action field in the LINDE sustainability strategy underscores the significance of occupational health and safety to the company.
- Based on the experience and assessments of the LINDE HSE experts, particular emphasis is placed on the areas that pose comparatively higher risks to employees' health and safety. These include the foundry, assembly of facilities and deployments to customer sites.
- In accordance with LINDE's safety culture, all employees have the right and duty to withdraw from hazardous work situations. They can also report identified risks. Different processes and instruments are available in the individual units for this purpose.
- Across the company, different forms of training are used to suit requirements – with each employee receiving training at least once a year. Another goal is to ensure that every new employee receives appropriate training already on their first day at work.
- Via its Social Intranet, LINDE also raises its employees' awareness of occupational health and safety topics. It provides Safety Alerts concerning recent developments as well as practical tips. In principle, all visitors to a LINDE location are firstly familiarised with safety instructions. Furthermore, suppliers working on site are instructed, controlled and, to a certain extent, audited.
- The LINDE HSE policy sets out the framework for the Group's activities in the field of health, safety and environment (see section on Environment). It commits Linde Material Handling (IRL), among other things, to provide and maintain a safe working environment that allows employees to protect themselves from risks and accidents. The Group policy is supplemented by the operating units' and Group companies' additional guidelines.

Our Values & Commitments

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 the industry and other professional associations to continuously advance the safe management of our products and installations.

Linde Material Handling Ireland Safety Statement 2024

Our Safety 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 safety will yield results.
- Acting safely is a condition of our employment and supplier contracts.

Linde MH Ireland Health & Safety Staff

QHSE Director Linde MH UK and Ireland
QHSE Manager Linde MH UK & Ireland
QHSE Manager Linde MH Ireland
QHSE Officer
QHSE Officer

Alan McEnteggart
Andy Galt
Paul Delaney
Michael Coyne
Laura Stephens

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

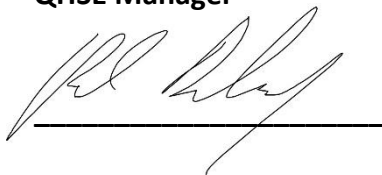
This policy is integral to the Linde business strategy.

The Management Committee and Linde's global leadership is committed to the full implementation of this HSE policy.

Updated and reviewed by:

Name: Paul Delaney
Position: QHSE Manager

Signature:



Date: 05th of January 2024