

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 expect all our business partners, suppliers, contractors and subcontractors to join us in our approach.

We have taken a number of steps to support our commitment and intend to take further steps to ensure modern slavery and human trafficking does not feature within our business and wider supply chain.

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.

### **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](http://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 supplies along with supplies 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.

### Our Policies on Slavery and Human Trafficking

We uphold high standards in all areas of ethics within our business. We are fully committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. 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.

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](http://www.airliquide.com/group/responsible-suppliers))

### Due Diligence Processes for Slavery and Human Trafficking

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

- Identify and assess potential risk areas in our supply chains ·
- Mitigate the risk of slavery and human trafficking occurring in our supply chains ·
- Monitor potential risk areas in our supply chains ·
- Protect whistleblowers

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; put in place measures as appropriate to reduce this risk and provide adequate protection for whistleblowers.

In particular, we have reviewed, amongst others, our relationships 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.

### 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.

Before we commence dealing with a new supplier, we look to review their status with focus on the suppliers' 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.

### **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. Where there is considered to be any areas of particular high risk, such areas are given priority.

### **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.

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



Paul Smith  
**Head of HR - UK & Ireland**



Sophie Valle  
**Managing Director - UK & Ireland**