



## Ethics and compliance at Linde

**The Linde Group is committed to integrity in all its business dealings. This is non-negotiable.**

### Code of Ethics and Integrity Line

Integrity is one of our four guiding principles. It is the fabric of our moral and ethical codex, ensuring that we always act with honesty and fairness. Linde's Code of Ethics anchors ethical conduct within our organisation, setting out guidelines to ensure we act in accordance with legal and internal Group regulations. The Code is supplemented by our ethical/legal procurement guidelines. The Linde Integrity Line is an integral element of ethics and compliance at The Linde Group, providing a channel for both internal and external stakeholders to raise legitimate issues. See Corporate Responsibility at [linde.com](http://linde.com) for more information.

### Our compliance organisation

To reinforce compliance with both legal regulations and voluntarily adopted principles, we have set up a global compliance organisation. The Executive Board has established a compliance office within Group Legal. Compliance officers have been appointed in the divisions, business areas and operating segments to support Group-wide observance of the compliance programme.

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