



## Multifaceted healthcare programme

**Healthcare and occupational safety go hand in hand, which is why they always fly under the same banner at our company. Various central functions such as SHEQ and Group Human Resources work closely to ensure ongoing improvements on the healthcare front.**

### Global healthcare management audit

In 2008, a central Occupational Health and Hygiene officer was appointed. Under this new mandate, a Group-wide quality audit was carried out between November 2008 and January 2009. This not only gave an overview of the current status; the findings also feed into new objectives. Overall, around 80 Linde locations (regional subsidiaries of the Gases Division, the Engineering Division and the Electronics Business Area) answered around 60 questions. These were related to issues such as guidelines, healthcare standards, medical check-ups, filing of data as well as regulations for handling chemicals.

Evaluation of the responses showed that the strengths and weaknesses of healthcare services vary from region to region. While there are numerous excellent programmes, these tend to be local. In the regions surveyed in China, for example, all employees take an annual medical check-up and are also covered by health insurance. The occupational safety and healthcare management system in place at all locations included in the African Regional Business Unit (RBU) as well as at the regional subsidiaries in Denmark and Finland is already certified to the international standard OHSAS 18001. Other examples of how wide-ranging our healthcare services already are include health guidelines for employees involved in manual work, rehabilitation programmes for employees returning to work following longer periods of illness, regional subsidies for sporting activities, as well as programmes aimed at preventing domestic violence.

### Healthcare schemes in the Engineering Division

For many employees, being part of our international plant engineering business means living and working abroad. However, unfamiliar climates and standards of hygiene can quickly cause illness and premature termination of overseas postings. Our Engineering Division therefore has a strong focus on preventive healthcare, and offers comprehensive travel services. Appropriate medical check-ups are mandatory for Engineering Division employees prior to any business travel abroad or on-site assignments. These ascertain medical fitness for overseas travel, for instance via stress ECGs, and ensure that the employee has the requisite immunisations. In addition, every employee receives a first-aid kit tailored to their particular country of destination. We also ensure it is clear beforehand how they can obtain reliable medical care once they have relocated.

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