



Climate protection and employees

We see the successful management of environmental and climate protection issues, plus a dedicated worldwide talent development strategy as key success factors for the future of The Linde Group. This is why this year's Corporate Responsibility report puts the spotlight on these factors alongside current non-financial key indicators.

Environmental and climate protection

Environmental and climate protection go hand in hand when gas applications reduce or – even better – eliminate hazardous emissions. For Linde, environmental protection refers to the various efficiency measures taken at our production sites on the one hand, and to the ecological gains which our gases and technologies offer our customers on the other. One of the biggest global challenges we face – and will continue to face over the coming decades – is how to slow down the process of climate change and mitigate its consequences. Linde has defined climate change as one of the defining forces that will shape the future of our business. Synergising our gases and engineering know-how, we deliver a broad range of products and processes to render renewable energy cost-effective, dramatically cut consumption of natural resources and help reduce or even eliminate harmful emissions. This also reflects our stakeholders' recommendation to make climate protection a top priority.

Our people

The growing gap in demographic trends between industrialised and emerging economies presents a range of HR management and talent development challenges for a global player such as Linde. During the period under view, we developed a range of talent programmes for the various target groups within our company and started rolling out these initiatives. We take as global a perspective as possible on the talent development front. The Junior Circle of our Gases Division, for example, networks talented young employees across Europe. Our long-term success depends on our ability to attract highly qualified engineers. However, there is a marked shortage of next-generation engineers especially in Germany. We have taken a number of steps across all levels of the education system to actively resolve this shortage. For instance, we have established a number of sponsorships with schools in Germany aimed at raising interest in natural sciences. Looking beyond Germany, we are also actively involved in partnerships with universities and the research community.

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