

Child Labour and Remediation

03-44

Rev.0

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PURPOSE

The objective of this policy is to eliminate child labour within the company's European operations and supply chains, promoting ethical labour practices. It aims to uphold social responsibility by ensuring that all business activities comply with legal standards and ethical norms regarding child labour.

This policy applies to production and operation sites of Air Products Europe, as well as anyone we do business with, including suppliers and contractors.

GENERAL PRINCIPLES

Air Products is committed to protect children's rights and well-being, fostering a safe and fair working environment. We have established policies and processes in our businesses and supply chains in support of this position. The foundation of our efforts is our global [Human Rights Policy](#), which outlines our commitment to safeguarding human rights for our employees and in our businesses; our expectations that our employees and business partners will conduct business according to the highest principles of integrity, ethics, fairness and respect as described in our employee Code of Conduct; and our commitment to contributing to the betterment of the communities in which we operate.

Forced Labour

Air Products does not engage in forced labour, work of service performed against a person's will under the threat of punishment, and will not tolerate the use of slavery, human trafficking or the use of forced labour of any kind.

Child Labour

Air Products does not use or condone the use of child labour, employment of a child in accordance with the legislation of the country where the child is working, or unlawful child labour, work for children (age defined by country) that is mentally, physically, socially or morally dangerous or harmful and that interferes with schooling, in violation of applicable law in the conduct of our business. Air Products abides by applicable minimum age laws and regulations as well as the [ILO Convention 138 on Minimum Age](#). We encourage the creation of training, apprenticeship and intern programs tied to education.

Prevention of Child Labour

In 2023, we developed a Supplier Code of Conduct (SCOC) that applies to our suppliers globally. The SCOC defines our expectation that suppliers will not only comply with all applicable human rights-related laws and regulations, but also not use or tolerate the use of slavery, human trafficking, or forced or child labour of any kind. To ensure compliance with child labour laws, the company's operations and supply chains may be assessed.

Likewise, our Terms and Conditions (T&Cs) require our suppliers to abide by our Human Rights Policy and all applicable laws and international treaties concerning human rights, labour rights, and human trafficking and slavery.

Child Labour Remediation

In the event Air Products finds a child labourer at an Air Products worksite, the following corrective actions will be taken:

- 1) Immediately report the alleged violation through established channels including, but not limited to:
 - a. the manager of the department in which the violation occurred

- b. any member of Air Products management
 - c. the Global Director of Diversity and Inclusion
 - d. the IntegrityLine- our company compliance assistance line.
- 2) Make an initial assessment to ensure the safety of the child. The worksite shall terminate its employment relationship with the child in accordance with the applicable law and provide him/her a child labour remediation program considering the best interest of the child.
 - 3) Air Products is required to fulfil its responsibilities for financially supporting a remediation program. Air Products will develop a responsible solution that is in the best interests of the child, provides the opportunity for children to re-enter education, and ensures no financial detriment to the child, their dependents, and no breach to their human rights.

If child labour is found in our supply chain, suppliers are obligated to do the following:

- 1) Supplier is to notify Air Products immediately in the event child labour was found in their operations or a sub supplier.
- 2) Make an initial assessment to ensure the safety of the child.
- 3) Supplier is required to fulfil its responsibilities for financially supporting a remediation program by working together with Air Products to develop a responsible solution that is in the best interests of the child, ensuring no financial detriment to the child, their dependents, and no breach to their human rights, including re-entry in a suitable education programme.

Air Products reserves the right to terminate its business relationship with the Supplier if they do not accept its responsibilities under the remediation process. We strictly prohibit retaliation in any form against anyone who makes a good faith report about suspected violations or cooperates in an investigation of an alleged violation.

Air Products routinely requires its suppliers, vendors and contractors to contractually agree to abide by all laws, rules and regulations in effect in the countries and jurisdictions in which they do business. We may also require suppliers, vendors and contractors to agree to abide by the Company's Child Labour policy or demonstrate a commitment via their own policies.

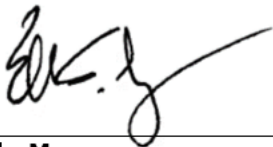
ADMINISTRATION

The **Senior Vice President and Chief Human Resources Officer** has overall responsibility for the administration of this policy.

The **Executive Vice President, General Counsel and Secretary** has overall responsibility for the IntegrityLine and Code of Conduct, including ensuring appropriate follow-through of reported violations.

Human Resources and Supervisors/Managers at all levels are responsible for upholding this policy and fully supporting the company's efforts to create a respectful, fair, and safe work environment; to model their behavior accordingly; and to report non-compliance with this policy.

Employees are responsible for reporting any violations of the principles presented herein.



Eduardo Menezes
Chief Executive Officer



Victoria Brifo
Senior Vice President and Chief
Human Resources Officer