



Diverse healthcare measures

Occupational safety and healthcare go hand in hand. At Linde, the SHEQ and Human Resources departments cooperate closely to continuously improve our performance in this area.

Aims

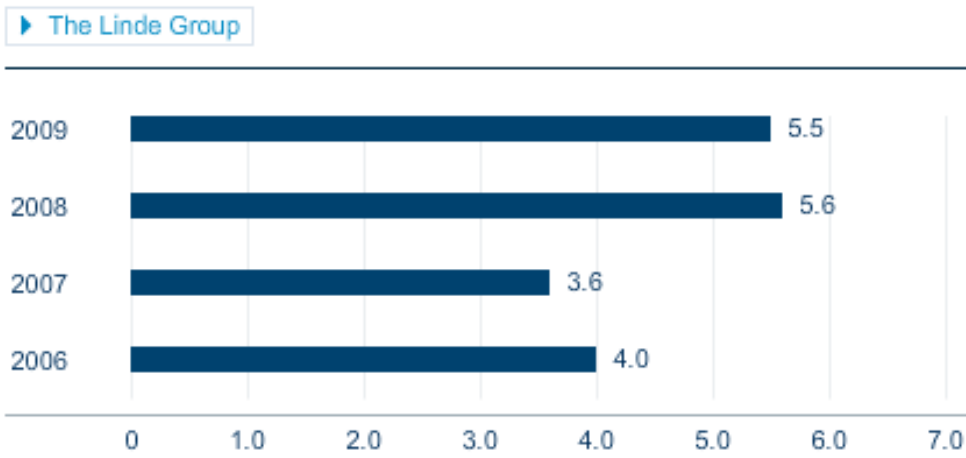
Implement a healthcare strategy and create uniform standards for healthcare services throughout the Group. Reduce the number of days lost due to sickness, encourage employees to adopt a healthier lifestyle.

Measures

Identification of health risks at the workplace, measures to tackle these risks, education and training, efficiency checks for each measure.

Facts and figures

Average number of days sick leave per employee



Next steps

Continue Group-wide programme aimed at minimising health risks to employees, particularly those involved in manual work. This includes noise protection and training in the correct handling of chemicals.

Group-wide healthcare management

Our healthcare management programme – referred to internally as Health and Occupational Hygiene – focuses mainly on promoting the health of Linde employees and protecting them against any risks and hazards they may be exposed to in the course of their work. Here we follow the overarching guideline of our Safety, Health, Environment, Quality (SHEQ) policy: “At The Linde Group, we do not want to harm people or the environment.” To achieve this, we have put proactive, Group-wide programmes in place for our employees, contractors and customers. These help us to gradually harmonise healthcare standards across the Group and ensure compliance with local health and safety laws and, if necessary, international regulations.

HOME

ABOUT THIS REPORT

CORNERSTONES

FIELDS OF ACTION

HSE management

Socially Responsible

Investments

Education, science and research

Community involvement of employees

Healthcare for our employees

Climate protection strategy

Work/life balance

Environmental management

Demographic trends

Customer satisfaction

Plant safety

Green innovations

Winning and developing talent

Safe handling of gases

Resource-efficient production

HSE management among contractors

Compliance programme

Climate protection aims

SPOTLIGHT TOPICS

ROADMAP

GRI INDEX

ASSURANCE REPORT



Health and occupational hygiene is a strategic focus for Linde, as exemplary healthcare management can increase our productivity and overall performance as a company. Our aim is to reduce sick leave and prevent accidents which may be partly attributable to poor general health. We systematically identify workplace health risks across the Group and define measures to control these risks. Employees and all other people exposed to these risks receive dedicated safety training. We follow this up by checking that our measures are effective and suited to the risk in question. This process includes documenting and communicating standards and regulations plus benchmarking and evaluating results against key performance indicators. Some of these indicators are published in this Corporate Responsibility Report.

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.

HOME

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CORNERSTONES

FIELDS OF ACTION

HSE management

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Investments

Education, science and research

Community involvement of employees

Healthcare for our employees

Climate protection strategy

Work/life balance

Environmental management

Demographic trends

Customer satisfaction

Plant safety

Green innovations

Winning and developing talent

Safe handling of gases

Resource-efficient production

HSE management among contractors

Compliance programme

Climate protection aims

SPOTLIGHT TOPICS

ROADMAP

GRI INDEX

ASSURANCE REPORT