



2015 Sustainability Report



Since 1940

Forward-looking statements

This report contains “forward-looking statements” within the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including statements about earnings guidance and business outlook. These forward-looking statements are based on management’s reasonable expectations and assumptions as of the date of this report. Actual performance and financial results may differ materially from projections and estimates expressed in the forward-looking statements because of many factors not anticipated by management, including, without limitation, global or regional economic conditions and supply and demand dynamics in market segments into which the Company sells; significant fluctuations in interest rates and foreign currencies from that currently anticipated; future financial and operating performance of major customers; unanticipated contract terminations or customer cancellations or postponement of projects and sales; asset impairments due to economic conditions or specific events; the impact of competitive products and pricing; challenges of implementing new technologies; ability to protect and enforce the Company’s intellectual property rights; unexpected changes in raw material supply and markets; the impact of price fluctuations in natural gas and disruptions in markets and the economy due to oil price volatility; the ability to recover increased energy and raw material costs from customers; costs and outcomes of litigation or regulatory investigations; the impact of management and organizational changes; the success of productivity and cost reduction programs; the timing, impact, and other uncertainties of future acquisitions or divestitures; political risks, including the risks of unanticipated government actions; acts of war or terrorism; the impact of changes in environmental, tax or other legislation and regulatory activities in jurisdictions in which the Company and its affiliates operate; and other risk factors described in the Company’s Form 10-K for its fiscal year ended September 30, 2014. The Company disclaims any obligation or undertaking to disseminate any updates or revisions to any forward-looking statements contained in this report to reflect any change in the Company’s assumptions, beliefs or expectations or any change in events, conditions, or circumstances upon which any such forward-looking statements are based.

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Grow • Conserve • Care

SUSTAINABILITY

Grow responsibly through sustainability-driven opportunities that benefit our customers and our world.

We help customers improve their sustainability performance through higher productivity, better quality products, reduced energy use, and lower emissions.

Conserve resources and reduce environmental footprints through cost-effective improvements.

We set aggressive environmental performance goals for greenhouse gases, energy, water, waste, and emissions, and we measure progress to continually improve our own operations.

Care for our employees, customers and communities—protecting our license to operate and grow.

We are building a culture of safety, simplicity, speed, and self-confidence.

Our goal is zero accidents and zero incidents. We are committed to developing our people, supporting our communities, engaging suppliers and upholding our integrity.

Chairman, President and CEO Message



The people of Air Products are celebrating our 75th anniversary.

Much has changed over the 75 years, and this past year has been no exception, as we pursued our strategic plan and took significant steps to become the safest and most profitable industrial gases company in the world, providing excellent service to our customers.

As business models and markets have changed over the decades, what has not changed are the core values of Air Products. Safety, accountability, customer focus and innovation. Integrity, ethics and respect. And, fundamentally, our commitment to sustainability: to **Grow • Conserve • Care** in improving our customers' operations while working to improve our own.

Grow

A majority of our revenues are from improving customers' energy efficiency and emissions, and about half of our R&D budget is applied toward environmental and energy innovations. During the year, we launched 83 new products and applications that have direct environmental and/or energy benefits.

Our leading positions providing oxyfuel burners, steam methane reforming technology, hydrogen fueling systems, liquefied natural gas processing equipment, and electronic and performance materials drove our profitability and helped advance our mission: to create value for our shareholders.

Conserve

Given the nature of our business and our more than 750 production facilities around the world, resource efficiency, emissions reduction and process innovation are key to making progress against our environmental sustainability goals. Greenhouse gas (GHG) emissions, energy consumption and water use all represent significant opportunities.

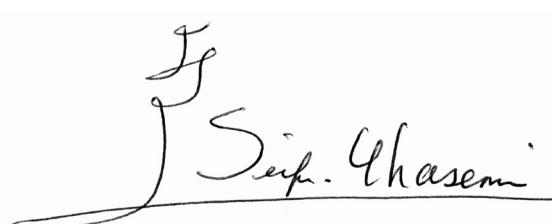
During the year, we reduced GHG emissions intensity, but our Scope 1 and Scope 2 GHG emissions increased as we started up new facilities and increased production. We improved energy efficiency at our large production facilities that consume natural gas or electricity, efforts that have enabled us to avoid more than \$400 million in cumulative energy costs since our 2007 baseline year. While water consumption increased from new facilities, our water intensity decreased by 5% from the prior year, resulting in a 28% reduction in water intensity since 2009. Efficiency improvements also enabled us to make progress against our waste and fleet goals.

Care

Our safety goal is zero accidents. For the first time, we included the safety performance of our South American acquisition in our reporting and are focused on significantly improving results. With 120 million miles driven annually by our fleet drivers around the world, driver safety is another top priority for us.

Integrity may “go without saying at Air Products,” but I think it’s worth repeating...and repeating often. We enhanced a number of areas under our “Commit to Integrity” ethics and compliance program during the year, and had continued strong performance in product safety compliance. Meanwhile, our employees continued to make meaningful contributions in our operating communities around the world, such as “skills-based” volunteering where they share their professional competencies with nonprofits.

I’ve had the honor and privilege of personally meeting more than 11,000 employees since joining Air Products, and there is no doubt we have outstanding people who are working hard every day to move the company forward. Culturally, we are driving for safety, speed, simplicity and self-confidence. I’m sure you will find that reflected in this Sustainability Report, and I encourage you to read on and learn more about the opportunities ahead. We very much appreciate your continued interest in our company.



Seifi Ghasemi
Chairman, President and Chief Executive Officer of Air Products



Since 1940

Our Businesses

On 1 October 2014, Air Products began operating under a new structure and reporting results under seven new segments:

- Industrial Gases – Americas
- Industrial Gases – EMEA (Europe, Middle East, and Africa)
- Industrial Gases – Asia
- Industrial Gases – Global
- Materials Technologies
- Energy-from-Waste
- Corporate and other



Each of the **three regional Industrial Gases segments (Americas, EMEA, Asia)** includes onsite Air Separation Units (ASUs producing primarily oxygen, nitrogen and argon), Hydrogen/HyCO plants (producing primarily hydrogen, carbon monoxide, syngas and steam), and the regional Merchant Gases businesses (including liquid/bulk, packaged gases and related equipment).

The **Industrial Gases – Global segment** includes atmospheric sale of equipment businesses, such as ASUs and noncryogenic generators, as well as global resources associated with the Industrial Gases business.

The **Materials Technologies segment** includes the Electronics Materials and Performance Materials businesses, but excludes the previous Electronics tonnage gases business which is now part of the three regional Industrial Gases segments.

The **Energy-from-Waste segment** consists of the Tees Valley projects in the United Kingdom.



The **Corporate and other segment** includes two on-going global businesses (our liquefied natural gas, or LNG, sale of equipment and process technology business and our helium storage and distribution vessel sale of equipment business), the polyurethane intermediates business that was exited in early fiscal 2014, and corporate support functions that benefit all of the business segments. Support functions that support a specific business are allocated directly to the related segment.

Operations at a Glance

2014 sales of
\$10.4 billion

276
on Fortune 500 list

1,800
miles of industrial
gas pipeline

21,200
employees

75 years
in business

750+
production facilities

operations in over
50 countries

170,000+
customers

30+
industries served

Supply Modes

On-site/Pipeline

- 15-20 year contracts • Limited volume risk
- Energy pass-through

40%

Liquid Bulk

- 3-5 year contracts • Local supply chain

21%

Packaged Gas

- Short-term contracts • Local supply chain

13%

Equipment & Services

- Sale of equipment

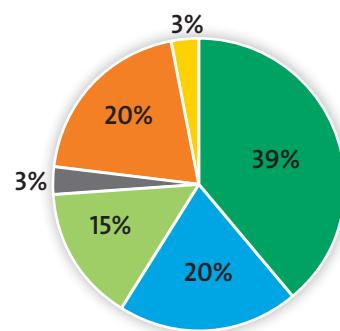
6%

Materials Technologies (includes 3% Equipment)

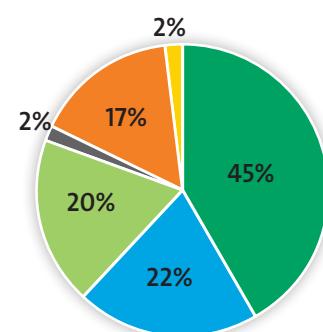
- Differentiated positions • Low capital intensity

20%

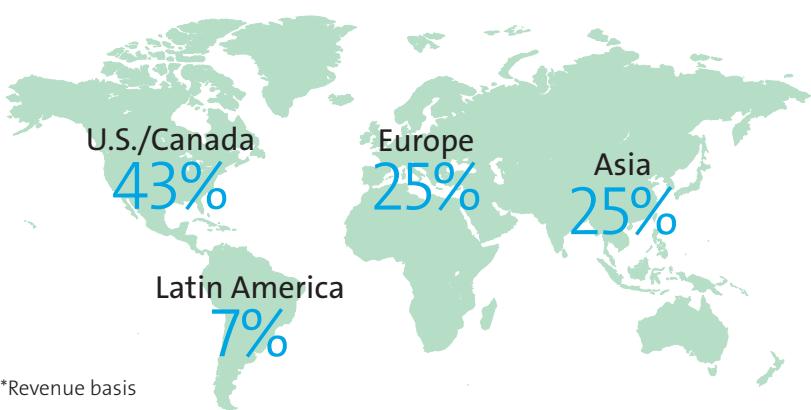
2014 Sales: \$10.4 B



2014 EBITDA: \$2.8 B



Global Presence*



*Revenue basis

- IG-Americas
- IG-EMEA
- IG-Asia
- IG-Global
- Materials Technologies
- Corporate



Grow

responsibly through sustainability-driven opportunities
that benefit our customers and the world

Delivering Business Value

>50% of 2014 revenues came from improving customers' energy efficiency and emissions

250 patent families

83 environmental product and process innovations introduced

\$141.4 million in FY 2014 R&D spending

\$400 million in cumulative energy costs avoided

\$1.7 billion in operating income

\$1.9 billion in capital expenditures

Full Life Cycle Assessments on processes representing 30% of FY 2014 revenues

16.9% return on shareholders' equity

Grow • Conserve • Care
SUSTAINABILITY

Improving our customers' sustainability

Air Products serves dozens of industries by providing solutions and applications that drive value for our customers and our investors. Here are just a few ways we enable our customers to be more sustainable and grow their operations:

Lowering CO₂ emissions

Our oxyfuel burner technology enables alternative fuel substitution, helping metals, glass, pulp and paper, and cement makers use less energy and fuel and significantly lower process emissions.



Fueling the future

Refineries around the world rely on us as the leading hydrogen supplier to produce cleaner burning fuels. We are also paving a new road with hydrogen fueling stations to power cars, trucks, vans, buses, scooters, and forklifts.



Improving water quality

Our Halia® water and wastewater solutions improve the quality of water and wastewater streams for reuse or discharge, increase treatment capacity, and reduce the cost and footprint of treatment processes.



Boosting world energy

Most of the world's remote LNG is processed with our LNG proprietary heat exchangers, while oxygen from our large scale ASUs enables energy production via gasification in growing economies.



Advancing digital

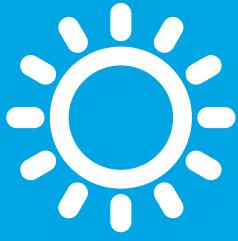
Device manufacturers advance to the next generation of semiconductors and displays for tablets, computers and smart devices using our electronic materials and materials science expertise.



Expanding performance

Our epoxy curing agents, polyurethane additives and specialty additives enable better coatings, adhesives, inks and industrial cleaning product performance with less environmental impact.





Conserve

resources and reduce environmental footprints
through cost-effective improvements

Goal



Greenhouse gases

Reduce 7% indexed against production by 2015 for ASUs and HyCO, representing approximately 80% of our total global energy requirements (from 2007 baseline)



Energy

Reduce consumption on an intensity basis by 7% by 2015 for ASUs and HyCO plants from 2007 baseline



Water

Reduce consumption 10% on an intensity basis in the controllable portion of our usage (from 2009 baseline)



Hazardous waste

Previous goal met; new goal under development



Toxic release inventory

Maintain at current low levels



Distribution/fleet

Reduce NOx/particulate matter (PM) by 10% and CO₂ by 2% by 2015 (from 2009 baseline)

2014 Performance

GHG emissions intensity declined by 2.4% while absolute emissions increased by 6% due to new facility start-ups as well as production increases at facilities that started-up in 2013.

ASU and HyCO energy efficiency improved 1.3% and 0.7% year-on-year, respectively. We have met our energy efficiency goal for ASUs

Water intensity decreased by 5% from prior year, resulting in a 28% reduction in water intensity since 2009.

Hazardous waste from ongoing operations decreased by 1.2 million pounds due to waste minimization efforts.

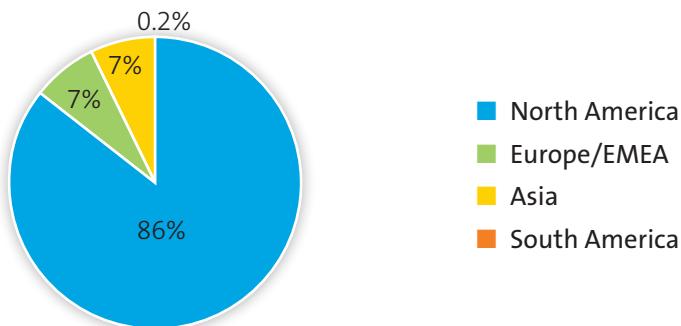
Emissions increased 13% from 2013 to 2014 due to operational changes at a wastewater treatment facility.

CO₂, NOx and PM emissions decreased by 0.8%, 6% and 16%, respectively, due primarily to new, more efficient equipment.

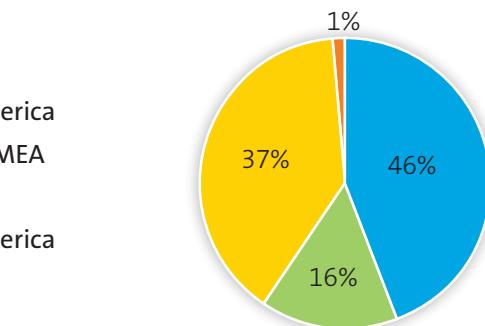
Grow • Conserve • Care
SUSTAINABILITY

GHG Emissions

In 2014, our overall greenhouse gas emissions increased from the prior year due to new facility startups as well as production increases at facilities that opened in 2013.



2014 Direct Emissions: 15.88 million MTCO₂e



2014 Indirect Emissions: 11.57 million MTCO₂e

Direct emissions (Scope 1) for CY2014 were 6% higher than the previous year

Indirect emissions (Scope 2) for CY2014 were 7% higher than the previous year

Scope 3 emissions of 13.66 million MTCO₂e for CY2014 represents a decrease of 1% due to emissions reduction activities and calculation methodology changes recommended by our GHG verifier.

Energy Conservation and Efficiency

Energy consumption is the largest variable cost of our production processes, and we carefully track and manage energy purchases. The majority of our energy consumption is from a relatively small number (less than 80) of very large natural gas and/or electricity consuming facilities. The energy we use is converted into products and services that enable customers to improve their energy efficiency and reduce environmental impact.

Our total energy consumption, primarily natural gas and electric power, was equivalent to approximately 114 million MWh in 2014. Using calendar 2007 as our baseline year, we have met our goal to improve intensity-based energy efficiency for our large ASUs. Through 2014, meeting this goal has enabled us to avoid over \$400 million in cumulative energy costs.

Fuel	MWh	GJ
Electricity	21,500,000	77,400,000
Natural gas and refinery off-gas combined	90,000,000	315,720,000
Bituminous coal	18	65
Petroleum coke	87	313
Distillate fuel oil No 2	757,000	2,725,200
Motor gasoline	8,400	30,240
Jet kerosene	11,300	40,680
Steam	2,130,000	7,560,000

Water Usage and Conservation

In 2014, our total water consumption increased 4%, primarily due to the start-up of new plants, production increases for plants that started-up in 2013, and the inclusion of facilities that had not previously reported water consumption.

We decreased our per product water intensity levels—the amount of water we use to produce each product—**by 5%**

Water Discharges	Total Millions of Gallons	Total 1,000m ³
Discharged to a treatment facility	25,900	97,900
Discharged directly to surface water	1,800	6,900
Discharged directly to ground water	3.0	11

Water Withdrawal

by Source	Total Millions of Gallons	Total 1,000m ³
Surface	1,600	5,900
Groundwater	1,500	5,600
Municipal Supply	42,500	161,000



Total global water withdrawal for 2014;
45.5 billion gallons

Gross Water Consumption

(billions of gallons)	CY 2014	CY 2013	CY 2012
U.S. only	10.1	9.9	10.2
Balance of the Americas (Canada, South America)	1.3	5.5	1.0
Europe	2.1	2.0	2.0
Asia	2.3	2.3	2.3
Global	15.8	15.2	15.5



Total global water consumption for 2014;
15.8 billion gallons;
increased 4%

Hazardous Waste

Hazardous waste generation from ongoing operations decreased due to waste minimization efforts. We have compiled a relatively complete non-hazardous waste data set for North America and continue to pursue compilation and reporting for global, non-hazardous waste.

Global Hazardous Waste (millions of pounds)

	CY 2014	CY 2013	CY 2012
Landfill	8.8	4.4	2.0
Incineration	6.4	6.9	5.5
Recycling	6.7	7.3	9.4
Treatment/disposal	3.1	7.6	13.0
Total	25.0	26.2	30.6

Toxic Release Inventory (TRI)

Toxic releases increased 13% over prior year, due in large part to operational changes at a wastewater treatment facility. Air emissions and hazardous air pollutants (HAPs) declined due to improved leak detection and repair.

TRI Releases* (millions of pounds)

	CY 2014	CY 2013	CY 2012
Air	0.39	0.50	0.60
HAPs*	0.21	0.25	0.34
Water	0.22	0.05	0.03
Land	0.32	0.27	0.27
Total	0.93	0.82	0.91

*Hazardous Air Pollutants as defined by EPA.
Subset of total releases to air.

Plant NOx/SOx

NOx emissions were essentially consistent with the previous year, as no new NOx-reporting facilities were added. The 10 tonnes emissions increase was due to production increases. SOx emissions of 100 metric tonnes decreased due to a large hydrogen plant in the United States stabilizing operations and the divesture of a hydrogen plant in South America.

Plant NOx and SOx Emissions

	CY 2014	CY 2013	CY 2012
NOx Emissions (MT)	1,470	1,460	1,273
SOx Emissions (MT)	100	106	116

Distribution/Fleet

In 2014, 823 trucks in the U.S. traveled over 51 million miles and consumed 7.9 million gallons of diesel. CO₂, NOx and PM all decreased in 2014. Indexed emissions were 0.72, 0.20 and 0.05 respectively.

Distribution/Fleet

U.S. Fleet Emissions	CY 2014	CY 2013	CY 2012
Carbon dioxide (CO ₂)	0.72	0.93	0.89
Nitrogen oxides (NOx)	0.20	0.22	0.32
Particulate matter	0.05	0.06	0.14



Care

for our employees, customers and communities—
protecting our license to operate and grow

62%
of employees
outside of U.S.

11.1%
employee turnover rate

7
Employee Resource Groups
for diversity and inclusion

30
average hours of training and
development per employee

Zero
human rights violations

\$0 fines
for product noncompliance

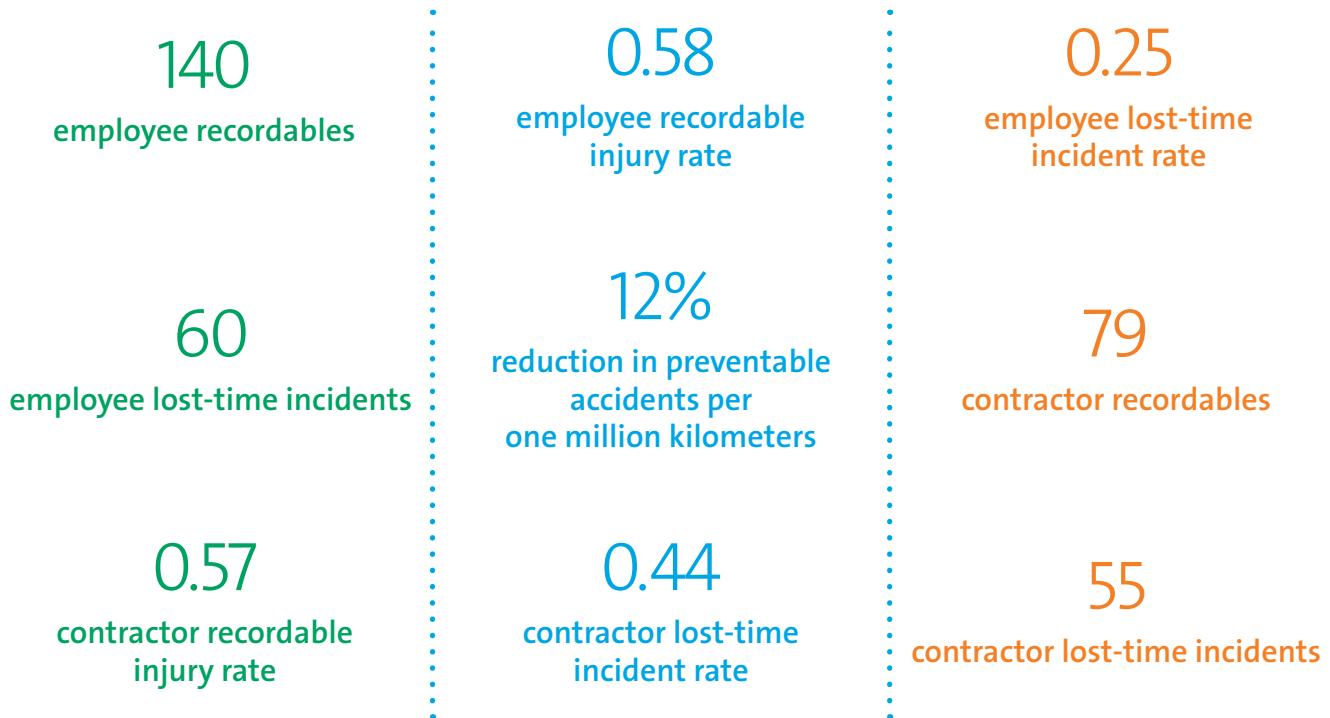
1,233
not-for-profit
organizations supported

\$6.4 million
cash contributions to
communities

150
nonprofit groups served by
Air Products employees

Safety and Health

We believe safety is a moral responsibility. The only acceptable goal is zero accidents. For the first time in FY14 we included the safety performance of our South American acquisition. This resulted in a significant increase in the number and rate of employee and contractor recordables and lost-time injuries in FY14.

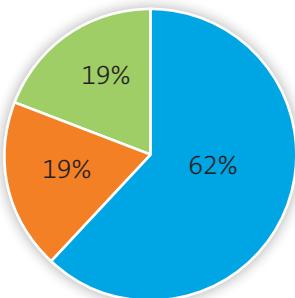


Rates shown based on the number of recordable incidents for each 100 full-time employees per year, based on 2,000 hours worked per employee per year.

Regrettably, we had a tragic road accident that resulted in the death of one of our commercial fleet delivery drivers in the UK. Exposure of our commercial delivery fleet to accidents on the road is one of our larger safety risks, given the more than 120 million miles driven annually by our fleet around the world. Because of this, defensive driving and driver safety management is a top priority in our safety programs.

The only acceptable goal is **zero** accidents and incidents. All accidents are preventable.

Community Giving and Philanthropy



Contributions of \$6.4 million

- Charitable contributions
- Community investments
- Commercial initiatives

Significant Community Support Projects in 2014:

- Mentoring and preparing disadvantaged youth and teens for the workforce
- Supporting and mentoring veterans and active military
- Renovating facilities and schools
- Planting and harvesting food for local food banks
- Collecting school supplies for underprivileged students
- Cleaning waterways and parks
- Supporting programs for people with disabilities
- Partnering in career technical education classrooms and shops; judging SkillsUSA competitions
- Helping to start a new secondary school with a project based focus and creative pedagogy in an urban community

We work closely with nonprofit organizations, emergency responders, elected officials, and business and community leaders in our operating communities around the world to identify opportunities to make an impact.

62%

Charitable Contributions

Priority is given to:

- **Addressing community needs:** supporting unmet, unduplicated projects and "quality of life" issues; activities and projects that reflect our commitment to diversity; and impacts caused by major disasters.
- **Celebrating employees:** augmenting employee volunteer efforts with charitable contributions and other resources; and leveraging activities that may also support recruitment and retention.
- **Fit with our business strategies:** developing our workforce; supporting vocational technical education; supporting STEM-related programs for the underserved.

19%

Community Investments

Our focus is on helping local communities prepare for potential emergencies or natural disasters and ensure their sustainability. We recognize that each community has a different set of needs and interests, and our process allows for local personalization.

19%

Commercial Initiatives

Air Products employees serve as members of local business organizations aimed at supporting the local economy. Engagement in and donations to these organizations are closely aligned with our Community Outreach Plans. Air Products also invests significantly in colleges and universities, including support for career awareness, research and development, recruiting, and business and education projects.



Charitable grants made by the
Air Products Foundation in 2014

Workforce Demographics

At the end of fiscal 2014, Air Products (including majority-owned subsidiaries) had approximately 21,200 employees, of whom 98 percent were full-time and of whom approximately 62 percent were located outside the United States.

	FY 2014	FY 2013	FY 2012
The Americas	50%	45%	49%
Europe/ROW	23%	25%	25%
Asia	27%	30%	26%
Total	21,200	21,600	21,300



members of collective bargaining units

Globally in fiscal 2014, Air Products' workforce was 77% male and 23% female.

	Men	Women
The Americas	78%	22%
Europe/ROW	74%	26%
Asia	77%	23%
Global	77%	23%



employee turnover rate

Air Products' new hires into its Global Career Development Program, which consists largely of engineering graduates, were 67% male and 33% female, helping the company build an increasingly diverse talent pipeline.

Education and Training

Air Products has a globally consistent learning and development strategy to develop the talent we need and provide long-term career development for our people. This is deployed through a global learning management system and our Human Resources organization.

We provide a significant amount of Web-based course offerings with development tracks to ensure our employees are trained to comply with safety and job requirements, innovate new customer solutions, and grow professionally.

Over the past eight years, more than 1,000 leaders around the world have completed our Leadership Education program, which takes participants through a personal examination of their knowledge, skills and leadership attitudes to select developmental goals that meet personal growth and company needs. Over 200 leaders have attended our Experienced Manager Program, which focuses on strategy and leading other leaders in the organization. In addition, over 1,500 new managers and supervisors have completed our global Management Fundamentals Program—a 12-month program with one week of instructor-led training and 10 e-learning modules to continue learning and drive application to the job. We also provide an Educational Assistance Program by which 124 eligible employees globally received funding during the FY14 year for accredited undergraduate, graduate or certificate courses of study from qualifying institutions.

Skill Area	FY14 Average Training Hours per Employee	FY13 Average Training Hours per Employee
Engineering/Technology	32	31
Plant Operations	40	39
Supply Chain	26	29
Professional	20	21

Governance

96%
employees completed
Code of Conduct training

344
allegations of
Code of Conduct violations

98%
employees completed
anti-bribery training

Zero
human rights violations

30,000+
suppliers

Zero
fines for product
noncompliance

Code of Conduct

Our Corporate Compliance Committee and the Audit Committee of Air Products' Board of Directors provide oversight for compliance and risk activities. The Corporate Risk Office manages Ethics & Compliance, Information Risk Management, and Asset Protection and Investigations programs, assisted by specialists in Law, Human Resources, and other teams. Air Products' leadership holds professional integrity and business ethics as a priceless asset, a message that is frequently and firmly communicated.

Our Code of Conduct for officers and employees is housed on our public internet site for ease of access by all stakeholders. The document is accompanied by policies, standards and guidelines on our intranet, education and communication, and supporting processes and tools.

The "Commit to Integrity" ethics and compliance program includes mandatory Code of Conduct training for all employees and additional training and conflict of interest certification for select employees. Employees are automatically enrolled for role-based learning modules required for their roles as new courses are added to the program.

The Company has recently enhanced several technologies to support compliance. Real-time bulletins on our intranet homepage alert employees to information security threats, while periodic publications increase awareness and measures to take to safeguard information. A new e-mail screening program helps ensure that employees will not inadvertently transmit private or confidential information. Software to detect cyber threats as well as restrictions on Internet use

afford further protection. We also recently updated our due diligence programs, including implementing improved screening procedures and internal processes. Methods for both employees and external parties to report Code of Conduct violations or express concerns include a global contact list of key subject matter experts, toll-free phone lines for multiple countries, and web reporting in the languages most commonly spoken by our employees. The phone and web reporting tools are managed by a third-party vendor, and anonymous reporting is available as allowed by local law.

A strong non-retaliation policy is upheld for good faith reporting.

Human rights and equality

Our global Human Rights Policy is aligned with the UN Global Compact's 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption.

As a core component of our Code of Conduct and available to employees in 17 languages, the Human Rights Policy clearly states our commitment to fostering an environment where human rights are respected and people are treated with decency and dignity in our operations and practices. It articulates our position relative to diversity, equal opportunity, harassment, child labor, forced labor, freedom of engagement, employee relations, compensation, employee security, health and safety.

In addition to our Human Rights Policy, our commitment to the fair and equitable treatment of people is reflected in our global Equal Employment Policy and Diversity and Inclusion Policies. These state that all activities related to recruiting, hiring, training, compensation, benefits, promotions, transfers, layoffs, company-sponsored programs and all treatment at work shall be free of unlawful or unjust discriminatory practices. Each of our employees has a responsibility to understand company policies and standards, which are communicated through training, routine communications, and our web sites.

Suppliers

Our Supplier Relationship Management (SRM) program focuses on identifying and managing critical suppliers within our supply chain. Our sourcing specialists use a Segmentation Model Tool to identify key suppliers, taking into consideration factors such as supplier annual spend, financial strength, potential for innovation, ease of finding substitutes and switching, and overall business impact on Air Products.

Type of supplier	Tier 1 suppliers	Share of procurement spend
Critical suppliers	300	55%*
Total	10,000	100%**

*Applies for non-utility and traded gases spend.

**Excludes tail suppliers and other non supplier payees.



33%

of high-risk Tier 1 suppliers audited during the year



85%

of audited suppliers improved ESG performance via corrective action plans

Various processes are in place to identify supplier sustainability risks, including safety requirements for all contractors, review of environmental risks, business continuity planning, conflict minerals program (Conflict Free sourcing), supplier sustainability survey, and supplier risk assessments.

Performance Data

Performance Data	2014	2013	2012
Grow			
Economic Performance			
Sales (millions of dollars)	\$10,439	\$10,180	\$9,612
Operating income ^(B) (millions of dollars)	\$1,657	\$1,566	\$1,534
Net income attributable to Air Products ^(B) (millions of dollars)	\$1,243	\$1,169	\$1,159
Adjusted EBITDA	\$2,765	\$2,641	—
Capital expenditures ^(B) (millions of dollars)	\$1,885	\$1,997	\$2,778
Return on average shareholders' equity ^{(B) (C)} (millions of dollars)	16.9%	17.9%	18.7%
Operating margin ^(B) (millions of dollars)	15.9%	15.4%	16%
Per share dollars			
Diluted earnings ^(B)	\$5.78	\$5.50	\$5.40
Dividends	3.02	\$2.77	\$2.50
Book value	\$33.49	\$33.35	\$30.48
Shareholders' equity (millions of dollars)	\$7,366	\$7,042	\$6,477
Shares outstanding (in millions)	214	211	212
Shareholders	6,600	7,000	7,500
R&D spending (millions of dollars)	\$141.4	\$133.7	\$126.4
Number Life cycle assessments (LCAs) performed for key offerings	21	18	15
Patent families	250	229	207
Conserve			
Energy Consumption (MWh)			
Total (MWh)	114,332,765	103,434,980	97,783,226
Natural gas (and refinery off-gas)	89,939,866	81,075,632	77,976,637
Electricity	21,483,659	20,255,373	19,415,027
Other	2,909,241	2,103,975	391,562
Energy Intensity			
Air separation units	0.921	0.933	0.946
Hydrogen/carbon monoxide units	0.946	0.953	0.952
Greenhouse Gas Emissions			
Scope 1 (MT CO ₂ -e emitted)	15,884,722	14,972,268	14,767,209
Scope 2 (MT CO ₂ -e emitted)	11,568,359	10,853,989	10,563,030
Scope 3 (MT CO ₂ -e emitted)	13,661,801	13,749,376	10,046,000
GHG Intensity			
Indexed GHG performance	0.856	0.877	0.861
Nitrogen oxides (NOx) (metric tonnes)	1,470	1,460	1,273
Sulfur oxides (SOx) (metric tonnes)	100	106	116
TRI releases (millions of pounds)	0.93	0.82	0.91
U.S. Fleet Emissions (2009 baseline = 1)			
Carbon dioxide	0.72	0.93	0.89
Nitrogen oxides (NOx)	0.2	0.22	0.32
Particulate matter	0.05	0.06	0.14

	2014	2013	2012
Hazardous waste disposal (millions of pounds) ^(A)	25.0	26.2 ^(A)	30.6 ^(A)
Gross water consumption (billions of gallons)	15.8	15.2	15.5
Water Intensity			
Indexed water consumption	0.72	0.76	0.79
Water withdrawal (billions of gallons)	46	44	54

Care

Total employees at year end	21,200	21,600	21,300
Female share of total workforce	23%	23%	24%
Global employee turnover rate	11.1%	9.5%	14.10%
Average formal training hours per employee per year	30	31	34
Employees in collective bargaining units (%)	19%	19%	19%
Cash and product donations (millions of dollars)	\$6.4	\$5.1	\$5.6
United Way contributions (millions of dollars)	\$1.5	\$1.8	\$1.9
Volunteer rate at corporate headquarters	49%	51%	43%
Safety performance ^(D)			
Employee recordables	140	107	117
Employee recordable injury rate (per 200,000 hours worked)	0.58	0.52	0.54
Employee lost-time incidents	60	40	39
Employee lost-time incident rate (per 200,000 hours worked)	0.25	0.19	0.18
Employee fatalities	1	0	0
Contractor recordables	79	56	69
Contractor recordable injury rate (per 200,000 hours worked)	0.57	0.50	0.74
Contractor lost-time incidents	55	21	28
Contractor lost-time incident rate (per 200,000 hours worked)	0.44	0.19	0.3
Contractor fatalities	0	0	0
Vehicle accident frequency rate (preventable accidents per one million kilometers)	0.81	0.92	1.09
Board of Directors			
Executive directors	1	1	1
Independent directors	10	11	10
Total board size	11	12	11
Board diversity (percent women or minority)	18%	17%	36%
Average board meeting attendance	96%	98%	94%
Allegations of Code of Conduct violations	344	372	322
Percent employees trained in Code of Conduct	96%	96%	95%
Environmental fines	\$150,510	\$48,560	\$167,844

Notes

^(A) Hazardous waste restated due to discontinued operations and improved accounting.

^(B) Amounts are non-GAAP measures. See [Annual Report on Form 10-K](#) for reconciliation.

^(C) Calculated using income and five-quarter average Air Products shareholders' equity from continuing operations.

^(D) Reported on fiscal year basis. Safety performance for our South American acquisition is included in employee and contractor reporting beginning in FY14.

Appendix: Detailed Reporting

1.1 Strategy and Analysis

Air Products' strategy and analysis is described in our CEO letter at the front of this report. In summary, we approach sustainability across three broad areas, including Grow, Conserve and Care. We aim to:

- **Grow** responsibly through sustainability-driven opportunities that benefit our customers and the world
- **Conserve** resources and reduce environmental footprints through cost-effective improvements
- **Care** for our employees, customers and our communities – protecting our license to operate and grow

1.2 Risks and Opportunities

Sustainability is one of our core values at Air Products and is directly tied to our business strategy and our growth serving energy, and environmental market applications.

We use our materiality matrix to gauge sustainability risks and opportunities and prioritize our efforts and initiatives. This matrix is updated annually based on feedback from stakeholders and subject matter experts.

Key priorities in 2014 included:

- Economic Performance
- Energy Efficiency (and relatedly, GHG emissions and Water management)
- Plant, Process, Transportation and Product Safety and Occupational Health and Safety
- Regulatory Compliance
- Innovation
- Customer Engagement
- Ethics and Integrity

In response to the top priorities:

- About half of our research and development dollars is directed at environmental and energy offerings.
- Energy is a critical market for Air Products, and we continue to develop clean energy solutions, including hydrogen for refining and petrochemical processes and as a fuel; LNG technology for natural gas as an alternative fuel; bioenergy processes; and gases and materials for alternative power, among others.
- We continue to use LCAs to enhance understanding of environmental impacts of our products and processes.
- We have met most of our environmental sustainability goals and continue to monitor and drive our progress against our 2015 targets. We are also on track with our 2015 energy reduction goal (see EN 3). Air Products' GHG Center of Excellence serves as the focal point for the corporation on climate change and GHG matters, managing the process to identify risks and opportunities associated with climate change and providing assessments of the potential financial and operating impacts and opportunities for growth. More detail is provided in our 2015 submission to the CDP Climate Change program.

Grow: Air Products' core purpose is making the world more productive, energy efficient and sustainable through the offerings we provide. Sustainability impacts our top and bottom lines through these offerings and the cost savings associated with our environmental sustainability goals. Specifically, over 50% of our revenues are derived from products or applications that help customers and others down the value chain improve energy efficiency, reduce environmental impact and address social needs. Meanwhile, reaching our environmental sustainability targets—particularly our seven percent reduction in energy consumption—contributes millions annually to our bottom line.

From a Grow perspective, our most significant challenges and opportunities include:

- The need to continuously monitor and adapt to changes in the regulatory and permitting environment in different countries of operation.
- Ensuring the availability of key resources, including raw materials, utilities and water.
- Timing for deployment and market readiness for technologies that take clean energy to the next level.
- The industrial gas industry continues to have a very strong fundamental framework for growth serving global trends—including increased demand for energy, environmental focus, and the information revolution. Our focus is on enabling customers and others down the value chain to benefit from improved productivity, product quality, environmental impact and energy efficiency when they use industrial gases.

Conserve: We generate an environmental footprint and consume energy (approximately 35 percent of our total operational spend during the year) and water. In enabling customers to operate more effectively and sustainably through the use of our gases, materials and technologies, we work to responsibly manage and improve our own environmental performance. We design our plants and manage our operations against environmental sustainability goals set to reduce greenhouse gases, waste, emissions, energy and water use. Progress against these goals—which have been integrated into our product and process development, engineering and operations standards and procedures—is tracked and reported annually.

Environmental Target Area	Air Products' Goal	Status
Greenhouse Gases	Reduce 7% indexed against production by 2015 for ASUs and HyCO, representing approximately 80% of our total global energy requirements (from 2007 baseline)	Goal met
Energy	Reduce consumption on an intensity basis by 7% by 2015 for ASUs and HyCO plants from 2007 baseline	Tracking performance
Water	Reduce consumption 10% on an intensity basis in the controllable portion of our usage (from 2009 baseline)	Goal met
Hazardous Waste	Previous goal met; new goal under development	Tracking performance
Toxic Release Inventory (U.S.)	Maintain at current low levels	Tracking performance
Distribution/Fleet (U.S.)	Reduce NOx/particulate matter (PM) by 10% and CO ₂ by 2% by 2015 (from 2009 baseline)	Goal met

From an environmental perspective, we have made significant progress against our 2015 goals. Our most significant challenges and opportunities for conservation going forward include:

- Continued reduction of the impact of our operations, particularly as production increases.
- Our greenhouse gas absolute emissions increase as production increases, but we are continuing to drive improvements in intensity.
- Because we are a large consumer of energy – electricity and natural gas – we treat energy like a raw material instead of a utility. Continuing to drive improvements in our operating energy efficiency is core to our business and profitability.
- With a 40% shortfall on water predicted by 2030, we continue to take steps to mitigate risk to our operations, which rely heavily on water for cooling processes. We are evaluating alternative methods like air cooling (which must be balanced with increased energy use) and continue to use more gray water in our operations.

Care: In our sustainability management, good employment practices and a strong commitment to our communities and to sustainable operations remain important elements. We pay our employees competitive wages, offer competitive benefits and provide training and developmental opportunities to improve their capabilities and advance their careers. All employees are required to abide by and certify their understanding via training of [Commit to Integrity: Code of Conduct for Air Products and Its Companies](#). Likewise our Board of Directors has adopted [Governance Guidelines](#) and a [Director Code of Conduct](#) to focus on areas of potential ethical risk and conflicts of interest; provide guidance to directors to help them recognize and deal with ethical issues; and establish reporting mechanisms. Outreach is a critical element of our role as a neighbor in the communities where we operate and in our drive to be a responsible global corporate citizen. Air Products routinely seeks feedback from non-profits, emergency responders and community leaders in those areas where we have major facilities. This ongoing interaction helps us identify, learn about and address needs. We also engage with our suppliers using our [Supplier Expectations for Sustainability](#) that include environmental and safety considerations beyond compliance. Likewise we have verified that our electronics suppliers and sub-suppliers use [DRC conflict free materials](#).

From a Care perspective, we view our most significant challenges and opportunities into these primary areas:

- In the competition for talent for our business, our commitment to and management of sustainability has become increasingly important element of talent attraction and retention.
- The changing world of governance means new risks and ethical challenges that require employee understanding, training and certification. We've updated our Commit to Integrity: Code of Conduct for Air Products and Its Companies to reflect the most common business ethics challenges and risks they may face. We require every individual to certify their understanding and complete mandatory training as a condition of employment.
- We want to ensure that our investments of time, contributions and resources in the communities where we live and operate drive the biggest value for our stakeholders. We are committed to additional measurement tools that will help us better quality and quantify our impacts.
- We see a significant opportunity to work with our suppliers and optimize the value chain. Collaborating to improve the overall sustainability of our offerings is a challenge due to the number and breadth of suppliers we use.

2.1-2.6 Our Profile, Our Performance

Air Products (NYSE:APD) is a leading industrial gases company. For 75 years, the company has provided atmospheric, process and specialty gases, and related equipment to manufacturing markets including metals, food and beverage, refining and petrochemical, and natural gas liquefaction. Air Products' materials technologies segment serves the semiconductor, polyurethanes, cleaning and coatings, and adhesives industries.

Global Operations

Air Products is headquartered in Trexlertown, Pennsylvania, U.S.A. and we operate in over 50 countries outside the United States. Approximately 57 percent of Air Products' consolidated sales in FY 2014 were outside of the U.S. We have majority or wholly owned foreign subsidiaries that operate in Canada, 18 European countries (main offices in Hersharn, U.K. and Hattingen, Germany), 11 Asian countries (main offices in Singapore, Hong Kong, Taipei and Shanghai), eight Latin American countries and two African countries. Air Products also has less-than-controlling interests in entities operating in Europe, Asia, Africa, the Middle East and Latin America.

We have more than 750 production facilities worldwide, supplying gases, electronics and performance materials, and equipment. We have leading supply positions serving energy and environmental markets, including semiconductor materials, refinery hydrogen, natural gas liquefaction, and advanced coatings and adhesives.

We produce most of the products we sell; we typically do not use outsourcing as a production strategy.

Ownership

Founded in 1940 by Leonard Parker Pool who pioneered the “on-site” concept of producing and selling industrial gases, Air Products is a Delaware corporation and is traded publicly on the New York Stock Exchange (NYSE): APD. Over 85 percent of Air Products’ common shares are held by institutional investors. At the close of business on December 31, 2014, there were 214 million shares of Air Products common stock outstanding.

2.7-8 Business Segments and Markets and Organizational Scale

Organizational Scale (FY 2014)

Millions of dollars, except per share	2014	2013	Change
Sales	\$10,439	\$10,180	3%
Operating income ^(A)	1,657	1,566	6%
Net income attributable to Air Products ^(A)	1,243	1,169	6%
Adjusted EBITDA ^(A)	2,765	2,641	5%
Capital expenditures ^(A)	1,885	1,997	(6%)
Return on capital employed (ROCE) ^(B)	9.8%	10.1%	(30 bp)
Return on average shareholders’ equity ^(B)	16.9%	17.9%	(100 bp)
Operating margin ^(A)	15.9%	15.4%	50 bp
Per Share Dollars			
Diluted earnings ^(A)	\$5.78	\$5.50	5%
Dividends	3.02	2.77	9%
Book value	34.49	33.35	3%
At Year End			
Shareholders’ equity	7,366	7,042	
Shares outstanding (in millions)	214	211	
Shareholders	6,600	7,000	
Employees ^(C)	21,200	21,600	

^(A) Amounts are non-GAAP measures. See reconciliation to GAAP results within item 7, Management’s Discussion and Analysis of Financial Condition and Results of Operations, of the 2014 Form 10-K.

^(B) Amounts are non-GAAP measures. See pages III and IV of [2014 Annual Report](#) for reconciliation to non-GAAP.

^(C) Includes full- and part-time employees from continuing and discontinued operations.

2.9 Significant Changes in 2014

On 18 September 2014, we announced a major company reorganization that included geographic alignment of our gases businesses effective as of 1 October 2014

On 1 October 2014, Air Products began operating under a new structure and reporting results under seven new segments:

- Industrial Gases (IG) – Americas
- Industrial Gases – EMEA (Europe, Middle East, and Africa)
- Industrial Gases – Asia
- Industrial Gases – Global
- Materials Technologies
- Energy-from-Waste
- Corporate and other

Refer to the [2014 Annual Report](#) Chairman’s Letter and to Note 25, Business Segment and Geographic Information, to the consolidated financial statements on [Form 10-K](#) for additional details.

2.10 Awards and Recognitions



Corporate Responsibility Magazine 100
Best Corporate Citizens 2014



CDP™ S&P 500 Climate
Disclosure Leadership Index (CDLI)



Constituent in the
FTSE4Good Index



STOXX Global ESG Leaders
Index 2014/2015



Constituent of the Ethibel Excellence
Global Sustainability Index and member
of the Ethibel Pioneer and Excellence
Registers for 2014

3.1 Report period

January 1, 2014 to December 31, 2014 (except for fiscal year financials, as noted).

3.2 Most recent report

2015 (2014 data).

3.3 Reporting cycle

Annually

3.4 Contact

Julie O'Brien, Corporate Sustainability Director, obrienjk@airproducts.com

3.5-3.8 About This Sustainability Report

We have reported our sustainability performance for the past 11 years, building on a previous decade of environmental, health and safety disclosures and reporting. Much of the data in this 2015 report reflect sustainability results and activities during 2014. As with our most recent reports, we have followed formal Global Reporting Initiative (GRI) guidelines to provide stakeholders with the data and perspective to understand and evaluate our performance, impacts and opportunities. Our 2015 report is against GRI G3.1 guidelines; we are evaluating the GRI G4 guidelines and assessing implications for our future reporting.

The scope of this 2015 report is global, including assets over which financial control is exercised – as reported in our consolidated audited financial statements. We exclude less-than-controlling interests in joint ventures or equity affiliates. We measure and report certain environmental measures on a calendar year basis, including greenhouse gases (GHGs), Toxic Release Inventory (U.S.) on- and off-site releases, nitrogen oxides (NOx) and sulfur oxides (SOx) emissions, hazardous waste shipments, and water and energy consumption.

We have guided readers to additional information, including our Sustainability site on airproducts.com as well as other reports, such as our annual financial reports on Form 10-Ks.

We are committed to transparency in our reporting and continuous improvement in our sustainability management and performance. The Corporate Sustainability Director was accountable for overseeing the preparation of this report, with significant data contributions provided by our Greenhouse Gases Strategy, Environmental Measures and other sustainability teams, as well as other business and functional groups throughout the company. No GRI sector standard exists for our industry (industrial gases/materials); however, we have attempted to provide best possible disclosures based on the nature of our global business and the related risks and opportunities. We have taken into consideration the information needs of:

- Current and prospective investors (as well as socially responsible investment and other sustainability organizations)
- Customers, seeking sustainable product and technology solutions and information about our sustainability policies and practices
- Current and prospective employees, looking to work for a sustainability-minded company
- Communities, wanting to understand our sustainability management and engagement efforts as a responsible corporate citizen
- Suppliers, whom we expect to abide by our Code of Conduct and who are critical to our operations
- Other stakeholders, who have an interest in our industry and operations

3.9 Data Measurement

We use our single-instance SAP system for environmental and social data management and to drive performance improvements.

We report key financial indicators in accordance with U.S. generally accepted accounting principles, disclosed in our [financial filings](#).

We report, classify, investigate and communicate safety (employee and contractor injuries and near misses) and environmental incidents via a global SAP-based Event Management system. We also use an SAP-compatible tool for environmental compliance management. We track and report estimated calendar-year GHG emissions on an aggregated, global basis in accordance with the WRI/WBCSD GHG Protocol using Financial Control reporting boundaries.

Human resource (workforce) data are managed within SAP.

3.10 Restatements

Environmental impacts related to the three acquisitions previously noted in section 2.9 have been included in our base year emissions for goal performance. Hazardous waste data was also restated due to discontinued operations and improved accounting.

3.11 Changes from prior reporting

Our 2015 Sustainability report follows GRI G3.1 guidelines, consistent with prior reporting.

3.12 GRI Index

Please see the end of the report for our complete GRI index.

3.13 Assurance

This Sustainability Report has been GRI-checked and affirmed as Application Level A+, with select financial and environmental data submitted for external assurance.

Governance, Standards and Engagement

4.1 Governance structure

The Board of Directors—consisting of 10 independent Directors (including an independent Lead Director) and Chairman, President and Chief Executive Officer Seifi Ghasemi—holds the highest level of authority for corporate governance at Air Products. The Board has adopted Corporate Governance Guidelines to assure that it has the necessary practices in place to govern the Company in accordance with the interests of shareholders. The Guidelines include Board governance practices with respect to: director independence and qualifications, director responsibilities, access to management and independent advisors, director compensation, director orientation and education, chief executive officer performance assessment, management succession, and assessment of Board and committee performance.

Five standing committees operate under written charters approved by the full Board. During fiscal 2014, the Board met 16 times, with committee attendance averaging 96% for the Board as a whole, and no director attended less than 75% of the combined total of meetings of the Board and the committees on which s/he served.

Board Committee	Summary of Responsibilities	*Operates under a written charter
Audit Committee*	Oversees the Company's independent registered public accountant, accounting policies, financial statement integrity, significant internal audit and control activities, risk assessment and management policies and processes, and compliance with legal and regulatory requirements. Reviews compliance with the Code of Conduct for employees and officers and administers procedures for confidential reporting of questionable accounting practices and handling complaints regarding audit matters. All members are financially literate as defined by SEC regulations and NYSE listing standards.	
Corporate Governance and Nominating Committee*	Monitors and makes recommendations to the Board about corporate governance matters and has primary responsibility for identifying, recommending, and recruiting nominees for election to the Board and recommending candidates for election as Presiding Director.	
Environmental, Safety and Public Policy Committee*	Monitors and reports to the Board on issues and developments in areas such as environmental compliance, climate change and sustainability, safety, corporate security and crisis management, diversity, community relations, and corporate and foundation philanthropic programs and charitable contributions.	
Executive Committee	The Executive Committee has the authority of the Board to act on most matters during intervals between Board meetings. It is usually convened only to approve capital expenditures associated with a project in excess of the CEO's authority where a customer requires a commitment prior to the next Board meeting.	
Finance Committee*	Review the Company's financial policies; keeps informed of its financial operations and condition, including requirements for funds and access to liquidity; advises the Board about sources and uses of Company funds; reviews the Company's financial arrangements and methods of external financing; and oversees the Company's employee pension and savings plans worldwide.	
	Leads the Board in evaluating the CEO's and Executive Officers' performance, succession planning and compensation. Oversees the management compensation program and plans, and design of the Company's retirement and welfare benefit plans.	

*Operates under a written charter

The Environmental, Safety and Public Policy Committee (ESPP) monitors and reports to the Board on developments in sustainability, including areas such as environmental performance and compliance, climate change, safety, corporate security and crisis management, diversity and inclusion, community relations, and corporate and foundation philanthropic programs and charitable contributions.

CEO Accountability and Sustainability Management Structure

Under the CEO's direction, we manage sustainability through an interdisciplinary approach. Air Products' Sustainability Council was chartered by and reports to the CEO, with membership comprised of senior executives and subject matter experts across the Company's businesses and functions. The Council steers the Company's sustainability strategy—working with the businesses to develop and operationalize it—and oversees the process for measuring Air Products' footprint and setting and achieving reduction targets. The Council provides updates to the Environmental Safety and Public Policy (ESPP) Committee of the Board and Air Products' leadership.

On September 18, 2014, the Company announced a major Company reorganization that included the geographic alignment of its gases businesses and the decentralization of its organization effective October 1, 2014. Due to this reorganization, Air Products' Sustainability Council has been replaced with an Sustainability Leadership Council, led by the VP of EHS&Q and Corporate Chief Engineer, and comprised of: the executive vice presidents of our Industrial Gases and Materials Technologies businesses; our Senior Vice President, General Counsel and Chief Administrative Officer; our Senior Vice President and Chief Financial Officer; our Vice President and Chief Human Resources Officer; our Sustainability Director; and our Communications Manager.

4.2 Chair of the Board of Directors

Mr. Seifi Ghasemi is Chairman, President and Chief Executive Officer. The Board does not have a policy on whether the roles of Chairman of the Board and Chief Executive Officer should be separate or whether the Chairman of the Board should be independent; the Board determines which structure is in the best interests of the Company at any given time. For more information, see "Board Leadership Structure" in Air Products' Proxy Statement.

4.3 Independent Directors, Including Presiding Director

All of the Company's non-executive directors, including the Lead Director, qualify as independent under the NYSE corporate governance listing standards. In addition, the Board has adopted guidelines to assist in determining each director's independence, which meet or exceed the NYSE independence requirements. For more information, see "Director Independence" in Air Products' Proxy Statement.

4.4 Contacting the Board of Directors

Available through the Corporate Secretary's Office, the Board has a written procedure for collecting, organizing, and forwarding direct communications from shareholders and other interested parties to the independent Directors.

4.5 Compensation and performance alignment

The majority of our Named Executive Officers' direct compensation in 2014 was variable, based on Company and stock performance. Executive incentive compensation (annual and long-term incentive awards) is structured to reward performance that will increase the value of our shareholders' long-term investment through disciplined capital investment, sustainable growth and superior returns. The compensation program balances financial results with other Company values such as sustainability, continuous improvement, safety, diversity and ethical conduct. Accordingly, some components of the program provide flexibility to recognize non-financial achievements or to reduce or recoup compensation where insufficient attention is paid to non-financial Company objectives.

Detailed information about director and Executive Officer compensation is available in our most recent Proxy Statement.

4.6 Avoiding conflicts of interest

The Board has a formal process for reviewing related party transactions, which is articulated in the Proxy Statement. In addition, the Board has adopted its own Code of Conduct, which specifically focuses on areas of potential ethical risk and conflicts of interest especially relevant to directors.

The Company also has a [Code of Conduct for officers and employees](#) accompanied by certification and mandatory training requirements. We enforce a strict non-retaliation policy and make a variety of options available, where permitted by local regulations, to anonymously [report](#) suspected violations, including our toll-free [IntegrityLine](#) and online reporting in local language. The reporting lines and Web pages also address European [Data Privacy](#) concerns.

4.7 Determining qualifications and expertise of Directors

The Proxy Statement details the process for determining qualifications and expertise of Directors. The Corporate Governance and Nominating Committee has primary responsibility for identifying, recommending, and recruiting nominees for election and recommending candidates for election as Lead Director. The Board follows practices outlined in the Corporate Governance Guidelines with respect to these matters.

4.8 Vision and values, codes of conduct and principles

We exist to solve customers' toughest challenges. We dive in to understand the real need and then creatively apply the optimal gas or technology solution. Our customers experience higher productivity, better quality products, reduced energy use, and lower emissions. Put simply, our offerings and expertise help make them more sustainable. We manage our sustainability risks and opportunities across three broad areas: Grow, Conserve and Care. See Section 1.2 for details.

The Board of Directors has adopted [Governance Guidelines](#) and a [Director Code of Conduct](#) to focus on areas of potential ethical risk and conflicts of interest; provide guidance to directors to help them recognize and deal with ethical issues; and establish reporting mechanisms.

All employees are required to abide by and certify their understanding via training of [Commit to Integrity: Code of Conduct for Air Products and Its Companies](#). We maintain multiple venues for employees and other stakeholders to submit any concerns related to any aspect of our Code of Conduct.

4.9 Procedures for overseeing sustainability performance

Sustainability-related topics are discussed at every meeting of the Board, with a review of the complete sustainability program by the ESPP Committee taking place annually.

4.10 Processes for evaluating the Board of Directors' own performance

Led by the Corporate Governance and Nominating Committee, the full Board assesses its performance annually, affording an opportunity to identify process improvements and increase directors' engagement. In addition, a Board member's attendance, diligence and contributions are considered each time s/he is recommended for reelection by the shareholders.

The Governance Committee also establishes and oversees processes by which Board committees evaluate their performance vis-à-vis their [charter](#) responsibilities.

4.11 Precautionary Principle

Risk management is an integral part of our operations—from design and construction, through start-up and production, to distribution and delivery of our products. We support the intent of the Precautionary Principle with respect to risk management and use a formal program to identify potential impacts and develop action plans to mitigate those impacts.

For example, subject matter experts conduct risk reviews to identify and address potential safety, health and environmental impacts during new product, process and applications development. R&D projects must pass through risk assess-

ment gates before the projects may continue. We have expanded our capability to conduct LCAs to quantify the environmental “footprint” of select products and technologies for comparison to new and competitive offerings. We provide extensive information on the safe use and handling of our products through targeted customer training and broad access to Safety Data Sheets (SDSs), product stewardship summaries and other materials on our Web site.

4.12 External Standards

- Air Products has considered several external standards, such as ISO14001 and OHSAS 18001 in development of its Global EH&S Management System. Based on customers' needs, we have obtained [certifications at select facilities](#).
- Because improving product quality, service, and overall value to customers is at the heart of our strategy, we have adopted ISO 9000 as our model for quality assurance and obtained multiple [ISO 9001 certifications](#).

4.13 Associations and Memberships

Air Products is a leader in the industrial gases industry. Our leadership is defined by an insatiable curiosity and desire to learn from others and embrace good ideas. In 2014 we were active in a number of sustainability-related industry and advocacy associations, such as:

- AIChE® Center for Sustainable Technology Practices
- Alternative Fuels Renewable Energies Council
- Association of International Chemical Manufacturers (China)
- C2ES (Center for Climate and Energy Solutions) (formerly the Pew Center on Global Climate Change)
- CDP (formerly Carbon Disclosure Project)
- The Chlorine Institute, Inc. (U.S.)
- Compressed Gas Association
- The Conference Board Sustainability Council II
- European Industrial Gases Association
- Fuel Cell and Hydrogen Energy Association
- Initiative for Global Environmental Leadership
- Lehigh Valley Sustainability Network
- MATGAS 2000 A.I.E.
- MAPI Sustainability Council
- SEMI®
- Sustainability 50

Stakeholder Engagement

4.14 – 4.17 Key stakeholders and engagement

Each of these stakeholders plays a key role in driving our performance and continuous improvement. We maintain an open dialogue with these constituents, whose input informs, and whom we impact by, our decisions and actions. We evaluate potential interest and engagement levels, priority issues and potential relationships using our materiality matrix, which enables us to prioritize our sustainability efforts.

Customers

Customers come to Air Products for innovative thinking and solutions to their most pressing business challenges. It's our commitment to quality, safety, fairness, mutual respect and integrity that keep them coming back. Key sustainability concerns of our customers vary by business, but typically focus on how our products can help these customers improve energy efficiency and reduce environmental impact. Several of these offerings are noted in this report under section EN18 and on our website.

The people closest to our customers manage the relationships. Each of our divisions solicits regular feedback (at least annually) and manages customer satisfaction independently. For example, during FY 2014:

- Merchant Gases employed customer satisfaction programs based on surveys, feedback, and tracking/analysis of customer complaints.
- Tonnage Gases employed contracts that result in long term relations and high levels of customer retention.
- Electronics used customer report cards, which included quality, service, innovation/technology, and assurance of supply. Electronics also measured customer justified complaints with a goal of reducing complaints by 10% year on year while having all complaints resolved in 30 days or less.
- Performance Materials tracked customer complaints as a percent of sales orders. Data is tracked and reported by region and business unit on a monthly basis.

Through our Global Data Privacy policy, we safeguard customers' personal information and adhere to all data protection requirements in the countries in which we operate. As a result, we did not have any breaches of customer privacy or data security.

Employees

Air Products is committed to providing a work environment where our employees can grow and thrive, bringing their greatest talents to bear on some of the world's most pressing business and environmental challenges. We provide career development opportunities in which new employees have the opportunity to rotate through different assignments to accumulate on-the-job experience in various areas of our organization. Our Mentoring program connects employees with mentors throughout the organization to build their technical, management and leadership skills. We engage in regular, two-way communications with our employees through leadership dialogue sessions, executive town hall meetings that are typically held semi-annually or quarterly, feedback surveys, "Ask Management" channels on our Company intranet, and our CorpNEWS online newsletter that is issued three times weekly, among others.

Investors

The only way to serve our customers with excellence, develop and reward our employees, and support our communities is to have a profitable Company with satisfied shareholders.

We hold quarterly investor calls. We also participate in numerous sellside conferences and one-on-one meetings to ensure the investment community's perspectives are fully understood as an input to our strategy. Air Products is publicly traded as APD on the New York Stock Exchange, where approximately 85 percent of common shares are held by institutional investors. As of December 31, 2014, 214 million shares of Air Products common stock were outstanding.

Communities

The stronger the local community, the stronger and more stable platform from which we can run our business. We continue to act as a good neighbor, demonstrating our commitment to the health and vitality of the local communities in which we work and live. Our plant management and other personnel communicate with stakeholders on a regular basis and solicit feedback on our processes and procedures, the safe use of our products, and the key issues in the community.

As an employer, we look to partner with local commerce boards to support economic development and jobs creation. Air Products also gives back to local communities through philanthropic endeavors totaling \$6.4 million in cash, volunteer and in-kind donations in 2014, as well as through our ongoing involvement in workforce development through our investments in science, technology, engineering and mathematics (STEM) education.

Suppliers

Every year, we purchase about \$6 billion in materials, equipment, power and services from more than 30,000 suppliers worldwide. As an extension of our Company, Air Products' suppliers play a crucial role in delivering to customers each and every day. We look for suppliers who share our values and commitment to sustainability, and hold them to the same high standards that you would expect from Air Products. Our "Expectations for Suppliers" is published on our Company website and incorporates the elements of our sustainability program, including economic, environmental and social factors. We engage with suppliers on sustainability matters as part of our supplier relationship management program; for example, each step of an Engineering project is assessed and reviewed with input from suppliers.

Governments and Regulators

Public policy decisions and regulations have a direct impact on our license to operate. Air Products supports fair, balanced and realistic policy decisions that will help us achieve our sustainability goals and serve the interests of the many stakeholders to whom we're accountable. We maintain open channels of dialogue with the local, regional and national government entities where we operate. In many cases, our employees provide expertise and input to proposed legislation. We recognize that through cooperation and coordination with governments and regulators, we can more productively address global sustainability challenges.

Economic Disclosure on Management Approach

Air Products operates and serves customers in more than 50 countries, providing gases, materials and technology solutions that drive energy efficiency, increase throughput, enhance end product quality, and improve environmental performance. We have grown our businesses at levels greater than most underlying industrial production measures, and global macro trends—driven by societal demands, legislative changes and demographic shifts—are providing even more opportunities to apply our solutions to serve energy and environmental market needs.

Our mission at Air Products is to be a thriving and profitable commercial enterprise to create value for our shareholders. The only way to serve our customers with excellence, develop and reward our employees, and support our communities is to have a profitable Company with satisfied shareholders.

EC1 Economic Value Generated and Distributed

Fiscal 2014 revenues totaled \$10,439 million. Additional information is available in our [2014 Form 10-K](#).

In 2014, Air Products donated \$6.4 million to non-profit agencies in need in communities we serve. Sixty-two percent was in the form of charitable donations, 19% community investments to help prepare for potential emergencies or disasters and 19% for commercial investments aimed at supporting local economies.

EC2 Financial Implications Due to Climate Change

See our [Form 10-K](#) and most recent CDP submission for comprehensive disclosures on the risks and opportunities related to climate change.

EC3 Coverage of Defined Benefit Plan Obligations

We sponsor defined benefit pension plans and defined contribution plans that cover a substantial portion of our global employees, with the largest plans being in the U.S. and the U.K. The U.S. Salaried Pension Plan and the U.K. Pension Plans are closed to new entrants. The largest plans are funded through a pension trust separate from the Company's assets; some of the other plans are insured through insurance contracts. We also maintain a nonqualified pension plan in the U.S. where benefits are paid from the Company's general assets. Pension liabilities related to the defined benefit plans are determined using actuarial models.

For 2014, the fair market value of pension plan assets for our defined benefit plans as of the measurement date increased to \$4,114.6 from \$3,800.8 in 2013. The projected benefit obligation for these plans as of the measurement date was \$4,738.6 and \$4,394.0 in 2014 and 2013, respectively. Refer to Note 15, Retirement Benefits, to the consolidated financial statements for comprehensive and detailed disclosures on our postretirement benefits.

Pension funding

Pension funding includes both contributions to funded plans and benefit payments for unfunded plans, which are primarily non-qualified plans. With respect to funded plans, our funding policy is that contributions, combined with appreciation and earnings, will be sufficient to pay benefits without creating unnecessary surpluses.

In addition, we make contributions to satisfy all legal funding requirements while managing our capacity to benefit from tax deductions attributable to plan contributions. With the assistance of third party actuaries, we analyze the liabilities and demographics of each plan, which help guide the level of contributions. During 2014 and 2013, our cash contributions to funded plans and benefit payments for unfunded plans were \$78.2 and \$300.8, respectively. Contributions for 2013 included voluntary contributions for U.S. plans of \$220.0.

EC4 Significant Financial Assistance from Government

We disclose this information in accordance with U.S. generally accepted accounting principles. See our Form 10-K, which includes details about our income tax liability and credits. In addition, we receive government grants that primarily relate to research and development projects. In FY14, Air Products received grants totaling \$6 million for R&D from the U.S. Department of Energy's Office of Fossil Energy. The Company also received state-level grants, including but not limited to grants for hydrogen fueling from the Pennsylvania Department of Environmental Protection and the California Energy Commission. State level grants are not consolidated and reported at the Company level.

EC5 Range of Wage Ratios

Air Products does not use minimum wage rules to define its compensation strategy; we comply with applicable wage requirements.

To attract, retain and develop our world-class workforce, Air Products maintains competitive pay practices and programs. We benchmark pay practices in the markets where we compete for talent to ensure we offer a competitive compensation package. Total pay (cash compensation) for FY 2014 included two main components:

- Base pay (salary): paid on a monthly, weekly, or biweekly basis; primarily determined by job responsibility level, market competitiveness, individual competencies and performance
- Variable pay (incentive pay for the majority of employees): cash award based on end-of-year Company results and individual performance

Our human resources processes ensure external competitiveness and internal equity, with a pay for performance approach that is aligned with our values and business strategies. Air Products has established competitive pay levels that are based on job descriptions and independent of gender, age or ethnicity, so there is consistency in the pay range for employees performing the same job function. Specific pay information is confidential.

EC6 Spending on Locally Based Suppliers

Our Supplier Diversity Program in the U.S. is tied to our commercial activities that support U.S. Federal Government purchase requirements.

Annually, we develop a Commercial Subcontracting Plan with specific performance targets and other actions—including attendance at trade fairs and involvement in local business groups and councils—which our procurement organization undertakes to encourage small and small disadvantaged businesses. Our Supplier Diversity program provides Air Products with a competitive advantage as a result of gaining different perspectives on new ideas and the introduction of innovative products and processes.

More information about our procurement policies and practices is available on our [Web site](#).

EC7 Procedures for Local Hiring

Our talent management process is aligned with our business strategy to ensure that the right people are in the right place at the right time to achieve our goals. When hiring is required, we typically recruit and hire from the local labor markets. Selections are based on evaluations of individuals' skills, knowledge and experience as they relate to the needs of each vacancy. Once hired, we provide talent development support and opportunities including employee skill development, career development, learning, mentoring, cross-organization movement, and leadership development. These development approaches support our commitment to develop local leadership and align individuals' performance and development with business strategy.

EC8 Commercial, In-kind, or Pro Bono Engagement

Our commitment to corporate citizenship is about working to improve the quality of life in our operating communities in partnership with local organizations. Our support priorities are in education, health and human services, community and economic development, arts and culture, and environment and safety.

2014 Highlights:

- Contributed nearly \$6.4 million in cash and product donations to community organizations, schools and municipalities.
- Air Products employees served on over 150 nonprofit groups, including the United Way, which recognized us as one of only 125 Global Corporate Leaders for the United Way Worldwide.
- In addition to volunteer hours in our communities, we have also become a national leader in "Skills-based Volunteering," whereby employees go out into the community to share their professional competencies (e.g., strategic planning, IT, human resources) and help nonprofits be more business-savvy and competitive. See our [Corporate Citizenship Web site](#) for more information.

EC9 Indirect Economic Impacts

While we have indirect economic impacts on local markets through wages, taxes, hiring, procurement, community involvement and financial contributions and the like, we do not attempt to aggregate indirect economic impacts for our 750 production locations throughout the world.

Environmental Disclosure on Management Approach

Our Global EH&S Policy

Every employee is required to understand and adhere to our global [EH&S policy](#) as both a responsibility and a condition of employment. The highest level of accountability for environmental, health, safety and sustainability rests with the Environmental, Safety and Public Policy Committee of our Board of Directors.

EH&S Management System

Applying to 100% of our locations worldwide, our EH&S Management System includes controls driven by our own corporate policies and government regulations, and supports the principles promoted by international standards such as ISO 14001 and OHSAS 18001.

Environmental Sustainability Goals

With our commitment to design and operate our facilities in a manner that reduces our impact on the environment, we set a series of environmental sustainability targets to assure our continued focus and progress in reducing greenhouse gas emissions, energy use, water consumption, waste, other emissions and transportation impacts. As our sustainability program has evolved, we have established baseline years for key metrics and given the nature of our business, set intensity goals in a number of areas:

- Greenhouse Gases—Reduce 7% indexed against production by 2015 for ASUs and HyCO, representing approximately 80% of our total global energy requirements (from 2007 baseline)
- Energy—Reduce consumption on an intensity basis by 7% by 2015 for ASUs and HyCO plants from 2007 baseline
- Water—Reduce consumption 10% on an intensity basis in the controllable portion of our usage (from 2009 baseline)
- Hazardous waste—Previous goal met; new goal under development
- Toxic Release Inventory—Maintain at current low levels
- Distribution/fleet—Reduce NOx/particulate matter (PM) by 10% and CO₂ by 2% by 2015 (from 2009 baseline)

Environmental Product and Process Innovations

As a solutions provider, we are continually developing new offerings that help customers use less energy and reduce their impact on the environment. During 2014, we launched 83 new products and applications with direct environmental and/or energy benefits.

Compliance and Audit

Our Compliance Management system includes processes and programs to identify internal and regulatory EH&S requirements, develop and implement compliance programs, and audit facility performance to identify and correct gaps. It provides a global platform to manage EH&S permitting and task compliance.

Using our EH&S functional and operational expertise in chemical and industrial gas production plants, we audit more than 30 plants annually for compliance with governmental requirements and internal standards.

Environmental, Health and Safety (EH&S) Training

Our employees around the world are enrolled in our online Training Management and Delivery Tool, which enables us to manage EH&S training by assigning courses that are custom-tailored to the employee's job assignment in addition to those required for regulatory compliance. We have more than 500 EH&S course offerings, more than 340 of which are available as web-based training. Compliance is monitored within the system.

EN1 Materials Use

The primary raw material in manufacturing industrial gases such as oxygen, nitrogen and argon is air. Natural gas is used to produce energy at a number of our facilities and is a principal raw material for hydrogen production. Electric power is the largest cost component in the production of atmospheric gases. Air Products purchased 21.5 million MWh of electricity during 2014.

In our Electronics and Performance Materials businesses, we use a variety of raw materials, including alcohols, ammonia, amines, acrylonitriles, hydrogen fluoride and glycols. For our Equipment and Energy segment, steel, aluminum and capital equipment subcomponents are the primary materials. Coal, petroleum coke and natural gas are the largest cost components in the production of energy.

EN2 Recycled Input Materials

The vast majority of our products are derived from air, which is considered by many to be a renewable resource. For our operations that use material resources, the amount of recycled input is very small.

EN3 and EN4 Direct and Indirect Energy Use by Source

Our direct energy consumption for 2014 was as follows:

	MWh
Electricity	21,500,000
Natural gas and refinery off-gas combined	90,000,000
Bituminous coal	18
Petroleum coke	87
Distillate fuel oil No 2	757,000
Motor gasoline	8,400
Jet kerosene	11,300
Steam	2,130,000

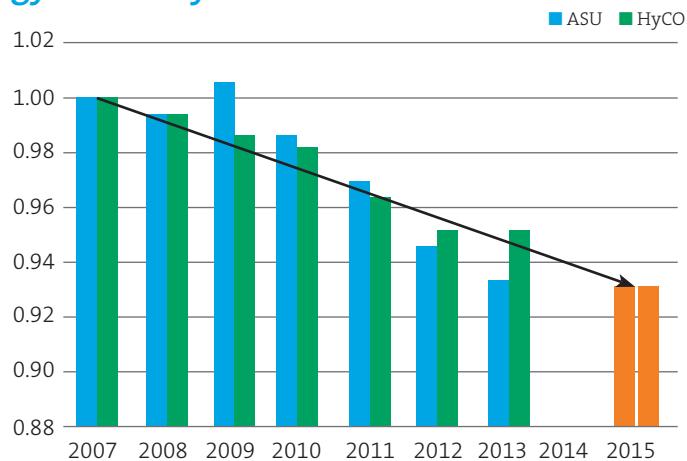
Against a calendar 2007 baseline, our 2015 intensity-based energy efficiency goals represent approximately 80 percent of our total global energy requirements. They include a seven percent reduction in energy consumption at our large air separation units (ASUs) per quantity of gas produced, and a seven percent reduction in fuel and feedstock consumption per quantity of hydrogen produced at our hydrogen, carbon monoxide and synthesis gas (HyCO) plants.

In 2014, we met our energy intensity goal for our ASUs, and continued to reduce intensity for HyCO facilities by increasing plant loadings; starting-up new, more efficient facilities; implementing continuous improvement and productivity projects globally; and optimizing plant performance.

EN5 and 7 Energy Conservation and Efficiency Improvements (Direct and Indirect)

Consistent with our seven percent intensity-based energy reduction goals, we continue to invest in efficiency improvements in existing facilities and new, high-efficiency production facilities. Over the course of our goal period (2007-2015), we expect to achieve an energy reduction of 12 million MM Btu of natural gas and 875 million kWh/year of electricity (at 2007 operating rates).

Energy Efficiency Performance



In 2014 we completed dozens of projects aimed at improving energy efficiency and reducing emissions. These projects included the redesign, replacement and/or upgrade of equipment, changes to manufacturing processes, and facility improvements. As a result, CO₂ emissions were reduced by an estimated 130,000 metric tonnes.

EN6 Initiatives Related to Renewable Energy

Air Products is focused on delivering productivity, energy efficiency, and helping our customers be more sustainable. We use our core technology and product strengths to bring cost effective solutions to our customers that help reduce their energy consumption and environmental impact. For example, application of our oxyfuel combustion technologies in the manufacture of cement, glass, aluminum and steel enables customers to improve fuel efficiencies up to 65% while reducing emissions of NOx and particulate matter. We are using another oxygen-enriched technology for advanced gasification facilities in Tees Valley, UK that will convert waste to power. We also supply products that support renewable energy, such as high purity process gases and cleaning agents, services that support the production of solar cells and high efficiency lighting, and curing agents for epoxy resins used in high strength-to-weight composites for wind turbines.

Likewise, hydrogen has many energy benefits, from removing sulfur from sour crude oil that enables refiners to meet fuel emissions standards, to increasing the amount of fuel that can be produced from a barrel of crude, to hydrogen's use as an emission-free transportation fuel. It can also be used to produce biodiesel from renewable feedstocks. Due to these benefits and our focus on the environment, Air Products continues to look for methods to produce hydrogen from renewable and low carbon sources, such as biomass.

EN8 Total Water Withdrawal

For 2014, our global water withdrawal was 45.5 billion gallons.

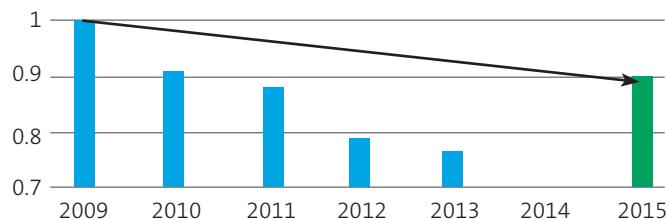
Water Withdrawal by Source	Million Gallons	1,000 m ³
Surface	1,600	5,900
Groundwater	1,500	5,600
Municipal Supply	42,500	161,000

Over the same period, water consumption—including water pumped, piped or otherwise brought on-site for use in manufacturing and related activities but not including the netting-out of water discharges returned to their sources—was 15.8 billion gallons. On an intensity basis, water consumption decreased by 5% year on year due to improved energy efficiency (since much of our water consumption is for cooling), process changes made as a result of plant water assessments, and the increased use of recycled water.

Gross Water Consumption (billions of gallons)	CY2014	CY2013	CY2012
U.S. Only	10.1	9.9	10.2
Balance of the Americas (Canada, South America)	1.3	1.0	1.0
Europe	2.1	2.0	2.0
Asia	2.3	2.3	2.3
Global	15.8	15.2	15.5

Air Products has met its water goal of reducing water consumption 10% on an intensity basis in the controllable portion of our usage off our 2009 baseline. We continue to reduce water consumption on an intensity basis through eliminating waste, increasing recycling and reuse, and offsetting water withdrawals with supply from reclaimed resources.

Water Goal Performance



EN9 Water Sources Significantly Affected

Water we use at our operating sites does not significantly affect any ecosystems, habitats or water sources. We continue to evaluate our water sources using the World Business Council on Sustainable Development's water tool and as part of our participation in CDP's annual water survey.

EN10 Recycled/Reclaimed Water

During calendar 2014, Air Products used 7.2 billion gallons of recycled/reclaimed water, primarily in the Americas at several HyCO facilities. Our Santa Clara, California plant continued to use recycled water, conserving approximately 60 million gallons of drinking water. Likewise our Santa Fe Springs joint venture replaced 73 million gallons of drinking water with recycled water, helping provide more water to the drought-stricken Los Angeles, California region.

EN11-15 Biodiversity

Early in the planning stages of any new capital investment, from new plants or expansions to pipelines, we assess safety, human health, socio-economic, cultural and environmental impacts with an aim toward balancing benefits with avoiding and minimizing impacts. Assessments include consideration for bio-ecology, land use and ecosystem impacts, including impacts on wildlife, vegetation and environmentally important habitats such as wetlands. These assessments can influence decisions to modify the project or develop mitigation strategies to ensure the ecological health of the region is maintained or enhanced. Likewise, our construction practices focus on preserving the local environment by reducing the likelihood of spills or negative effects from runoff.

Examples of Air Products' sponsorships of local ecosystems include:

- The Pool Wildlands Conservancy in Emmaus, Pennsylvania, a 72-acre wildlife sanctuary bequeathed by our founder, Leonard Parker Pool, to the Wildlands Conservancy, which today serves as the Lehigh Valley's only not-for-profit environmental organization

- Establishment and ongoing support of a Wildlife Sanctuary at our Hometown, Pennsylvania electronic specialty gases facility that includes nearly 50 acres of field, woodlands and wetlands
- Ongoing support for the 1,400-acre C. W. Milmore Wildlife Sanctuary adjacent to our Pace, Florida distribution terminal

Local efforts are also supported through Air Products Matching Gifts Program, which gives our employees the opportunity to help direct our philanthropic dollars. The program includes a category for U.S. Environmental and Conservation 501(c)(3) organizations that promote environmental conservation and manage environmental education. The Company, working with the Wildlands Conservancy, has also initiated new biodiversity projects at its corporate headquarters to improve both wildlife habitat and the aesthetics of the grounds.

EN16 and 17 Direct and Indirect Greenhouse Gas Emissions

Our Greenhouse Gas strategy is focused on managing the potential commercial risks of climate change and leveraging business growth opportunities. To that end, we are identifying opportunities to use our core technology and product strengths to bring cost-effective solutions to our customers to reduce their environmental impact while improving our efficiencies to reduce emissions and other potential costs. This approach is reflected in our [Greenhouse Gases Policy Statement](#).

GHG Emissions Methodology

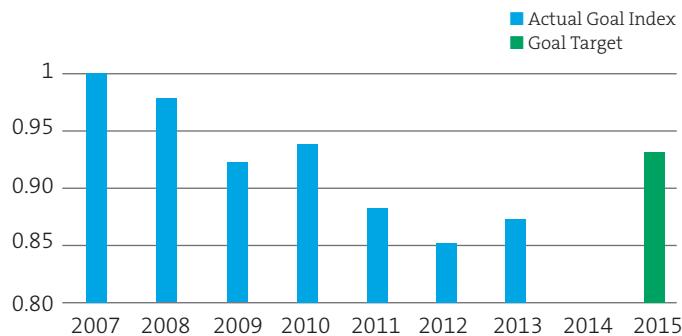
We use the WRI/WBCSD Greenhouse Gas Protocol standard to define organizational boundaries, operational boundaries, emission calculation methodologies (general and specific), sector-specific calculation protocols, and inventory quality aspects to ensure an accurate and representative inventory. An Inventory Management Plan, developed under the U.S. EPA Climate Leaders program, defines the work processes employed in managing our data, documents refinements to the emission estimation methodology, and guides any restatements of historical values based on objective criteria. The Inventory Management Plan and supporting work process reference documents cover our Scope 1, Scope 2 and Scope 3 reporting activities.

The calculations and data are subjected to several levels of quality assurance to ensure completeness and accuracy of the resulting emissions inventory. The entire inventory process is documented and subsequently summarized in the "Annual GHG Inventory Summary and Goal Tracking Form," originally developed by the U.S. EPA Climate Leaders program. The Inventory Management Plan, the Annual GHG Inventory Summary and Goal Tracking Form emissions report, and all the underlying calculations and data compilations are then reviewed by an independent, third-party assurance firm, providing a further level of quality assurance.

WSP Environment & Energy (WSP) conducted a limited assurance review of Air Products' 2014 Scope 1, Scope 2 and Scope 3 greenhouse gas inventory in accordance with ISO 14064-3. WSP issued an Assurance Statement, attesting to Air Products' adherence to the Greenhouse Gas Protocol and the absence of any material inaccuracy in the representation of the inventory data.

We have met our 2015 goal to reduce greenhouse gas emissions by 7% indexed to production from a 2007 baseline through significant reductions in emissions from our Electronic Specialty Materials facilities and plant efficiency improvements, particularly at our HyCO facilities. Given projected production increases, we continue to track performance with our combined Scope 1 and Scope 2 intensity metric.

GHG Goal Index Performance



	2007	2008	2009	2010	2011	2012	2013	2014	2015
Actual Index	1.0	0.983	0.930	0.944	0.894*	0.861*	0.877	0.856	
Index Goal	1.0								0.93

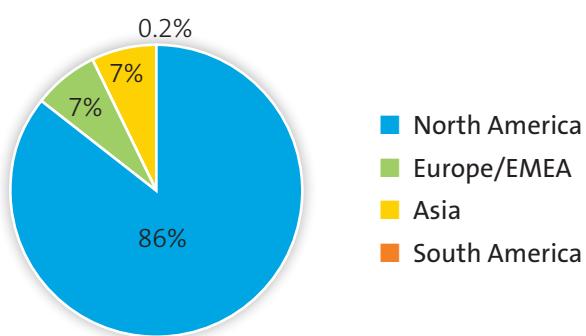
*Restated in 2013

In 2014 we continued reporting of Scope 3 emissions, covering 11 of the 15 Scope 3 categories. Most emissions were based on analyses completed with the life cycle assessment tool, SimaPro. Details about our Scope 3 emissions are available in our 2015 CDP Climate Change response.

Understanding Our GHG Footprint

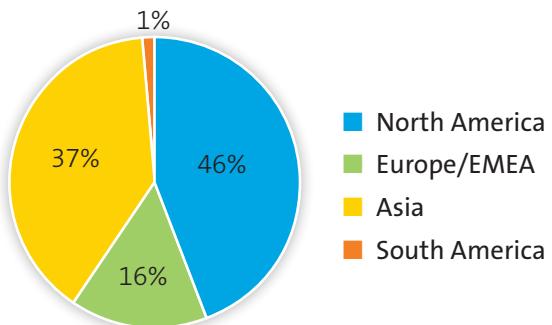
For calendar 2014:

Direct emissions (Scope 1) of 15.88 million metric tonnes (mmt) were up 6% vs. prior year. This reflects increased production activity across all business lines, particularly from a new hydrogen production facility in China and full year operation of large hydrogen plants that started up in the US in late CY2013.



Direct Emissions 15.88 mmt

Indirect emissions (Scope 2) of 11.57 million metric tonnes (mmt) were up 7%. This reflects increased production activity across all business lines, particularly from the start-up of new air separation units in Asia.



Indirect Emissions 11.57 mmt

	CY2014	CY2013	CY2012
Scope 1 Direct Emissions (MT CO ₂ e)	15.88 million	14.97 million	14.77 million
Scope 2 Indirect Emissions (MT CO ₂ e)	11.57 million	10.85 million	10.56 million
Scope 3 Emissions (MT CO ₂ e)	13.66 million	13.75 million	10.05 million

EN18 Initiatives to Reduce GHG

As noted in EN5-7, we have implemented projects that reduce greenhouse gas emissions directly, or indirectly through energy efficiency improvements. Through these projects we reduced GHG emissions in 2014 by over 57,000 tonnes.

- Oxygen for oxyfuel combustion that reduces fuel consumption and GHG emissions; for de-bottlenecking catalytic cracking units and sulfur recovery units; for facilitating CO₂ capture and sequestration; for waste gasification; and in biomass combustion/gasification for renewable power and biofuels.
- Hydrogen for use as an emission-free transportation fuel; in the production of biofuels from renewable feedstocks; and to enable refiners to meet fuels emissions standards while increasing the amount of fuel that can be produced from oil.
- Nitrogen for unconventional natural gas production and increased demand for energy-integrated Liquefied Natural Gas (LNG).
- High purity process gases and cleaning agents and services that support the drive for renewable energy sources.
- Gases for high efficiency lighting and insulation of windows to reduce energy losses from building.
- Catalysts and surfactants for polyurethane foam that provides superior insulation.
- Curing agents for epoxy resins used in high strength-to-weight composites that enable weight reduction in transportation vehicles and wind turbines.

EN19 Ozone Depleting Substances

Air Products does not manufacture or sell pure chlorofluorocarbons (CFCs) or methyl bromide. We also do not manufacture hydrochlorofluorocarbons (HCFCs); we sell different gas mixtures that contain small quantities of HCFCs and CFCs in cylinders for calibration of detection instruments, as allowed under the Montreal Protocol. In Poland and Spain, we are a refrigerant distributor but also recover, recycle and reclaim for destruction. At our facilities we have phased out the use of CFCs in our plant refrigeration systems, while eliminating the use of HCFCs completely in Europe and at other plants when refrigerant systems are replaced.

EN20 NOx and SOx

NOx emissions were up by 10 tonnes in 2014 from the prior year due primarily to production increases. Emissions of SOx were down slightly from the prior year due to a large plant in the United States stabilizing operations and the divesture of a plant in South America.

	2014	2013	2012
NOx Emissions (MT)	1,470	1,460	1,273
SOx Emissions (MT)	100	106	116

EN21 Water Discharge

Globally, Air Products discharged approximately 28 billion gallons of water in 2014, primarily to treatment facilities and the original water sources. As in prior years, the direct water discharges from the majority of our industrial gases operations were predominantly cooling tower blowdown streams with low chemical oxygen demand (COD) impact. COD releases totaled 30 tonnes for 2014. Our chemical facilities and HyCO operations typically generate higher COD waste water streams; however, these are transferred to nearby regulated facilities where COD is effectively treated prior to the water being discharged to the environment. COD transferred off-site for treatment totaled 1,330 tonnes in 2014.

Water Discharges	Million gallons	1000m ³
Discharged to treatment facilities	25,900	97,900
Discharged directly to surface water	1,800	6,900
Discharged directly to groundwater	3.0	11

EN22, 24 Weight of Waste and Hazardous Waste

Based on internal record keeping, external reporting to agencies, and verification documents from approved waste disposal vendors, the weight of hazardous waste from operations globally was 25.0 million pounds during calendar 2014. This decrease from 26.2 million pounds during calendar 2013 was due to waste minimization efforts. A new hazardous waste goal that is global in scope is in development.

Hazardous Waste Disposal (million pounds)	2014	2013	2012
Landfill	8.8	4.4	2.9
Incineration	6.4	6.9	5.5
Recycling	6.7	7.3	9.4
Treatment/Disposal	3.1	7.6	13.0
Total	25.0	26.2	30.6

Air Products is continuing to analyze and assess information that is available for non-hazardous waste on a global scale.

At our corporate headquarters, we reached a recycling rate of 53% during 2014 that included:

- Recycling 28.4 tons of cans, bottles and glass
- Recycling 150 tons of cardboard
- Recycling 104.5 tons of paper
- Composting 7 tons of food waste

EN23 Significant Spills

The number of environmental incidents reported globally was up slightly year-on-year (~3%), while notices of violation were down by approximately 9%.

Toxic releases were up 13% in 2014 due in large part to operational changes at a wastewater treatment facility. Air emissions and hazardous air pollutants (HAPs) declined due to improved leak detection and repair.

TRI Releases* (millions of pounds)

	CY14	CY2013	CY2012
Air	0.39	0.5	0.6
HAPs*	0.21	0.25	0.34
Water	0.22	0.05	0.03
Land	0.32	0.27	0.27
Total	0.93	0.82	0.91

*Hazardous Air Pollutants as defined by the EPA; subset of total releases to air

EN25 Biodiversity Value of Water Bodies and Related Habitats

Air Products has no known water discharges from operations with significant impacts on water bodies.

EN26 Initiatives to Mitigate Environmental Impacts

We believe that protecting the environment is a key element of sustainability. To that end, we work to minimize the environmental impacts of our operations and products and enable our customers to do the same.

Potential environmental impacts are evaluated during product development through a stage-gate process where environmental concerns must be addressed before a product can move through a gate and to the next phase of development. We also proactively seek alternative raw materials and develop products that have less impact on the environment. For commercial products, potential environmental impacts have been assessed through our product risk review process, which establishes risk management measures for products based on their intrinsic environmental hazards. Depending on the potential environmental impact, we can also conduct life cycle assessments of products and processes to identify areas for improvement.

We also evaluate environmental protection during plant design and operation. All capital expenditure authorizations, which are required to finance new projects, include environmental considerations. From an operations perspective, we have set specific goals to reduce emissions, water consumption, and energy use. We also established greenhouse gas reduction targets based on our verified GHG inventory.

Importantly, the majority of our products and services enable our customers to reduce their environmental impacts. Some examples include use of our hydrogen by refiners to remove sulfur dioxide from crude oil, thus producing cleaner fuels that enable vehicles to operate more efficiently and reduce emissions of SOx, NOx and particulates; water treatment technologies that improve water quality and reduce wastewater sludge; and performance materials such as water-based products that eliminate solvents and reduce VOCs, low- or no-emission catalysts, and replacement products for nonylphenol and nonylphenol ethoxylate-containing surfactants.

EN27 Products and Packaging Materials Reclaimed

Most of our gaseous products are consumed either through combustion or reaction, or are atmospheric gases that can be safely vented after use. We supply the majority of materials in two-way bulk or semi-bulk containers or via pipelines, so packaging materials are not required. For small-scale supply, cylinders are returned and reused.

In our Electronics business, 99 percent of the containers we use are returnable, requiring little or no packaging materials.

In 2014, we continued our container recycling program at our U.S. Performance Materials facilities using EarthMinded® Life Cycle Services, a network of industrial drum and IBC reconditioners. In 2014, we collected over 12,000 containers for recycling and reuse, including nearly 7,500 steel drums, nearly 2,800 plastic containers and over 2,000 IBCs. Eighty-five percent of the containers were reusable, enabling the reuse and recycle of over 405,000 lbs of steel and 156,000 lbs of plastic.

EN28 Significant Fines and Sanctions

In fiscal 2014, our environmental fines totaled \$150,510.

Year	Environmental Fines
2014	\$150,510
2013	\$48,560
2012	\$168,000
2011	\$1.64 million
2010	\$15,000
2009	\$31,000
2008	\$39,000

EN29 Transportation Impacts

Air Products operates a fleet of 823 trucks in the U.S. that consumed over 7.9 million gallons of diesel fuel and traveled over 51 million miles in 2014. Through our efficiency programs, which include replacement of pre-emission engines, increasing the amount of product loaded in each trailer, and improving miles per gallon through driver behavioral programs such as reduced idling, we have significantly reduced our emissions of CO₂, NOx and particulate matter (PM) per loaded mile since 2009.

EN30 Environmental Expenditures

During fiscal 2013, Air Products spent \$35.1 million for operating expenses directly attributable to environmental protection activities. We spent another \$5 million in 2014 for capital improvements in our facilities to control emissions and reduce waste.

Social

Labor Practice Disclosure on Management Approach

When it comes to human rights, Air Products has a simple standard: we do not condone child labor, forced labor or discrimination of any kind. We follow labor and employment laws in the countries where we operate, including upholding employee rights such as freedom of association, privacy and equal-opportunity employment.

Our global Human Rights Policy is aligned with the UN Global Compact's 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. The Policy is a core component of our Code of Conduct, to which every Air Products employee is required to abide and receives training.

To manage our human rights performance, we use a formal Country Risk Assessment process and rely on external research to better understand the regions that may be more prone to human rights issues. We use this information to develop meaningful risk assessments and mitigation plans.

We acknowledge the rights of our employees and adhere to all local employment laws, wherever we operate, globally. We recognize and respect people's cultural differences and are committed to hiring individuals with varied backgrounds. We support equal opportunity, value diversity, and strive to provide a work environment that is supportive and inclusive of differences.

We maintain a strong policy against harassment, discrimination and retaliation of any kind based on race, color, religion, national origin, age, citizenship, gender, marital status, pregnancy, sexual orientation, gender identity and expression, veteran status, or physical or mental disability.

Positive Employee Relations

We work to create a culture that affords employees the opportunity to work without fear of intimidation, reprisal or harassment. We hold managers and leaders accountable for positive employee relations. We abide by an open door policy and strive for employees' questions and concerns to be resolved in a fair and timely manner. Some of our employees are represented by officially designated third parties or designated/elected employee representatives, and we respect their freedom of association and right to bargain collectively and comply with pertinent locals laws where we operate.

Priority #1: Safety and Health

The safety and health of our people, customers and the communities where we live and operate remains our highest priority. We believe all accidents are preventable, and our goal is zero injuries. We also aim to meet or exceed applicable occupational health and safety standards.

All employees must abide by our Total Safety Philosophy as a condition of employment. Safety activities are tracked and assessed, and steps are taken to further improve safety throughout the Company.

Good health supports good business, and we strive for a work environment that upholds and improves employees' mental and physical health through a variety of programs, tools, training and services.

Education and Training

Air Products has a globally consistent learning and development strategy to develop the talent we need and provide long-term career development for our people. This is deployed through a global learning management system and our Human Resources organization.

We provide a significant amount of Web-based course offerings with development tracks to ensure our employees are trained to comply with safety, job requirements, innovate new customer solutions, and grow professionally.

Over the past eight years, more than 1,000 leaders around the world have completed our Leadership Education program, which takes participants through a personal examination of their knowledge, skills and leadership attitudes to select developmental goals that meet personal growth and Company needs. Over 200 leaders have attended our Experienced Manager Program, which focuses on strategy and leading other leaders in the organization. In addition, over 1,500 new managers and supervisors have completed our global Management Fundamentals Program—a 12-month program with one week of instructor-led training and 10 e-learning modules to continue learning and drive application to the job. We also provide an Educational Assistance Program by which 124 eligible employees globally received funding during the FY14 year for accredited undergraduate, graduate or certificate courses of study from qualifying institutions.

The most senior executive with responsibility for labor aspects is the Vice President of Human Resources.

LA1 Workforce Demographics

At the end of fiscal 2014, Air Products (including majority-owned subsidiaries) had approximately 21,600 employees, of whom 98 percent were full-time and of whom approximately 58 percent were located outside the United States.

	Fiscal 2014	Fiscal 2013	Fiscal 2012
The Americas	50%	45%	49%
Europe/ROW	23%	25%	25%
Asia	27%	30%	26%
Total	21,200	21,600	21,300

Globally in fiscal 2014, Air Products' workforce was 77% male and 23% female.

	Men	Women
The Americas	78%	22%
Europe/ROW	74%	26%
Asia	77%	23%
Total	77%	23%

LA2 Employee Retention

Air Products strives to attract and retain employees through challenging work that makes a difference in the world. Many of our employees have worked for the Company for decades, while others have recently joined us. In FY14, our global turnover rate for employees was 11.1%.

LA3 Employee Benefits

We want to attract talented employees. And once they're here, we want to keep them engaged in achieving our business goals. Our total rewards approach includes:

- Market-based pay and merit-based incentives
- Stock options and purchase plans
- Savings plan match and profit sharing plans
- Medical and dental insurance
- Flexible spending accounts for healthcare and childcare
- Healthcare insurance for same-sex domestic partners
- Paid vacation, holidays and sick days
- Life, accident, short-term and long-term disability insurance for eligible employees
- Retirement healthcare benefits and plans

LA15 Parental Leave

Our policies and practices give employees flexibility to manage their work with the other demands in their lives, including caring for their families. Our practices include:

- Parental and adoption leave
- Flexible schedules, telecommuting and compressed workweeks
- Reduced hours (including part-time and job sharing)
- Personal, education, medical, military and bereavement leave
- Employee and relocation assistance services
- Eldercare referrals
- Leave of absence programs

LA4 Collective Bargaining

Air Products has collective bargaining agreements with unions at a number of locations throughout the world. In locations where employees are represented by a third party, Air Products respects that relationship and works directly with the third party. Globally, 19% of our employees are members of collective bargaining units.

Our European Employee Forum (EEF) is a body of elected representatives from all European locations with an employee population of 50 or more following the EU Directive. For locations with under 50 employees an EEF representative is connected with a locally appointed person to ensure a fully inclusive process. The EEF meets with management annually to discuss topics of interest and additionally is consulted on significant transnational business issues including restructuring or redundancies. At a country level Air Products consults with Works Councils, Unions, employee groups and where necessary employees directly and all procedures are in compliance with local labor laws. In the UK and Ireland, where Air Products has a significant employee population, we introduced a standing elected employee consultation group, the Information and Consultation Forum (ICF), to enable the Company to have a much more effective consultation mechanism with its UK and Irish employees. Elected representatives from the ICF participate in the EEF meetings.

LA5 Operational Changes

Air Products addresses labor relations in our [Human Rights Policy](#). We have maintained good relationships with employees when significant change has occurred through timely, respectful, and compliant communications. We comply with all regulations regarding notice to employees in the countries where we do business. Remaining mindful of regulatory requirements, we communicate through a number of channels, including messages from leaders, our corporate intranet, webcasts, town talks, Ask Management online forums, and newsletters, among others.

LA7 Rates of Injury and Work-Related Fatalities

In FY14 we saw significant increases in our safety incident rates with the exception of our vehicle accident frequency rate, which improved by 21% to a rate of 0.81 preventable accidents per one million kilometers driven. Many of the employee and contractor incidents were experienced in our acquisition in South America, including 30 percent of employee and 50 percent of contractor lost time injuries. Excluded these injuries in FY14, our lost time injury rates were flat. During FY15 the South American operation is being integrated into our Industrial Gases Americas business and improvement initiatives are being undertaken, including full implementation of our Basic Safety Process (BSP).

	Fiscal 2014	Fiscal 2013	Fiscal 2012
Employee Recordables	140 (0.58)	107 (0.52)	117 (0.54)
Employee LTIs	60 (0.25)	40 (0.19)	39 (0.18)
Contractor Recordables	79 (0.57)	56 (0.50)	69 (0.74)
Contractor LTIs	55 (0.44)	21 (0.19)	28 (0.30)

(Rates shown in parenthesis based on the number of recordable incidents for each 100 full-time employees per year, based on 2,000 hours worked per employee per year)

We also updated our BSP in FY14 and began implementing the revised process globally. We conducted classroom training globally to our operations, maintenance and driver teams, and are providing virtual training to our office based employees. Training is expected to be completed in FY15 and we anticipate a positive impact on our safety performance.

Regrettably we had a tragic road accident that resulted in the death of one of our commercial fleet delivery drivers in the UK. Exposure of our commercial delivery fleet to accidents on the road is one of our larger safety risks, given the more than 120 million miles driven annually by our fleet around the world. Because of this, defensive driving and driver safety management is a top priority in our safety programs.

LA8 Global Health and Wellness at Air Products

We provide a variety of educational, training, counseling and prevention resources to maintain and improve the mental and physical health of our global workforce. Our Global Health and Wellness staff:

- Works closely with our EH&S organization to ensure global standards comply with governmental regulations on topics including handling of blood- borne pathogens, medical records management, emergency response, fire brigade and confined space entry rescue, among others.
- Provides wellness assessments and health coaching for employees in the U.S. and Canada, including a program for more than 800 professional Air Products drivers.
- Provides a program of travel medicine—including formal standards and policies for medical evaluations, training, administration of medications and/or immunizations, country-specific information and educational materials and more—to help employees and family members traveling internationally or working abroad.
- Collaborates with our Global Security and Corporate Travel organizations to ensure employees have the most current information they need to travel safely, including a dedicated Intranet portal for relevant information.
- Coordinates a Taking Charge of Our Health Wellness Program in North America in which thousands of Air Products employees participate. The Program offers webcasts, physical activity challenges, online tools and educational materials, biometric screenings, and “wellness credits” that translate into medical contribution deductions for current employees.
- Conducts global Influenza Awareness campaigns, providing flu vaccines at employee work sites to promote seasonal influenza vaccinations. This has resulted in vaccination rates higher than national averages at many Air Products locations for the past several years.
- Works with our Health Response Task Force, a sub-team of the Corporate Crisis Management Team, providing training and guidance to over 550 Health Response Officers throughout the Company who serve as a first line of defense for keeping our workforce safe from transmission of disease.
- Works collaboratively with employees, Human Resources and management to determine reasonable accommodations for employees living with a disability so that they can work safely and productively.

LA10 Employee Training

Employee roles and responsibilities, as well as current and future business needs, determine training and learning requirements and opportunities. All training, education, and knowledge sharing throughout the Company are provided in a nondiscriminatory fashion. In addition to formal training and education, we also measure the time invested in learning through other events, such as hands-on training, learning communities, action teams and knowledge transfer processes, which are available to all employees. In 2014 employees spent, on average, 30 hours in formal training and 75 hours in additional active learning events. Therefore, the total time invested in learning events in fiscal 2014 was 105 hours on average per employee, a slight decrease from the prior year.

Skill Area	FY14 Average Training Hours per Employee	FY13 Average Training Hours per Employee
Engineering/Technology	32	31
Plant Operations	40	39
Supply Chain	26	29
Professional	20	21

LA11 Skills and Lifelong Learning for Retirees

When it's time for our colleagues to retire, we not only honor their knowledge and contributions, we give back by providing a number of services that help them transition to and remain active in their retirement. Our Knowledge Retention and Transfer process uses a variety of tools to help retiring employees impart their knowledge. As colleagues approach retirement, we offer services and planning seminars on topics such as "financial readiness" and "the transition to non-working life." Our Credit Union, in the US, also provides contracted services for retirement financial planning.

Some of our retirees return to work on a part-time basis through our Supplemental Employment Program, enabling them to work up to 1,000 hours within a fiscal year and collect a salary comparable to what they earned prior to retirement (assuming the work is comparable).

Air Products' network of more than 1,500 retirees across the U.S. is an active part of our extended community. Members of Air Products Retirees association, AIRPro, stay connected through a variety of means and have the opportunity to continue working in local communities through the Air Products (Retiree) Volunteers (APV) organization, which matches retiree volunteers with specific needs in their local communities.

LA12 Performance and Career Development Reviews

We use a global Performance Enhancement Process that knits together the cascading of organizational goals and objectives, performance management, career development, succession planning, workforce planning and compensation to help maximize the productivity of our workfoce and strengthen our talent pipeline.

Our Human Resource Planning (HRP) process is driven by strategic business plans and helps ensure the development of a high performing organization. This ongoing process ensures that the right people are available at the right time to meet business and marketplace needs. The HRP process identifies 1) critical talent management issues; for example, employee development, retention, deployment, additions, realignments, organization structure changes, growth and consolidation; and 2) talent pools, including high-potential individuals. An output of the HRP Process is a detailed Action Plan that drives the development of both the individuals and the organization. The process also supports staffing and succession decisions.

LA13 Diversity and Inclusion

Air Products draws strength and opportunity from the diversity of its workforce. In a dynamic, global marketplace, our success is dependent on having a collaborative, inclusive, and respectful work environment. With this in mind, our global Diversity & Inclusion strategy is focused on delivering against four key objectives:

- Diversifying the leadership pipeline
- Embedding inclusive leadership practices
- Enhancing cross-cultural competencies and collaboration
- Increasing employee engagement through inclusiveness

To realize these objectives, the Company has an active D&I training program, that includes:

- D&I training for all new employees within the first year of hire
- Inclusive leadership training for new people leaders as part of the Company's Global Management Fundamentals leadership development program
- D&I Toolkits for intact teams to use to explore issues related to topics such as inclusive team dynamics, unconscious bias, cross-cultural competency and employee engagement.
- Access to just-in-time, self-service learning modules on working across cultures

In FY14, the Company launched a global Women's Development Program aimed at supporting the development of women into leadership roles. The program engaged almost 70 early to mid-career women in one of seven learning circles in Asia, Europe and the Americas, all facilitated by male and female senior leaders. The participants and facilitators alike said the program was highly valuable and we intend to track the career trajectory of the participants over the next several years.

Other initiatives include: women and minority leadership events, enhanced peer-based recognition programs, mentoring and networking initiatives, and a strategic effort to build and enhance relationships with external diversity organizations to invest in the future talent pipeline and increase our access to diverse talent.

Most recently, the strategic focus has been on fully embedding D&I into all of our Talent Management processes, including the assessment, selection, assessment and development of talent. One key to this work is embedding just-in-time unconscious bias workshops.

Leaders are held accountable for Diversity and Inclusion in several ways, ranging from developing annual Diversity Action Plans as part of their Talent Management planning, to ensuring a diverse slate of candidates for U.S.-based job postings. Our most senior leaders review their diversity metrics with the head of D&I on a quarterly basis.

The Company sponsors eight Employee Resource Groups (ERGs) that serve as a two-way communication channel between Company leadership and participants. Our seven ERGs focus on planning educational and development focused events for Women, Hispanics, African Americans, LGBT, Asians, and Employees with Disabilities. Today, almost 1,000 employees are registered participants in at least one of these ERGs.

LA14 Remuneration

Air Products has competitive pay practices and programs to attract, retain and develop our world-class workforce. Our human resources processes ensure external competitiveness and internal equity, with a pay for performance approach that is aligned with our vision, values and business strategies. Air Products has established competitive pay levels that are based on job descriptions and independent of gender, age, ethnicity, or other characteristics, so there is consistency in the pay range for employees performing the same job function.

Social

Human Rights Disclosure on Management Approach

Air Products does not condone child labor, forced labor or discrimination of any kind. We follow labor and employment laws in the countries where we operate, including upholding employee rights such as freedom of association, privacy and equal-opportunity employment, and take proactive measures to foster diversity and inclusion. Our global Human Rights Policy is aligned with the UN Global Compact's 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. Our Human Rights Policy is a core component of our Code of Conduct, to which every Air Products employee is required to abide and receives training.

Air Products has been an early adoptor of sourcing conflict minerals responsibly from the DRC and surrounding countries. As a Specialty Chemicals supplier to the Electronics Industry, we worked with our leading electronics customers to ensure the Tantalum, Tin, Tungsten and Gold (3TG minerals) we source from around the globe are Conflict Free. We have leveraged the joint efforts of the EICC and GeSi, known as the Conflict Free Sourcing Initiative (CFSI) to validate 3TG Smelters as Conflict Free. In May of 2014 we filed our first Form SD and Conflict Mineral Report with the SEC. This report is available on our Company website at: <http://investors.airproducts.com/phoenix.zhtml?c=92444&p=irol-sec> We continue to work with our direct suppliers of 3TG minerals as well as suppliers who provide us with components for our equipment that are often several tiers removed from the smelter. As highlighted in our [Statement on Conflict Minerals](#), our objective is to provide supply chain transparency from our suppliers and to our customers and enable conflict free responsible sourcing.

The security and safety of our employees and the communities in which we operate has always been a priority. In support of these efforts, and as part of the Air Products Security Plan, we regularly communicate with employees about the importance of security and expectations for employees to focus upon security matters.

Our formal security policies and standards address employee and facility security, product security, pipeline and land transportation security, Security Vulnerability Assessments (SVAs), workplace violence, and security services for which we contract, among other areas.

The most senior executive with responsibility for labor aspects is the Vice President of Human Resources.

HR1 Acquisition Screening

As part of our entry strategy into new geographies, including those involving acquisitions, we examine human rights records for countries of interest. As part of periodic business reviews, we also provide updates to profiles for countries where we have operations in place. Our due diligence of specific companies and their key management also includes checks for any "red flags" which would highlight significant issues. We do not track the percentage or number of agreements and contracts that include clauses regarding human rights concerns.

HR2 Screening of Suppliers and Contractors

All suppliers and contractors are expected to comply with the Human Rights principles of our Global Code of Conduct.

HR3 Employee Training

We make our Global Code of Conduct – which references our Human Rights Policy – available to our global workforce and conduct mandatory training. Employees also periodically certify their understanding of and compliance with the Code of Conduct. All new hires as well as select interns, co-ops and other groups are both trained and certify compliance.

In addition, our Commit to Integrity learning program offers a comprehensive curriculum on ethics and compliance topics, and our people take selected modules based on their roles and responsibilities.

HR4-7, 9 Fundamental Rights

- Nondiscrimination: There were no judicial or administrative decisions of discrimination made against us on the grounds of gender, race, color, sex, religion, political opinion, national extraction or social origin in fiscal 2014.
- Freedom of association: no operations have been identified where these rights are at risk.
- Child labor: Employees in all of our operations are older than the legal minimum ages in those jurisdictions. None of our operations have been identified as being at significant risk for incidents of child labor and/or young workers exposed to hazardous work.
- Forced labor: None of our operations have been identified as being at significant risk for incidents of forced or compulsory labor.
- Indigenous rights: There were no incidents of violations involving the rights of indigenous peoples in fiscal 2014.

HR8 Security

Security Personnel: Air Products employs security personnel globally, including a cyber investigation team, with much of our security staff having prior security, audit and law enforcement backgrounds. All third-party contracted security personnel are properly vetted to ensure professional services are achieved around the globe.

Security Vulnerability Assessments (SVAs): Air Products has a regimented, global SVA program in place supported by trained personnel and global policies and standards. The SVA process systematically assesses the risks at each facility and determines security measures needed to ensure risks are properly mitigated.

Chemical Facility Anti-terrorism Standard (CFATS): Our security and process safety teams are actively engaged in the CFATS effort. We have completed the “Top Screens”, SVAs and Site Security Plans (SSPs) per the regulation and have implemented changes as necessary.

U.S. Customs Trade Partnership Against Terrorism (C-TPAT) Programs: Air Products is a certified and validated C-TPAT member, and we remain committed to the program. We consistently look to maintain the highest level of security and integrity across our supply chains.

Transportation Security: Under our EH&S Corporate Risk Management Process, our Transportation Risk Team evaluates toxic-by-inhalation and flammable gases and chemicals that meet our established corporate risk criteria, completing assessments to analyze transportation risk. This analysis includes a Process Safety review, evaluating package specifications and sizes, shipment frequency, route, carriers, emergency response capabilities, and elements of safety in the supply chain.

Global Security Incident Reporting System: We have implemented a global incident reporting system to respond to suspicious behavior and other security-related activity. All incidents are recorded and investigated by appropriate internal resources, and when appropriate, are reported and investigated by external law enforcement agencies, including the regional Joint Terrorism Task Forces in the U.S.

Employee Travel Security Program

- Air Products utilizes a web-based travel tracking tool that enables us to identify, locate and communicate with employees traveling anywhere in the world. Our Global Security and Global Health & Wellness organizations provide security and medical advisories to employees traveling internationally.
- A security risk assessment is completed for all employees who travel to high-risk locations, including evaluation of travel, lodging and evacuation plans.
- On our corporate Intranet, our World Alert Website provides current security and medical information for major events such as pandemics. Additionally, a list of high risk locations, posted travel restrictions, and travel advisories are available to our global employees.

HR10 Human Rights Reviews

Air Products uses a risk-based approach to identify risks that might impact our operations throughout the world. Our Country Risk Assessment process provides a detailed review of operational risks across broad risk areas, including human rights. In identifying regions that may be more prone to human rights issues, we use multiple data sources, including subscription services such as Maplecroft, as well data from the U.S. government, OECD, The World Bank, NGOs and other groups, to develop meaningful risk assessments. Our businesses then identify and create appropriate mitigation plans for key risk areas identified during the reviews.

HR11 Human Rights Grievances

Air Products maintains multiple venues for stakeholders, to submit any concerns related to any aspect of our Code of Conduct. Our Employee Code of Conduct specifically addresses our commitment to Human Rights and adherence to relevant local laws pertaining to child labor and employee rights. Stakeholders may submit any grievances or concerns via our IntegrityLine or IntegrityOnline web service. Employees are trained to engage local management and staff resources to address any concerns and to use our formal reporting systems if they feel their concern cannot be adequately addressed using local resources. Additional internal reporting systems augment our IntegrityLine resources.

These systems are constantly monitored and allegations are reviewed, referred to appropriate investigative resources, and then entered into a case management system where the progress of the investigation is monitored by an independent observer. During 2014, no allegations related to human rights as defined in Section HR 4-7 and 9 of this report were submitted via any of the reporting systems.

Social

Society Disclosure on Management Approach

Our core value of safely and responsibly caring for each other, our communities and the global environment is foundational to our Company. Air Products has a strong history and reputation for being a responsible corporate citizen in the hundreds of communities where we operate throughout the world.

We operate on a principle that healthy and vibrant communities are key to building a successful and growing business and to our ability to attract, retain and develop talented employees. This belief shapes our community engagement and development efforts.

We are committed to:

- Operate by the highest standards of integrity and ethical behavior as the environment in which we do business continues to change.
- Be a leader in the areas of the environment, health and safety and comply with or exceed laws and regulations.
- Design and operate our plants and facilities in a manner that protects the environment and the health and safety of our people and the public.
- Develop and produce products that can be manufactured, distributed, used, and recycled or disposed of in a safe, secure and sustainable manner.
- Be an employer of choice, known as much for the way we value our employees as for the quality of our products or our earnings.
- Be a part of our communities through time, talent, resource and financial contributions.

The most senior positions with responsibility for Society aspects is the Senior Vice President, General Counsel and Chief Administrative Officer.

SO1 Community Engagement and Development

Engaging our communities and contributing to their economic health and social infrastructure is an important element of our investment strategy and our responsibility to operate our facilities safely and efficiently around the world. Through open dialogue, and by measuring our activities and performance, we strive to understand the needs of our local communities, continually improve our performance, and deepen our relationships with our community stakeholders.

Community Relations, Training and Engagement Plans

Air Products' plant management and other personnel communicate with stakeholders on a regular basis and solicit feedback on our processes and procedures, the safe use of our products, and the key issues and needs in the community. Outreach training sessions are held periodically for site managers and other corporate staff involved in implementing community relations/stakeholder outreach plans. This training focuses on skills for engaging the public and the role that building trust and credibility plays in our stakeholder relationships.

All of our priority sites have established stakeholder engagement plans, which include a combination of personal outreach, annual meetings, tours, collaboration and drills with emergency responders, philanthropy and a goal to build and maintain good will. In addition, some of our sites have Community Advisory Panels (CAPs) serving as a liaison between the community and plant management. The ongoing feedback from these CAP discussions often is considered when addressing EH&S issues and performance and to generate ideas for improvement.

Where we have pipelines supplying gaseous products to customers, Pipeline Awareness Coordinators oversee compliance with federal and state regulations regarding public awareness concerning our hydrogen, carbon monoxide and syngas pipelines. This includes soliciting regular feedback from and communications with a number of external stakeholders including excavators, communities where our pipelines are located, emergency responders and public safety officials.

Community Philanthropy Criteria

Decisions regarding community relations activities are made after being carefully reviewed and measured against three main criteria:

- **Addressing Community Needs**, which includes demonstrating leadership, innovation and vision through support of major projects as well as on-going community "quality of life" issues in areas including education, environment, health, human service, safety, community and economic development, and arts and culture; supporting those activities and projects that share our commitment to diversity; providing support when employees and families and the communities they live in are impacted by major disasters.
- **Engaging Employees** through augmenting employees' volunteer interests and efforts with charitable contributions and other resources; providing opportunities to refresh employee morale which builds loyalty and a positive view of our Company; and leveraging those activities that may also support recruitment and retention efforts.
- **Business case** when the mission of community activities are a fit with the priorities of Air Products including workforce development, vocational technical education, and STEM related programs for underserved students.

Many of our plant managers are engaged on local boards and nonprofit organizations, and over 90% of our senior executives serve on nonprofit boards.

SO9 Negative Impacts on Local Communities

We had no reports of significant potential or actual negative impacts on local communities in the reporting year.

SO10 Prevention and Mitigation Measures

We have not needed to implement prevention and mitigation measures in local communities.

SO2 Risk Assessment for Corruption

Our Corporate Risk Office gathers input from subject matter experts in all of our business and functional areas on risk elements of our corporate activities to compile our Corporate Risk Matrix. Each group is asked to provide information about risk elements in their area, including corruption. In addition, risk analyses are done to support entry into new geographies or markets, including assessments of the climate for corruption where an Air Products business unit is looking to engage in new business activity. Due diligence on potential private venture partners includes background information on activities which might fall under the category of corrupt business practices. We also perform an annual risk assessment for each of our existing joint ventures, and one of the risk factors that we evaluate is country risk as it relates to corruption and enforcement of rule of law. These activities collectively cover our core businesses. We reinforce our expectations for employee and supplier behavior via our Code of Conduct.

SO3 Anti-corruption Training

Employees are identified as candidates for Foreign Corrupt Practices Act (FCPA)/Anti-bribery training based upon the position they hold and where they are located. Of the required employees targeted globally for FCPA training, we have achieved a 98 percent completion rate. We have broadened this training to include global anti-bribery and anti-corruption (ABAC) awareness and 94% of employees with this requirement have completed the ABAC training. Both of these training sessions are available in 16 languages to facilitate understanding of these important topics. We also require all employees to complete multi-unit courses on our Code of Conduct and Competition Law.

SO4 Anti-corruption Governance and Actions

Air Products takes a strong position on all violations of its Code of Conduct. We maintain telephone and Web-based allegation systems designed to be compliant with local regulations and rulings. Stakeholders who wish to make allegations of violations in accordance with the Sarbanes-Oxley Act or our Code of Conduct can report their allegations, consistent with local regulations, to their local management, functional specialist or to our allegation system. All reported incidents and the related investigations are reviewed quarterly with our Corporate Investigation Council and annually with the Compliance and Risk Committee, which comprises senior executives. Similarly the Audit Committee of our Board of Directors reviews all material incidents. Air Products has had no confirmed incidents of corrupt behavior as defined under FCPA, and as a result, no employees were terminated or disciplined for incidents of corruption in the reporting period.

SO5-6 Public Policy Positions and Contributions to Political Parties

In accordance with our Policy on Political Contributions and Expenditures for Lobbying, Gifts and Travel for Government Officials, we will not use corporate funds to make political disbursements to candidates in any country or region, even where allowed by law. However, we do use our resources to advance matters of public policy by educating public officials about our business. We also use our resources to facilitate employee contributions.

Air Products uses a political action committee (PAC), whose membership comprises certain eligible Air Products employees who donate to it on a purely voluntary basis. The PAC makes contributions—reported to the Federal Election Commission and applicable state agencies—to U.S. candidates who support the Company's business interests. In 2014, Air Products' PAC disbursements totaled \$105,500.

The Environmental, Safety and Public Policy Committee of the Board of Directors monitors the Company's political activities through annual reports from members of management responsible for the activities.

SO7 Anti-Competitive Behavior

Legal actions for anti-competitive behavior, antitrust and monopoly practices which are deemed to be material are reported as required in our Form 10-K (page 15), Item 3, Legal Proceedings, for our fiscal year ending 30 September 2014.

SO8 Fines and Sanctions for Noncompliance

The value of fines for any environmental or safety issues are reported separately. Although there were no significant fines during the reporting period, incidents which could result in fines are pending. Any sanctions for noncompliance with laws and regulations which are deemed to be significant are reported as required in our Form 10-K, Item 3, Legal Proceedings, for our fiscal year ending 30 September 2014.

Social

Product Responsibility Disclosure on Management Approach

We are committed to the safe use of our products and ensuring they can be effectively handled by our customers. The key to product safety is identifying and managing potential risks, which we do through our Product Risk Review process. We then communicate through safety data sheets, labels, Safetygrams and other means. In addition, we have established a list of chemicals of concern that enable our product security commitments, which include customer verification and transportation tracking.

We aim for a cradle-to-grave life cycle management approach, incorporating EH&S protection into every step of the life cycle of our products. We have conducted life cycle assessments of our products and processes to identify the environmental benefits of our offerings, as well as areas for possible improvement.

The most senior position with responsibility for product responsibility aspects is the Vice President, EHS&Q and Corporate Chief Engineer.

PR1 Assessment of Health and Safety

Before any product can go to market, we put it through the rigorous Offering Development and Introduction (ODI) process, which looks at EH&S considerations at each stage of product development, from concept through commercialization. Commercial products have been assessed through our Product Risk Review process.

Product Transportation

When it's time for some of our higher-hazard materials to leave the manufacturing facility, we use our Transportation Risk Assessment (TRA) process to evaluate potential transit risks. This analysis includes a Process Safety review, evaluating package specifications and sizes, shipment frequency, route, carriers, emergency response capability, and elements of safety in the supply chain.

Our product security commitments include customer verification and transportation tracking. We use a Web-based travel tool that enables us to identify, locate and communicate with employees traveling with our products anywhere in the world.

PR2 Product Compliance

There were no incidents of noncompliance for Company products in 2014. This is due in large part to the incorporation of product safety requirements into our global EH&S Management System.

During FY14, we had minor transportation-related fines totaling \$1,300.

PR3 Product and Service Information

We provide clear and easy to understand directions on our products' safe use and handling. All of our products comply with Company requirements and governmental regulations for hazard communication information, specifically data sheets and labels. We have completed the implementation of the Globally Harmonized System (GHS) to define, classify and consistently communicate chemical hazards and safety information. We have converted many of our products to the GHS scheme in China, the EU, Singapore, Brazil, Korea, Japan and Taiwan, and the U.S.

PR4 Products and Labeling

Labels are not enough; education is key to product safety performance. For many years, we have offered product and equipment training to our customers and published Safetygrams on the safe use and handling of our products, related equipment and services.

PR5 Customer Satisfaction

As noted in the Stakeholder Engagement section (4.14-4.17), our businesses directly solicit customer feedback and manage customer satisfaction.

PR6,7 Marketing Communications

Our marketing organizations and regional Marketing Managers promote, protect and enhance the value of the Air Products brand. We regularly benchmark respected external organizations for best practices and follow consistent guidelines for global promotional materials to ensure clarity and consistency of message.

Our sustainable offerings program has been reviewed by an independent third party. Claims for offerings are being reviewed by our legal department in accordance with U.S. Federal Trade Commission guidelines.

We had no instances of noncompliance, sanctions, warnings or fines regarding regulations for marketing communications during 2014.

PR8 Customer Privacy

At Air Products we believe it is our responsibility to safeguard the personal information of our employees and all other individuals with whom we deal, including customers. We have established a Global Data Privacy policy to ensure that personal information is handled and stored in a secure manner. We also adhere to any additional data protection requirements in the countries in which we operate.

We have had no substantiated complaints regarding breaches of customer privacy and losses of customer data.

PR9 Provision/Use of Products/Services

We are not aware of any significant fines in fiscal 2014 resulting from the use of our products.

REACH (Registration, Evaluation and Authorisation of Chemicals), the EU chemicals legislation in force since 2007, requires the registration of substances manufactured or imported in the EU above a certain volume. Since 2010, Air Products has registered 45 substances under REACH. For many of the most recent registrations, the Company acted as the lead registrant, developing the registration dossiers and managing the overall registration process for those substances. The Company worked with a number of external stakeholders – regulatory authorities, customers, suppliers and co-registrants – to complete these registrations. Lead by Product Safety, compliance required the assistance of employees from many internal functions, including Supply Chain, Operations, Controllership, Accounts Payable, Purchasing, Customer Service, Communications, and Legal. Work has already started on data acquisition for the next and final registration deadline of May 2018.

GRI Index



GRI G3.1	Contents	Page	Reported	Explanation for Partial Disclosure
	Strategy		Fully	
1.1	CEO's message to stakeholders	2-3	Fully	
1.2	Impacts, risks and opportunities	2-3, 20-22	Fully	
	Profile & Performance	4, 22-23	Fully	
2.1	About Air Products	4-5, 22-23	Fully	
2.2	Brands, products, services	4, 7, 22	Fully	
2.3	Operating structure	4-5, 22-23	Fully	
2.4	Corporate and regional headquarters locations	22-23	Fully	
2.5	Countries of operation	4-5, 22-23	Fully	
2.6	Ownership	22	Fully	
2.7	Business segments and markets	4, 22	Fully	
2.8	Organizational scale	4-5, 23	Fully	
2.9	Significant changes	23	Fully	
2.10	Awards and recognition	23	Fully	
	Reporting	24	Fully	
3.1	Reporting period	24	Fully	
3.2	Date of most recent previous report	24	Fully	
3.3	Reporting cycle	24	Fully	
3.4	Contacts for questions regarding the report	24	Fully	
3.5	Process for defining report content	24-25	Fully	
3.6	Boundary of the report	24-25	Fully	
3.7	Limitations on report scope	24-25	Fully	
3.8	Basis for reporting that can significantly affect comparability	24-25	Fully	
3.9	Data measurement	25	Fully	
3.10	Restatements	25	Fully	
3.11	Changes from prior reporting	25	Fully	
3.12	GRI Index	25, 57-61	Fully	
3.13	Assurance	25	Fully	

Governance, Standards and Engagement		26	Fully	
4.1	Governance structure	16, 26-27	Fully	
4.2	Chair of the Board of Directors	27	Fully	
4.3	Independent Directors, including Presiding Director	27	Fully	
4.4	Contacting the Board of Directors	27	Fully	
4.5	Compensation and performance alignment	27	Fully	
4.6	Avoiding conflicts of interest	27	Fully	
4.7	Determining qualifications and expertise of Directors	28	Fully	
4.8	Vision and values, codes of conduct and principles	28	Fully	
4.9	Procedures for overseeing sustainability performance	28	Fully	
4.10	Processes for evaluating the Board of Directors' own performance	28	Fully	
4.11	Precautionary Principle	28	Fully	
4.12	External standards	29	Fully	
4.13	Associations and memberships	29	Fully	
Stakeholder Engagement		29-31	Fully	
4.14	Key stakeholders	29-31	Fully	
4.15	Stakeholder identification/selection	29-31	Fully	
4.16	Stakeholder engagement and feedback	29-31	Fully	
4.17	Learnings from stakeholder engagement	29-31	Fully	
Economic				
DMA	Economic Disclosure on Management Approach	31	Fully	
EC1	Economic value generated and distributed	31	Partially*	Employee compensation data is not publicly disclosed.
EC2	Financial implications due to climate change	31	Fully	
EC3	Coverage of defined benefit plan obligations	32	Fully	
EC4	Significant financial assistance from government	32	Fully	
EC5	Range of wage ratios	32	Partially*	Air Products has established competitive pay levels that are based on job descriptions and independent of gender, age or ethnicity, so there is consistency in the pay ranges for employees performing the same function. Specific pay information is confidential.
EC6	Spending on locally-based suppliers	33	Partially*	Air Products has over 30,000 suppliers and does not have a single system to collect/compile data on spending for locally-based suppliers.
EC7	Procedures for local hiring	33	Partially*	When hiring is required, we typically recruit and hire from the local labor markets. Selections are based on evaluations of individuals' skills, knowledge and experience as they relate to the needs of each vacancy.

EC8	Commercial, in-kind, pro bono engagement	33	Fully	
EC9	Indirect economic impacts	33	Partially*	We do not aggregate indirect economic impacts for our more than 750 production locations throughout the world.
Environment				
DMA	Environmental Disclosure on Management Approach	34	Fully	
EN1	Materials used	35	Fully	
EN2	Recycled input materials	35	Fully	
EN3	Energy use by source	9, 35	Fully	
EN4	Indirect energy use by source	9, 35	Fully	
EN5	Energy conservation and efficiency improvements	9, 35	Fully	
EN6	Initiatives related to renewable energy	36	Fully	
EN7	Initiatives to reduce indirect energy consumption	9, 35	Fully	
EN8	Total water withdrawal by source	10, 36	Fully	
EN9	Water sources significantly affected	37	Fully	
EN10	Water recycled and reused	37	Fully	
EN11	Land in / adjacent to protected areas	37-38	Fully	
EN12	Biodiversity impacts	37-38	Fully	
EN13	Habitats protected or restored	37-38	Fully	
EN14	Strategies/plans related to biodiversity	37-38	Fully	
EN15	IUCN Red List species in areas affected	37-38	Fully	
EN16	Direct and indirect greenhouse gas emissions	9, 38-39	Fully	
EN17	Scope 3 greenhouse gas emissions	9, 38-39	Fully	
EN18	Initiatives to reduce greenhouse gas emissions	40	Fully	
EN19	Ozone depleting substances	40	Fully	
EN20	NOx, SOx and other air emissions	11, 41	Fully	
EN21	Water discharge	10, 41	Fully	
EN22, 24	Weight of waste and Hazardous Waste	11, 41	Partially*	Air Products currently tracks hazardous waste on a global basis.
EN23	Significant spills	42	Fully	
EN25	Biodiversity value of water bodies and related habitats	42	Fully	
EN26	Initiatives to mitigate environmental impacts	42	Fully	
EN27	Products and packaging materials reclaimed	42-43	Fully	
EN28	Significant fines and sanctions	43	Fully	
EN29	Transportation impacts	43	Fully	
EN30	Environmental protection expenditures	43	Fully	

Social				
DMA	Labor Practice Disclosure on Management Approach	43-44	Fully	
LA1	Workforce by employment type	15, 45	Partially*	All requested data is not tracked in HR system.
LA2	Employee hiring / turnover	15, 45	Partially*	We do not publicly disclose demographic data concerning employee hiring/turnover.
LA3	Benefits to full-time employees	45	Fully	
LA15	Parental leave by gender	46	Partially*	All requested data is not tracked in HR system.
LA4	Collective bargaining	15, 46	Fully	
LA5	Minimum notice periods for operational changes	46	Partially*	Notice period information is not available. We comply with all regulations regarding notice to employees in the countries where we do business, remaining mindful of those regulatory requirements when preparing to communicate operational changes.
LA7	Rates of injury and work-related fatalities	13, 46-47	Fully	
LA8	Global health and wellness programs	47	Fully	
LA10	Employee training	15, 48	Partially*	Training requirements are based on job function. Training hours by gender is not tracked.
LA11	Skills and lifelong learning for retirees	48	Fully	
LA12	Performance and career development reviews	48	Fully	
LA13	Diversity and inclusion	15, 49	Partially*	Diversity data not tracked globally.
LA14	Equal remuneration	49	Partially*	Salary data is not publicly disclosed.
Social				
DMA	Human Rights Disclosure on Management Approach	50	Fully	
HR1	Investments/contract screening	50	Partially*	We do not track the percentage or number of agreements and contracts that include clauses regarding human rights concerns.
HR2	Screening of suppliers and contractors	50	Partially*	Data is not tracked. Our suppliers are expected to follow our Code of Conduct, which references our Human Rights Policy.
HR3	Employee training	15, 50	Fully	
HR4	Incidents of discrimination and actions taken	16, 51	Fully	
HR5	Right to exercise freedom of association	17, 51	Fully	
HR6	Incidents of child labor	17, 51	Fully	
HR7	Risk for incidents of forced labor	17, 51	Fully	
HR8	Security training	51	Fully	
HR9	Violations involving rights of indigenous people	17, 51	Fully	

HR10	Operations subject to human rights assessments	52	Partially*	We apply a risk review process for human rights and other risks on a country level basis.
HR11	Grievances and resolution	16, 52	Fully	
Social				
DMA	Society Disclosure on Management Approach	52	Fully	
SO1	Community engagement and development	14, 53	Fully	
SO9	Negative impacts on local communities	53	Fully	
SO10	Prevention and mitigation measures for community impacts	53	Fully	
SO2	Risk assessment for corruption	54	Fully	
SO3	Anti-corruption training	54	Fully	
SO4	Anti-corruption governance and actions	16, 54	Fully	
SO5	Public policy positions	54	Fully	
SO6	Value of contributions to political parties	54	Partially*	We disclose donations via our Political Action Committee (PAC).
SO7	Anti-competitive behavior	55	Fully	
SO8	Fines and sanctions for noncompliance	55	Fully	
Social				
DMA	Product Responsibility Disclosure on Management Approach	55	Fully	
PR1	Life cycle assessment of health and safety	55	Fully	
PR2	Noncompliance with regulations and codes during life cycle	55	Fully	
PR3	Product and service information per procedures	56	Fully	
PR4	Incidents of labeling noncompliance	56	Fully	
PR5	Practices related to customer satisfaction	56	Fully	
PR6	Marketing and adherence to laws and standards	56	Fully	
PR7	Incidents of noncompliance with marketing-related regulations	56	Fully	
PR8	Customer privacy	56	Fully	
PR9	Noncompliance with regulations for use of products	56	Fully	

*Air Products will evaluate the potential to include this metric in future reporting.

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