

Building Community Partnerships: Strategically Addressing Local Needs



We leverage available resources to have a measurable impact on those needs that improve the quality of life in our communities, working in partnership with community organizations.



Air Products' Social Responsibility at a Glance

At Air Products, Social Responsibility—working with and for our communities—is a long-standing commitment and an essential part of our corporate culture. We leverage available resources to have a measurable impact on those needs that improve the quality of life in our communities, working in partnership with community organizations.

Cash contributions, goods and services-in-kind, extensive employee participation in community activities, and a commitment to excellence all play a role in our support. Our focus is on the communities surrounding our facilities throughout the world.

We principally focus on:

- Education
- Health and Welfare
- Community and Economic Development
- Arts and Culture
- The Environment

Our support is carried out through grant making in the areas of Pre-College and Higher Education, Health and Welfare, Economic and Community Revitalization, Arts and Culture, and Environmental Stewardship. It is also achieved through an extensive volunteerism program in which thousands of employees volunteer over hundreds of thousands of hours annually.

Our goal is to make our communities
better places in which to live and work.
We do so because it is the right thing to
do as citizens of those communities, and
because it benefits Air Products.





Dear Air Products Stakeholder:

We have a long-standing tradition of supporting and helping the communities where we have a significant investment presence and the communities where our employees and their families live and work. Our support is through the dedication of thousands of employees who give of their skills and time to help their communities and through our charitable contributions.

Our goal is to make our communities better places in which to live and work. We do so because it is the right thing to do as citizens of those communities, and because it benefits Air Products.

We realize that Air Products' continued growth and success is closely tied to the vitality of our communities. Quality of life issues such as education, human services, community development, the environment, and the arts can build a community up or tear it down. We need healthy communities to operate a healthy business including attracting and retaining quality employees.

It is clear that Air Products' Social Responsibility is helping to make a positive difference in improving our communities; enhancing relations with community leaders; building employee morale, teamwork and productivity; and impacting business objectives. We look forward to continuing our community contributions in the future, recognizing that a community's needs are infinite and Air Products resources are limited.

John P. Jones III

From Allentown to Piedmont to
Rio Rancho in the United States,
and from the United Kingdom to
South Africa to Indonesia worldwide . . .



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We have prepared this brochure to give you, our stakeholder, a quick overview of how we view our social responsibilities, and in general, how we carry out our commitment to be a good corporate citizen in those communities where we have a presence.

We invest approximately \$5 million annually in grants to community organizations. More is given in goods and services-in-kind. Many of our employees serve in leadership positions with these and other organizations. Thousands more give of their time and talent as part of an employee volunteer effort. From Allentown to Piedmont to Rio Rancho in the United States, and from the United Kingdom to South Africa to Indonesia worldwide, we show our caring about community concerns in hundreds of different ways every day.

You will see us at work in excited students learning science in new ways, or at-risk youth finishing high school and going on to higher education. It is visible in young people forgoing drugs and alcohol to become the best they can be, or in impoverished families receiving food and housing. We are in community parks, schools, learning centers and arts facilities that enhance the fabric of our communities.

We are helping flood victims in China, drilling wells for clean water in Indonesia, constructing houses in Mexico, underwriting soccer leagues in Singapore, sponsoring literacy education in South Africa, and preserving wildlife areas in Florida.

Essentially, our Social Responsibility is all about Air Products and its employees helping others in their communities to meet their needs. People Helping People.

We will make best efforts to be an integral part of our communities because through our 17,000 employees who live and work there we are the community.



Why Social Responsibility?

We have chosen to be socially responsible because we recognize that healthy and vibrant communities are a key to our ability to attract, retain and develop talented employees, and to operate a successful and growing enterprise.

- The quality of the community's educational system is key to the skills of our employee force.
- The vibrancy of the community as a good place to live is key to our being able to attract and keep the best employees.
- The health of the community's economic and social infrastructure is key to our ability to operate a successful facility with the support of the community.
- Community involvement is key to our building employee morale, diversity, a sense of teamwork, and productivity. Air Products employees who feel they are a contributing part of the community are invariably more committed employees.

We also understand that, as an industrial gas and chemicals company, we must withstand community scrutiny and clearly be seen to operate in the public interest. This means we will make best efforts to:

- Be a leader in areas of the environment, health and safety.
- Comply with or exceed all applicable environmental, health, and safety laws and regulations.
- Design and operate our plants and facilities in a manner that protects the environment and the health and safety of our employees and the public.
- Develop and produce products that can be manufactured, distributed, used, and recycled or disposed of in a safe and environmentally sound 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 an integral part of our communities because through our 17,000 employees who live and work there we are the community.

Most importantly, we are socially responsible because it is clearly the right thing to do.

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How We Carry Out Our Social Responsibility

The starting point for Air Products' Social Responsibility has been to work in partnership with local community leaders and employees to identify the most critical local needs, and to assess where there are synergies with our company strengths and areas where our resources will make the greatest difference.

We then work to meet those needs through a proactive plan of community relations, employee involvement, grantmaking, and implementing those practices and principles which help make us an industry leader, such as our commitment to Responsible Care, an environment, health, and safety initiative of the American Chemistry Council in Washington, DC.

We have chosen to concentrate our efforts in the following priority areas:

- To provide grants to colleges and universities where we have a recruiting relationship, focusing on improving the quality of education and training of students in the disciplines of interest to us, and increasing the number of women and under-represented minority engineering students.
- To enhance the quality of pre-college education for children who attend public school, with a particular interest in programs that help underprivileged children and youth-at-risk in grades Kindergarten – 12.
- To support organizations and programs which advance economic and community revitalization, focusing on job creation, housing and community development.
- To support organizations and programs which advance the quality of life of the communities in which we operate by focusing on health and human services, and the arts and cultural activities.
- To support organizations and projects which advance environmental stewardship by focusing on programs that foster improvements to air and water quality, waste minimization, conservation, recycling and reuse.

Our goal is to make a positive difference, where our grants and our commitment can be highly leveraged, and where our employees can be involved in the undertaking.

Employees at all levels of the company as well as an active corps of retirees contribute their time and skills to help community organizations succeed.



How Employees and Retirees Become Involved

Employees at all levels of the company as well as an active corps of retirees contribute their time and skills to help community organizations succeed. Air Products people serve children at risk, the homeless, schools, hospitals, recreation, the arts, and groups which celebrate the cultural diversity of the communities where we do business. And, with a policy that provides time off from work with pay for community service, employees know they are supported by senior management.

Employee commitment to social responsibility is high. Surveys have indicated that more than 50% of employees at our headquarters location near Allentown, Pennsylvania do volunteer work. This translates to approximately 150,000 hours per year of employee involvement.

The United Way and Matching Gifts

Our company and our employees have a strong commitment to the United Way. During a recent campaign, Air Products in the Lehigh Valley contributed over \$1.5 million in combined employee and foundation giving, with nearly two-thirds of local employees participating, many at the leadership level. Throughout the United States, employee contributions to the United Way are matched dollar for dollar by our foundation, up to annual limits established by the foundation board.

In addition, we provide a Matching Gift Program to higher education and qualifying nonprofit arts and cultural organizations. Gifts to accredited colleges and universities are currently matched 1-for-1, up to \$5,000 annually per eligible individual. Gifts to arts groups are currently matched 2-for-1, up to \$2,000 annually per eligible individual.

We encourage social welfare programs which promote character building, physical well-being, and healthy choices among our youth.



Higher Education

Our goal is to improve the quality of education and training of students and help develop opportunities for under-represented minority students in disciplines related to the interests of the company. We are also increasingly concerned with helping students go on to higher education, and provide scholarships, mentors, and internship opportunities for students. Our Matching Gifts program complements our grant making with a match to accredited colleges and universities.

Pre-College Education (Kindergarten – 12)

Our primary goal is to provide opportunities to underprivileged children and youth at risk to improve educational outcomes while the children are young enough to make a significant positive difference. And, as we recognize the family as the most influential component of a child's early years, we encourage the involvement of parents or other caring adults in many of the programs we support. Related interests include teacher professional development, curriculum enhancement, mentoring, recreational development, and education reform.

Health and Welfare

With respect to this area of focus, our primary support to our communities is through our match of employee contributions to United Ways across America and in Canada. In addition, we are interested in improving health education and understanding, especially as directed toward preventive health measures for children and families. We encourage social welfare programs which promote character building, physical well-being, and healthy choices among our youth.

We recognize the importance of cultural resources to the vitality and quality of community life.



Economic and Community Revitalization

We are committed to promoting the economic vitality of our communities by supporting programs and organizations which foster job creation, community development and housing. Our goal is to strengthen the civic, social, and economic fabric and to improve the quality of the environment in our communities. Emphasis is given to programs which promote equal opportunity for socially and economically disadvantaged children and families.

Arts and Culture

We recognize the importance of cultural resources to the vitality and quality of community life. Our goal is to create a wider opportunity for the enjoyment of and participation in arts and cultural activities for those who are underserved. Our Matching Gifts program is another significant way we help improve cultural opportunities within our communities.

The Environment

The health and well-being of our employees and our neighbors in the communities where we operate, and the impact our operations have on the land, water, and air we all share are subjects of great importance to us. Our goal is to be an industry leader in environmental, health, and safety performance, and we manage our businesses accordingly. We are also proud to be active participants in Responsible Care® and similar initiatives in the countries in which we operate.

When All Is Said and Done

Air Products Social Responsibility is all about caring for the environment and communities in which our employees, their families, friends and neighbors live and work. We are deeply involved in helping our communities both because it is the right thing to do and because it is the smart thing to do.

It is the right thing to do because we exist, grow and prosper as a company only with the consent and support of the publics and the communities that surround us. We therefore have an obligation to do our share to assure those communities are healthy and vibrant.

It is the smart thing to do because we simply cannot achieve our business objectives without a social, economic and community infrastructure that is strong and supportive. Plainly speaking, it is a prudent investment to contribute time, money, knowledge and other resources to assure our communities remain healthy, competitive and good places to live and raise a family.

When all is said and done, however, our Social Responsibility is all about people. Air Products employees giving, learning and growing by helping their communities. And the citizens of our communities being better off because we and our employees are there to help.

We're People Helping People.





Corporate Relations Department

Air Products and Chemicals, Inc.

7201 Hamilton Boulevard

Allentown, PA 18195-1501

610-481-3436

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www.airproducts.com