

Global Reporting Initiative (GRI) Content Index

The following index shows where information about core and material GRI indicators are included in Air Products' 2021 Sustainability Report. It also provides supplemental information on certain topics to aid understanding of Air Products' programs and performance. Data is provided on a calendar year basis unless otherwise noted as fiscal year (FY). A glossary of acronyms is provided in the Report (pages 57-58).

GRI 102: General Disclosures

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Organizational Profile				
102-1 Name of the organization	Back	Air Products and Chemicals, Inc.		
102-2 Activities, brands, products, and services	17	Air Products serves customers globally with a unique portfolio of products, services and solutions that include atmospheric gases, process and specialty gases, equipment and services, including some of the world's largest industrial gas projects (see 2020 Annual Report on Form 10-K, p 1).		
102-3 Location of headquarters	Back	Corporate headquarters: Trexlertown, Pennsylvania, USA Regional head offices: Hersham, England and Santiago, Chile Principal administrative office: Shanghai, China		
102-4 Location of operations	17	Air Products has operations in over 50 countries (see https://www.airproducts.com/company/worldwide-locations).		
102-5 Ownership and legal form	-	Air Products is a Delaware (USA) corporation (see 2020 Annual Report , p 15).		
102-6 Markets served	19	Air Products serves over 30 industries around the world (see http://www.airproducts.com/Industries/overview.aspx).		
102-7 Scale of the organization	16	Total number of employees: >19,000 Total number of operations: >750 Sales (\$ million): \$8,856.3 (see 2020 Annual Report , p 6, 8, 22)	Quantity of products and services provided is confidential.	

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																																								
102-8 Information on employees and other workers	41	<table border="1"> <thead> <tr> <th></th> <th>FY20</th> <th>FY19</th> <th>FY18</th> </tr> </thead> <tbody> <tr> <td>Full time staff</td> <td>96%</td> <td>96%</td> <td>95%</td> </tr> <tr> <td>Part-time staff</td> <td>4%</td> <td>4%</td> <td>5%</td> </tr> <tr> <td colspan="4">Employees by region</td> </tr> <tr> <td>Americas</td> <td>37%</td> <td>35%</td> <td>35%</td> </tr> <tr> <td>Asia</td> <td>31%</td> <td>35%</td> <td>35%</td> </tr> <tr> <td>EMEA/ROW</td> <td>32%</td> <td>30%</td> <td>30%</td> </tr> <tr> <td colspan="4">Employees by gender</td> </tr> <tr> <td>Male</td> <td>79%</td> <td>79%</td> <td>78%</td> </tr> <tr> <td>Female</td> <td>21%</td> <td>21%</td> <td>22%</td> </tr> </tbody> </table> <p>The majority of Company activities are performed by employees throughout the normal course of a year (no seasonal workers). Data has been compiled primarily using human resources information in SAP.</p>		FY20	FY19	FY18	Full time staff	96%	96%	95%	Part-time staff	4%	4%	5%	Employees by region				Americas	37%	35%	35%	Asia	31%	35%	35%	EMEA/ROW	32%	30%	30%	Employees by gender				Male	79%	79%	78%	Female	21%	21%	22%	Employees by employment contract, gender and region is not available.	
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Full time staff	96%	96%	95%																																									
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Employees by gender																																												
Male	79%	79%	78%																																									
Female	21%	21%	22%																																									
102-9 Supply chain	51	<p>Air Products has operations in over 50 countries and engages with local and global suppliers. Energy is the primary raw material purchased to manufacture industrial gases, particularly electricity and steam for our ASUs, and natural gas for our hydrogen and carbon monoxide (HyCO) plants. Steel, aluminum, and capital equipment subcomponents (e.g., compressors) are the primary materials procured for our equipment businesses.</p> <p>We evaluated from a sustainability perspective our top 300 suppliers that represented over 60% of our procurement spend in 2020. Of these suppliers, more than half had sustainability programs and communicated their progress in sustainability, including almost 90% of our largest energy suppliers. We also look for opportunities to work with these suppliers to procure renewable energy.</p>																																										
102-10 Significant changes to the organization and its supply chain	51	There were no significant changes in the location of suppliers, structure of the supply chain or relationships with suppliers, including selection and termination.																																										
102-11 Precautionary Principle or approach	38	Air Products takes a precautionary approach when evaluating potential environmental, health and safety risks of our operations and products.																																										

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
102-12 External initiatives	50, 53	This report was developed in accordance with the Global Reporting Initiative. Insights from the Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosure (TCFD) and other frameworks were considered in the Company's materiality assessment completed in the fall of 2020. Air Products is a member of external initiatives including the Hydrogen Council, a global CEO coalition for hydrogen technologies. The Hydrogen Council is comprised of 109 leading companies in industrial gases, energy, transportation and other key industries that support the use of hydrogen to transition to cleaner energy. The Company is also a member of the CEO Action for Diversity and Inclusion initiative, a coalition with nearly 2000 signatories pledging to take action to cultivate workplaces where diverse perspectives and experiences are welcomed and respected and employees feel encouraged to discuss diversity and inclusion.		
102-13 Membership of associations	50	Air Products was active in numerous associations and organizations in 2020, including but not limited to: Compressed Gas Association (CGA), Asia Industrial Gases Association (AIGA), China Industrial Gases Industry Association (CIGIA), European Industrial Gases Association (EIGA), American Institute of Chemical Engineers (AIChE), Fuel Cell and Hydrogen Energy Association (FCHEA), Hydrogen Council, National Association of Manufacturers (NAM), European Association of Energy-Intensive Industries (IFIEC).		
Strategy				
102-14 Statement from senior decision-maker	2	<p>Through Air Products' base industrial gas business, our customers across dozens of industries are reducing their energy use, increasing productivity and lowering emissions. In fact, in 2020, customer avoided CO₂e emissions totaled 72 million metric tons, or three times our CO₂ emissions. Meanwhile, Air Products is driving sustainable growth by building, owning and operating the world's largest gasification, carbon capture and hydrogen projects. This includes our \$3.7 billion investment in NEOM, a world-scale green hydrogen-based ammonia production facility powered by renewable energy, to produce and deliver carbon-free hydrogen to power buses and trucks around the world by 2025.</p> <p>Put simply, sustainability is our growth strategy at Air Products. Sustainability creates our growth opportunities, and our growth opportunities support our sustainability goals and focus.</p>		
102-15 Key impacts, risks and opportunities	7-11, 18-21	This indicator is not a GRI Core Standard, however it is relevant to Air Products and its sustainability strategy. Business risks are provided in our 2020 Annual Report (Item 1A). Sustainability opportunities are realized through helping our customers be more sustainable as described in "Our Purpose and Strategy" as well as "Customer Sustainability" in the report.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
Ethics and integrity				
102-16 Values, principles, standards, and norms of behavior	23	<p>Air Products is committed to honest and fair business and safeguarding its integrity. Ethics violations will not be tolerated at Air Products. The Company's Code of Conduct and Business Ethics defines how Company employees are expected to conduct business and are encouraged to report complaints, concerns, or suspicions about non-compliance. This Code applies to all full and part-time Company employees at all operations worldwide, the Company's Board of Directors, and our subsidiaries, affiliates, operating units, and divisions worldwide. Employees and directors must complete mandatory training annually and certify their understanding of and compliance with the Code. The Code is available in 24 different languages to reflect our global operations and diverse workforce.</p> <p>While this Code is specifically written for Company employees and Board members, we expect our agents, consultants, contractors, distributors, joint venture partners, and other third parties with whom we have business relationships to adhere to these standards as well. Suppliers are also expected to meet our Sustainability Expectations for Suppliers.</p> <p>Maintaining the support and confidence of government officials and regulatory agencies is critical to our day-to-day operations. Governmental support and confidence are equally important to help ensure timely permitting and completion of our projects. For these reasons, Air Products engages with government officials in matters that support our businesses and operations. These activities are governed by our Policy on Political Contributions and Expenditures, which recognizes our responsibility to our stakeholders to participate in the political process while prohibiting the use of corporate funds for contributions to candidates in any country or region, even where allowed by law. As permitted by law, corporate resources are also used to support the administrative functions of Air Products' employee Political Action Committee (PAC). In 2020, the employee PAC disbursed \$74,500 to political candidates in the U.S. that represented federal, state and local jurisdictions and major political parties.</p>		

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Governance												
102-18 Governance structure	-	<p>The Board has three standing committees that operate under written charters approved by the Board: the Audit and Finance Committee, the Corporate Governance and Nominating Committee, and the Management Development and Compensation Committee. Each of these committees is comprised entirely of independent directors. The Board of Directors has accountability for oversight of our environmental and safety performance, which it reviews at least quarterly. The Corporate Governance and Nominating Committee has responsibility for monitoring our response to corporate governance matters and important public policy issues, including sustainability, which is reviewed on a routine basis. Business ethics, climate change and talent management are key subjects related to sustainability that are discussed by the Board. The Board also regularly reviews our progress against our Sustainability Goals. Further, the Management Development and Compensation Committee has structured our compensation program to incorporate performance objectives, including financial results and performance against other objectives such as sustainability, safety, diversity, and ethical conduct (see 2021 Proxy Statement, p VII and 24).</p> <p>Air Products also has a Sustainability Leadership Council that sets our sustainability strategy and reviews programs and progress at least quarterly to assess progress toward the achievement of our sustainability objectives. The Council is chaired by the Vice President of Investor Relations, Corporate Relations and Sustainability and includes executives representing key businesses and functional areas. The Council has an integral role in the assessment of sustainability priorities described throughout our report and is the highest-level committee that reviews our sustainability progress and reporting.</p>										
Stakeholder engagement												
102-40 List of stakeholder groups	52	Key stakeholders include customers, employees, investors, communities, suppliers and government regulators.										
102-41 Collective bargaining agreements	41	<table border="1"> <thead> <tr> <th></th> <th>FY20</th> <th>FY19</th> <th>FY18</th> </tr> </thead> <tbody> <tr> <td>Percentage of total employees covered by collective bargaining agreements</td> <td>25 %</td> <td>33%</td> <td>31%</td> </tr> </tbody> </table> <p>As stated in our Human Rights Policy, Air Products respects employees' voluntary freedom of association and right to bargain collectively and complies with pertinent local laws where we operate. Some of our employees are represented by officially designated third-parties or designated/elected employee representatives.</p>		FY20	FY19	FY18	Percentage of total employees covered by collective bargaining agreements	25 %	33%	31%		
	FY20	FY19	FY18									
Percentage of total employees covered by collective bargaining agreements	25 %	33%	31%									

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102-42 Identifying and selecting stakeholders	52	Stakeholder groups have been identified by considering people and organizations who could directly affect our business success and/or may be impacted by our business activities.			
102-43 Approach to stakeholder engagement	52	We routinely engage with stakeholders on sustainability matters throughout each year. For this report we interviewed and surveyed key stakeholders to understand their concerns and priorities. Responses were used to develop our sustainability priorities (material issues) and identify report content.			
102-44 Key topics and concerns raised	52	<p>Eight sustainability priorities were identified for this year's stakeholder assessment and included in the Company's sustainability efforts and reporting:</p> <ol style="list-style-type: none"> 1. Energy & Climate - the sustainability concern raised most and prioritized across all stakeholder groups 2. Safety & Health - a priority of our employees and communities that was updated in 2020 to include Health in light of the COVID-19 pandemic 3. Innovation - a moderate level concern of our employees and customers 4. Economic Performance - a concern of our employees, communities, and suppliers 5. Diversity, Inclusion & Belonging – an increasingly important aspect, particularly for our employees, that was updated in 2020 to include Inclusion and Belonging 6. Responsible Consumption and Production - a high priority for employees and suppliers 7. Water Conservation - raised as a concern by employees, customers and communities 8. Partnerships to improve sustainability – a moderate level concern for customers and suppliers <p>Other issues raised by stakeholders, particularly communities, included poverty, lack of health/healthy foods, quality education, workforce development, affordable housing/housing inequities, air quality and declining open space.</p>			

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Reporting practice				
102-45 Entities included in the consolidated financial statements	-	The scope of our report is global for continuing operations including assets over which financial control is exercised and as reported in our consolidated audited financial statement. Non-controlling interests in joint ventures are excluded from environmental data.		
102-46 Defining report content and topic boundaries	52-54	Air Products used GRI's Principles for Defining Report Content to develop our Sustainability Report. These principles included: stakeholder inclusiveness, sustainability context, and coverage of aspects that reflect our significant economic, environmental, and social impacts. Material issues were identified and prioritized through stakeholder interviews and surveys.		
102-47 List of material topics	52	<ul style="list-style-type: none"> • Energy & Climate Change • Safety & Health • Innovation • Economic Performance • Diversity, Inclusion & Belonging • Responsible Consumption and Production • Water Conservation • Partnerships to Improve Sustainability 		
102-48 Restatements of information	54	Air Products has restated selected energy, GHG and water data for prior years due to acquisitions and improved methodologies. Restatements are noted with the relevant indicator.		
102-49 Changes in reporting	53	There were no significant changes to operational boundaries, scope, or measurement methods.		
102-50 Reporting period	54	January 1, 2020 to December 31, 2020, except where noted that fiscal year (October 1, 2019 to September 30, 2020) data is provided.		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
102-51 Date of most recent report	54	Our prior year report was issued in May 2020.		
102-52 Reporting cycle	54	Annual		
102-53 Contact point for questions regarding the report	54	Air Products' Sustainability Director, Julie O'Brien (obrienjk@airproducts.com).		
102-54 Claims of reporting in accordance with the GRI Standards	53	Our report has been prepared in accordance with GRI Standards: "Core" option.		
102-55 GRI content index	-	This document.		
102-56 External assurance	29	Financial statements have been audited by an independent, registered public accounting firm (see 2020 Annual Report , pages 52-54). Greenhouse gas emissions have been assured by WSP, an independent management and consultancy service provider, and its recommendations shared with members of our Sustainability Leadership Council.		

Material Topics

GRI 103: Management Approach

Indicator/Disclosure	Direct Answers and Additional References	Omissions	Assurance
103-1 Explanation of the material topic and its boundary	For each material topic, Air Products provides an explanation of why the topic is material, how the Company manages the topic, and performance measures for monitoring the effectiveness of the management approach.		
103-2 The management approach and its components	Material topics have been identified through a stakeholder assessment as described on page 52 of the report.		
103-3 Evaluation of the management approach	The aspect boundary for each topic is provided in the summary table on page 53 of the report.		

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GRI 200 Economic Performance Standards Series				

GRI 201: Economic Performance

201-1 Direct economic value generated and distributed	16	<p>Pertinent economic data for fiscal year 2020, which is aligned with the Company's 2020 Annual Report:</p> <ul style="list-style-type: none"> • Sales: \$8,856.3 million • Cost of sales: \$5,858.1 million • Capital expenditures^a: \$2,716.7 million • Selling and administrative: \$775.9 million • Income tax provision: \$478.4 million • Research and development: \$83.9 million • Donations to communities: \$6.4 million <p>Additional indicators of economic value are provided in the 2020 Annual Report (p II, 20) and 2021 Proxy Statement (p iii).</p> <p>^aAmount is a non-GAAP financial measure. See "Sustainability 2021 Reconciliation of Non-GAAP Financial Measures" for reconciliation to the comparable GAAP measure.</p>	Employee wages and benefits (including substantial payroll taxes and social security contributions) and payments to governments by country are not disclosed in financial reporting.	Assurance provided by Deloitte & Touche LLP, excluding the capital expenditures and community donations figures.
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Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
		<p>Notes on Air Products' tax strategy and income taxes: Air Products' operations, assets, sales and supply chains are primarily local. Accordingly, Air Products earns and reports our taxable profits in the same jurisdictions where we economically earn them. The Company does not generate a disproportionate amount of taxable income in countries with very low tax rates, and we do not actively use tax havens in our planning. We are committed to complying with all applicable tax laws, in line with our Code of Conduct.</p> <p>Air Products has policies in place to ensure that our tax planning is appropriate. Air Products' transfer pricing policy is aligned with the Organization for Economic Co-Operation and Development (OECD) guidelines and the laws of the various countries where we operate. A breakdown of our income and taxes on a country-by-country basis is made available to the taxing authorities in the countries where we do business. Additional details about taxes are provided in our 2020 Annual Report, Note 22.</p> <p>Air Products' Corporate Tax Department, led by the Vice President of Tax, manages tax matters on a day-to-day basis with support from external advisors when necessary. Our Chief Financial Officer is ultimately responsible for the Company's tax matters. The Audit and Finance Committee of Air Products' Board of Directors provides oversight of the tax function through review of material tax matters with the Vice President of Tax and Chief Financial Officer, typically on a quarterly basis. We maintain robust internal controls related to tax matters and reporting of taxes on our financial statements. These internal controls are reviewed regularly with Air Products' internal and external auditors.</p>		
<p>201-2 Financial implications and other risks and opportunities due to climate change</p>	27-30	<p>Risks related to climate change are disclosed in our 2020 Annual Report (Item 1A) and in our CDP response (question C2.3a). Risks are identified by regional environmental experts who share the information with their potentially impacted businesses. Risks are also communicated across regions, shared with the Company's Sustainability Leadership Council, and elevated to the Board of Directors as appropriate.</p> <p>Climate change risks are in two main areas, transition and physical risks. Transition-related risks relate to policy and legal drivers and increasing energy costs that could potentially impact operating costs. Physical risks due to the increased severity of storms have also been identified as potentially impacting operating costs. These risks are managed in the normal course of business and the management cost has been estimated at \$10 million.</p>		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
		<p>Opportunities related to climate change are described in our Sustainability Report. Many opportunities are transition-related as our customers strive to improve energy efficiency and reduce CO₂ emissions. Company-wide opportunities such as gasification, carbon capture and hydrogen for mobility are managed at the corporate level by senior leaders and supported by regional businesses. Opportunities that are local or regional in nature are managed by the pertinent regional business.</p>		
GRI 205: Anti-Corruption				
<p>205-1 Operations assessed for risks related to corruption</p>	23	<p>We conduct risk assessments for the potential for corruption risks across the organization. Anti-bribery and corruption are critical elements of the compliance function and the internal audit risk assessment processes that are applied across the Company globally. Significant risks that have been identified include relationships and transactions with governmental authorities and the use of third-party intermediaries. Financially material breaches of business ethics are reported in our 2020 Annual Report (Item 3).</p>		
<p>205-2 Communication and training about anti-corruption policies and procedures</p>	23	<p>The Company's Code of Conduct and Business Ethics defines how Company employees are expected to conduct business. The Code includes information on anti-corruption and bribery (p 4-5). Every employee globally is required to comply with the Code of Conduct, complete mandatory training, and certify their understanding of the Code on an annual basis.</p> <p>The Code of Conduct has been adopted by our Board of Directors and applies to all full and part-time Company employees at all operations worldwide, our Board of Directors, and our subsidiaries, affiliates, operating units and divisions globally. The Code of Conduct also applies to employees of joint ventures where Air Products has control. In addition, suppliers are expected to comply with the Code of Conduct in their dealings with us.</p> <p>The Code, which is available in 24 different languages, is provided to all our stakeholders via our website.</p>		

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																														
GRI 300 Environmental Standards Series																																		
GRI 301: Materials																																		
301-1 Materials used by weight or volume	26	The principal raw materials for making atmospheric gases and hydrogen are air, energy in the forms of electricity or steam, and natural gas. Air, which is generally considered to be a renewable resource, represents more than 90% of the raw materials we use on a weight basis. Packaging is not a significant issue for Air Products because we supply most of our products in two-way bulk or semi-bulk containers, which are made of recyclable materials, or via pipelines.																																
GRI 302: Energy																																		
302-1 Energy consumption within the organization	29	<table border="1"> <thead> <tr> <th>Energy Consumption (TJ)^a</th> <th>2020</th> <th>2019</th> <th colspan="2">2015 (Baseline)</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>173,400</td> <td>182,200</td> <td>173,700</td> <td>171,400</td> </tr> <tr> <td>Fuels</td> <td>97,200</td> <td>104,000</td> <td>101,400</td> <td>108,300</td> </tr> <tr> <td>Electricity</td> <td>55,600</td> <td>57,900</td> <td>57,100</td> <td>56,200</td> </tr> <tr> <td>Steam</td> <td>20,600</td> <td>20,400</td> <td>15,200</td> <td>6,900</td> </tr> <tr> <td>Renewable Electricity</td> <td>24%</td> <td>23%</td> <td colspan="2">23%</td> </tr> </tbody> </table> <p>Fuels for 2020 are comprised primarily of natural gas, diesel and gasoline. Fuels, electricity, and steam consumption are based on invoice quality data for large facilities and estimated for small facilities based on historical energy consumption and billing. Renewable electricity represents a combination of country- or state-level electricity grid factors and renewable electricity purchases. Values may not add due to rounding.</p> <p>^aHistorical values restated due to acquisitions and methodology improvements.</p>	Energy Consumption (TJ)^a	2020	2019	2015 (Baseline)		Total	173,400	182,200	173,700	171,400	Fuels	97,200	104,000	101,400	108,300	Electricity	55,600	57,900	57,100	56,200	Steam	20,600	20,400	15,200	6,900	Renewable Electricity	24%	23%	23%		Electricity and steam sold are confidential. Heating and cooling are not sold by Air Products.	By virtue of verification of GHG data by WSP.
Energy Consumption (TJ)^a	2020	2019	2015 (Baseline)																															
Total	173,400	182,200	173,700	171,400																														
Fuels	97,200	104,000	101,400	108,300																														
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Renewable Electricity	24%	23%	23%																															
302-3 Energy intensity	29, 55	<table border="1"> <thead> <tr> <th>Energy Intensity Improvement</th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Air separation units (ASU)</td> <td>3.3%</td> <td>3.7%</td> <td>2.0%</td> </tr> <tr> <td>Hydrogen/carbon monoxide units (HyCO)</td> <td>0.6%</td> <td>0.9%</td> <td>0.8%^a</td> </tr> </tbody> </table> <p>Energy intensity is based on energy consumed within the organization. It is configured as the ratio of reporting year (2020) energy consumed to reporting year production divided by the consumption to production ratio in our base year (2015). Using a ratio allows the reported results to be dimensionless and protects confidential production data.</p> <p>^aRestated due to methodology improvement.</p>	Energy Intensity Improvement	2020	2019	2018	Air separation units (ASU)	3.3%	3.7%	2.0%	Hydrogen/carbon monoxide units (HyCO)	0.6%	0.9%	0.8% ^a																				
Energy Intensity Improvement	2020	2019	2018																															
Air separation units (ASU)	3.3%	3.7%	2.0%																															
Hydrogen/carbon monoxide units (HyCO)	0.6%	0.9%	0.8% ^a																															

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																														
302-4 Reduction of energy consumption	29	Air Products estimates that its energy savings in 2020 are nearly 15,000 TJ due to efficiency improvements. These savings are estimated as the difference in actual energy consumed compared to a "business as usual" consumption based on 2015 efficiencies. Savings include electricity, primarily for our ASUs, and natural gas for our HyCO units.																																
GRI 303: Water																																		
303-3 Water withdrawal	31-32	<table border="1"> <thead> <tr> <th>Water Withdrawals (megaliters)</th> <th>2020 (Total)</th> <th>2020 (Water-stressed areas)</th> <th>2019 (Total)</th> <th>2018 (Total)</th> </tr> </thead> <tbody> <tr> <td>Surface water</td> <td>1,200</td> <td>400</td> <td>900</td> <td>900</td> </tr> <tr> <td>Ground water</td> <td>3,500</td> <td>500</td> <td>3,500</td> <td>4,400</td> </tr> <tr> <td>Third-party water</td> <td>62,800</td> <td>17,200</td> <td>63,600^a</td> <td>67,000</td> </tr> <tr> <td>Total water withdrawals</td> <td>67,500</td> <td>18,100</td> <td>68,000^a</td> <td>72,300</td> </tr> </tbody> </table> <p>Water data is collected for facilities consuming at least 10 MM gallons of water per year. Data is based primarily on water bills and/or metered data. Engineering estimates are used for some facilities.</p> <p>Water-stressed areas include water basins where the baseline water stress is high or extremely high according to the World Resources Institute Aqueduct Water Risk Atlas. In 2020, 22% of our facilities were in water-stressed areas.</p> <p>Surface water is primarily freshwater with $\leq 1,000$ mg/L total dissolved solids. Third-party water includes recycled water.</p> <p>^aRestated due to methodology improvements.</p>	Water Withdrawals (megaliters)	2020 (Total)	2020 (Water-stressed areas)	2019 (Total)	2018 (Total)	Surface water	1,200	400	900	900	Ground water	3,500	500	3,500	4,400	Third-party water	62,800	17,200	63,600 ^a	67,000	Total water withdrawals	67,500	18,100	68,000 ^a	72,300							
Water Withdrawals (megaliters)	2020 (Total)	2020 (Water-stressed areas)	2019 (Total)	2018 (Total)																														
Surface water	1,200	400	900	900																														
Ground water	3,500	500	3,500	4,400																														
Third-party water	62,800	17,200	63,600 ^a	67,000																														
Total water withdrawals	67,500	18,100	68,000 ^a	72,300																														
303-4 Water discharge	-	<table border="1"> <thead> <tr> <th>Water Discharged (megaliters)</th> <th>2020 (Total)</th> <th>2020 (Water-stressed areas)</th> <th>2019 (Total)</th> <th>2018 (Total)</th> </tr> </thead> <tbody> <tr> <td>Surface water</td> <td>3,300</td> <td>30</td> <td>3,300</td> <td>4,300</td> </tr> <tr> <td>Groundwater</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Third-party water</td> <td>8,900</td> <td>1,800</td> <td>7,200</td> <td>6,300</td> </tr> <tr> <td>Biochemical Oxygen Demand (MT)</td> <td>2.5</td> <td></td> <td>2.9</td> <td><1</td> </tr> <tr> <td>Chemical Oxygen Demand (MT)</td> <td>13</td> <td></td> <td>6.9</td> <td>11</td> </tr> </tbody> </table> <p>See notes to 303-3 for description of methodology and definitions.</p>	Water Discharged (megaliters)	2020 (Total)	2020 (Water-stressed areas)	2019 (Total)	2018 (Total)	Surface water	3,300	30	3,300	4,300	Groundwater	0	0	0	0	Third-party water	8,900	1,800	7,200	6,300	Biochemical Oxygen Demand (MT)	2.5		2.9	<1	Chemical Oxygen Demand (MT)	13		6.9	11	Air Products does not discharge to seawater, track discharges to fresh or other water as defined by GRI, or discharge high priority substances of concern	
Water Discharged (megaliters)	2020 (Total)	2020 (Water-stressed areas)	2019 (Total)	2018 (Total)																														
Surface water	3,300	30	3,300	4,300																														
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Chemical Oxygen Demand (MT)	13		6.9	11																														

Indicator/Disclosure	Report Page	Direct Answers and Additional References				Omissions	Assurance
303-5 Water consumption	31	Water Consumed (megaliters)^a	2020 (Total)	2020 (Water-stressed areas)	2019 (Total)	2018 (Total)	Water storage is omitted as it does not have a significant impact.
		Total water consumption	54,600	16,200	58,800	61,700	
		Water intensity improvement	26%		23%	16%	
See notes to 303-3 for description of methodology and definitions.							
Water intensity is based on water consumed within the organization. It is configured as the ratio of reporting year (2020) water consumed to reporting year production divided by the consumption to production ratio in our Base Year (2015). Using a ratio allows the reported results to be dimensionless and protects confidential production data.							
^a Historical data restated for acquisitions and methodology improvements.							
GRI 305: Emissions							
305-1 Direct (Scope 1) GHG emissions	29	GHG Emissions (million MT CO₂e)	2020	2019	2018 (Baseline)	2015	Biogenic CO ₂ emissions are not applicable to Air Products.
		Scope 1	15.0	16.6	16.5	14.6 ^a	
Scope 1 and 2 GHG emissions include the following applicable gases: CO ₂ , CH ₄ and N ₂ O. CO ₂ e represents the combined emissions of these gases.							
We measure our performance against a baseline year of 2015, which was chosen because it was the expiration date of Air Products' initial set of sustainability goals.							
We use the World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol standard to define organizational and operational boundaries, emission calculation methodologies, and inventory quality aspects to ensure an accurate and representative inventory. We apply the financial control method and use publicly available global warming potentials and emissions factors, primarily from the Intergovernmental Panel on Climate Change, International Energy Agency, and U.S. Energy Information Administration.							
^a Restated due to acquisitions.							

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																				
305-2 Energy indirect (Scope 2) GHG emissions	29	<p>GHG Emissions (million MT CO₂e)^a</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2019</th> <th>2018</th> <th>2015 (Baseline)</th> </tr> </thead> <tbody> <tr> <td>Scope 2</td> <td>9.2</td> <td>9.9</td> <td>9.6</td> <td>9.6</td> </tr> </tbody> </table> <p>Emissions are location-based and calculated using invoice quality data. Other factors, such as the gases included and the use of the Greenhouse Gas Protocol, are the same as described in the response to 305-1.</p> <p>^aHistorical values restated due to acquisitions and methodology improvements.</p>		2020	2019	2018	2015 (Baseline)	Scope 2	9.2	9.9	9.6	9.6		Yes, verified by WSP.										
	2020	2019	2018	2015 (Baseline)																				
Scope 2	9.2	9.9	9.6	9.6																				
305-3 Other indirect (Scope 3) GHG emissions	29	<p>Scope 3 GHG Emissions (million MT CO₂e)^a</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Category 3: Fuel and Energy Related Activities (not incl. in Scope 1 or 2)</td> <td>3.4</td> <td>3.7</td> <td>3.6</td> </tr> <tr> <td>Category 11: Use of sold products</td> <td>3.0</td> <td>2.6</td> <td>2.4</td> </tr> <tr> <td>Category 15: Investments</td> <td>2.0</td> <td>2.1</td> <td>2.0</td> </tr> <tr> <td>Total</td> <td>8.4</td> <td>8.3</td> <td>8.0</td> </tr> </tbody> </table> <p>Category 3 emissions are estimated based on emissions factors for energy consumed multiplied by the energy consumed. Category 11 emissions are estimated based on emissions factors for certain products sold multiplied by the volumes of product sold. Category 15 emissions are calculated directly or estimated by multiplying equity affiliate sales by the ratio of Air Products' emissions divided by sales. Numbers may not sum to totals due to rounding.</p> <p>^aHistorical values restated due to acquisitions and methodology improvements.</p>		2020	2019	2018	Category 3: Fuel and Energy Related Activities (not incl. in Scope 1 or 2)	3.4	3.7	3.6	Category 11: Use of sold products	3.0	2.6	2.4	Category 15: Investments	2.0	2.1	2.0	Total	8.4	8.3	8.0		Yes, Category 3 verified by WSP.
	2020	2019	2018																					
Category 3: Fuel and Energy Related Activities (not incl. in Scope 1 or 2)	3.4	3.7	3.6																					
Category 11: Use of sold products	3.0	2.6	2.4																					
Category 15: Investments	2.0	2.1	2.0																					
Total	8.4	8.3	8.0																					
305-4 GHG emissions intensity	29	<p>GHG Intensity Improvement</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td></td> <td>2.6%</td> <td>2.8%^a</td> <td>1.5%</td> </tr> </tbody> </table> <p>Air Products has achieved a GHG intensity improvement of 2.6% against the baseline year of 2015 and exceeded its 2020 goal of 2% intensity improvement. Emissions intensity is configured as the ratio of reporting year (2020) combined Scope 1 and 2 emissions to reporting year production divided by the combined Scope 1 and 2 emissions to production ratio in our base year (2015). Using a ratio allows the reported results to be dimensionless and protects confidential production data. Emissions included and estimation methods are summarized in the responses to 305-1 and 305-2.</p> <p>^aRestated due to methodology improvements.</p>		2020	2019	2018		2.6%	2.8% ^a	1.5%														
	2020	2019	2018																					
	2.6%	2.8% ^a	1.5%																					

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance																								
305-5 Reduction of GHG emissions	28	Air Products has avoided the emissions of 1.3 million metric tons of Scope 1 plus Scope 2 CO ₂ e cumulatively since 2015 due to efficiency improvements. Emissions included and estimation methods are summarized in the response to 305-1 and 305-2.																										
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions ¹	33	<table border="1"> <thead> <tr> <th data-bbox="573 334 919 362">Other Air Emissions (kg)</th> <th data-bbox="1087 334 1161 362">2020</th> <th data-bbox="1266 334 1339 362">2019</th> <th data-bbox="1434 334 1507 362">2018</th> </tr> </thead> <tbody> <tr> <td data-bbox="573 378 856 406">Nitrogen Oxides (NOx)</td> <td data-bbox="1024 378 1161 406">1,366,000</td> <td data-bbox="1203 378 1339 406">1,495,000</td> <td data-bbox="1381 378 1518 406">1,474,000</td> </tr> <tr> <td data-bbox="573 422 825 449">Sulfur Oxides (SOx)</td> <td data-bbox="1066 422 1161 449">58,000</td> <td data-bbox="1245 422 1339 449">71,000</td> <td data-bbox="1423 422 1518 449">71,000</td> </tr> <tr> <td data-bbox="573 466 741 493">TRI Releases</td> <td data-bbox="1234 466 1339 493"></td> <td data-bbox="1224 466 1339 493">135,000</td> <td data-bbox="1402 466 1518 493">143,000</td> </tr> <tr> <td data-bbox="573 509 909 570">Volatile Organic Chemicals (VOCs)</td> <td data-bbox="1234 509 1339 570"></td> <td data-bbox="1245 542 1339 570">88,400</td> <td data-bbox="1423 542 1518 570">77,000</td> </tr> <tr> <td data-bbox="573 586 972 613">Hazardous Air Pollutants (HAPs)</td> <td data-bbox="1234 586 1339 613"></td> <td data-bbox="1245 586 1339 613">35,200</td> <td data-bbox="1423 586 1518 613">35,000</td> </tr> </tbody> </table> <p data-bbox="573 638 1598 938"> Air Products monitors and reports air emissions in accordance with applicable regulations, following the prescribed methodologies. The Toxic Release Inventory (TRI) is a U.S. EPA program for tracking toxic chemicals that may pose a threat to human health and the environment. Each year, U.S. facilities in different industry sectors must report how much of each chemical is released to the environment and/or managed through recycling, energy recovery and treatment. TRI data is reported during the summer following the reporting year, and so the data we report is one year in arrears in our annual sustainability reporting. HAPs and VOCs are estimated based on regulatory reporting. VOCs were higher due to increased painting activities in EMEA. </p>	Other Air Emissions (kg)	2020	2019	2018	Nitrogen Oxides (NOx)	1,366,000	1,495,000	1,474,000	Sulfur Oxides (SOx)	58,000	71,000	71,000	TRI Releases		135,000	143,000	Volatile Organic Chemicals (VOCs)		88,400	77,000	Hazardous Air Pollutants (HAPs)		35,200	35,000	Air Products does not track or report on Persistent Organic Pollutants (POPs) or Particulate Matter (PM).	
Other Air Emissions (kg)	2020	2019	2018																									
Nitrogen Oxides (NOx)	1,366,000	1,495,000	1,474,000																									
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Hazardous Air Pollutants (HAPs)		35,200	35,000																									

Indicator/Disclosure	Report		Direct Answers and Additional References			Omissions	Assurance
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GRI 306: Effluents and Waste

306-2	33	Waste (million pounds)	2020	2019	2018	Non-hazardous waste data is not compiled centrally due to the number of facilities and vendors used.
Waste by type and disposal method ¹	Hazardous waste					
	Generated		14.0	6.1	6.1	
	Recycled		10.7	3.3	3.9	
	Incinerated		0.9	0.7	1.1	
	Treated		0.8	0.8	0.4	
	Landfilled		1.6	1.3	0.6	
Non-hazardous waste ²		11.1	11.3	7.1		

All waste is managed and treated in accordance with the regulatory requirements of the jurisdiction in which the waste is generated. Hazardous waste volumes increased in 2020 due to recycling of used cylinders, and 76 percent of hazardous waste was recycled in 2020. Waste that cannot be recycled is disposed of in an environmentally sound and regulatory compliant manner by waste disposal contractors.

GRI 307: Environmental Compliance

307-1	33		FY20	FY19	FY18
Non-compliance with environmental laws and regulations ¹	Environmental Fines		\$3,300	\$4,400	\$17,600
	Reportable Spills		0	0	0
	Notices of Violation / Non-monetary sanctions		17	14	17

¹Not a material issue. Data has been provided for completeness

²Non-hazardous waste is for North America.

GRI 400 Social Standards Series

GRI 403: Occupational Health and Safety

403-1 Occupational health and safety management system 36 Air Products has a global Environmental Health & Safety (EHS) Management System that applies to all workers at 100% of our locations worldwide. This system integrates corporate policies and governmental regulations, and supports the principles promoted by international standards such as ISO 14001 and ISO 45001. There are over 250 policies and procedures in our EHS Management System, and the majority are related to safety and/or health.

Below is a list of some of the health and safety elements of our EHS Management System:

- Safe Systems of Work
- Occupational Health Protection
- Emergency Preparedness
- Process Safety Management
- Product Stewardship
- EHS Assurance
- EH&S Training
- Incident Reporting and Investigation
- Product Distribution
- Procurement and Contractor Control

403-9	36, 56	Safety performance	FY20	FY19	FY18	Air Products does not disclose the main types of work-related injuries and the work-related hazards that pose a risk of high-consequence injury.
Work-related injuries		Employee recordables	78	82	49	
		Employee recordable injury rate (per 200,000 hours worked)	0.40	0.45	0.29	
		Employee lost-time incidents	18	16	12	
		Employee lost-time incident rate (per 200,000 hours worked)	0.09	0.09	0.07	
		Employee fatalities	0	0	0	
		Contractor recordables	52	58	45	
		Contractor recordable injury rate (per 200,000 hours worked)	0.39	0.50	0.31	
		Contractor lost-time incidents	13	2	10	
		Contractor lost-time incident rate (per 200,000 hours worked)	0.10	0.02	0.07	
		Contractor fatalities	1	2	0	

Indicator/Disclosure	Page	Report Direct Answers and Additional References	Omissions	Assurance
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Air Products has a global system for reporting safety incidents that is also used to track root causes, action items and closure of incidents. We measure and track serious injuries and fatalities and near fatal accidents to quantify the severity of our work-related injury performance. These incidents are broadly communicated within the Company, and actions are taken to eliminate and minimize recurrence among both employee and contractor populations.

GRI 405: Diversity and Equal Opportunity

405-1 44, 56 The diversity of Air Products' Board of Directors is 50%, with four diverse members of the eight-member board. In addition, 25% of the Board members are women (see [2021 Proxy Statement](#), p v, 2).

Diversity of governance bodies and employees

Employee diversity information:

	FY20	FY19	FY18
Employees by gender			
Male	79%	79%	78%
Female	21%	21%	22%
Employees by age group			
<30 years old	12%	12%	11%
30-50 years old	62%	61%	59%
>50 years old	26%	27%	30%
Hiring			
U.S. college hires that are female or minority	47%	55%	50%

Indicator/Disclosure	Report Page	Direct Answers and Additional References	Omissions	Assurance
GRI 413: Local Communities				
413-1 Operations with local community engagement, impact assessments, and development programs ¹	47	<p>We develop stakeholder outreach plans aimed at addressing high priority needs and maintaining positive relationships for the communities with our largest operations around the world. We work closely with community partners including not-for-profit organizations, emergency responders, elected officials, and education, business and community leaders to identify the highest impact opportunities. Our support priorities are in education, health and human services, community and economic development, arts and culture, and environment and safety. We also engaged community representatives in the materiality assessment for our sustainability report.</p> <p>Air Products' IntegrityLine is available to anyone who would like to report a potential issue about the Company. It can be found in the Governance section of our website and is linked from various webpages, including our Code of Conduct and Human Rights Policy pages.</p> <p>Additional information: Corporate Citizenship website.</p>	Percentage of operations with implemented community engagement plans is not tracked.	

¹Not a material issue. Data has been provided for completeness