



MAKE A DIFFERENCE



# community engagement 2016

**PRAXAIR**  
Making our planet more productive



A man wearing a hard hat and safety vest is high-fiving a young girl on a sandy beach. The image is overlaid with a semi-transparent green filter.

## INSIDE

A Message from Senior Vice President Dr. Anne Roby .3	
Community Engagement at Praxair.....4	
Spotlight: Starting With Commitment .....6	
BaanKlongYaiMuang School Improvement Project .....7	
Canada Cylinder Plant Clothing Drive Challenge .....8	
Furniture for All .....9	
Fun Flocks of Flamingos for the United Way.....10	
2016 Earth Day — Indiana Dunes .....11	
Meals from the Heartland .....12	
Vencendo o Autism (Afeto Institution) .....13	
Painting Day at Home.....14	
Southern Alabama Relay for Life .....15	
Veterans Victory Day Recognition Event.....16	
Spotlight: Ending With Impact .....17	
About the Community Engagement Awards .....18	
Impact in 2016 .....18	

# A Message from Dr. Anne Roby

I am proud to share with you some highlights of Praxair's 2016 Community Engagement Program.

Engaging with our communities is part of the Praxair culture. Once again, as we review the community engagement metrics for the year, 2016 demonstrated growth in the time and talent our employees dedicated to volunteerism. Our global teams:

- Participated in approximately 373 projects, representing more than 21,000 individual instances of volunteerism.
- Contributed nearly 80,000 hours of their time.
- Donated approximately 99,000 pounds of food, along with 49,000 pounds of clothing and 88,000 trees.

These metrics are merely an expression of the generosity and commitment of the employees who positively impacted the lives of almost 350,000 people worldwide. We were able to strengthen our communities as well as enjoy the networking and camaraderie that comes with workplace volunteerism.

I invite you to learn more about how our employees responded in 2016 to some of the most compelling issues both locally and globally. These exemplary efforts are an inspiration and illustrate how we are *making our planet more productive* through community engagement.

Sincerely,



ANNE K. ROBY, Ph.D.  
Senior Vice President, Praxair, Inc.



# Community Engagement at Praxair

At Praxair, community engagement is part of our culture. Social responsibility is one of our core values, and the practice of working within and for the benefit of our communities is consistent with our mission of making our planet more productive.

Community engagement activities occur in both corporate-led initiatives and employee-led projects.

Regardless of the type of project, our strategic direction is to:

**DEEPEN** our impact from corporate philanthropy by supporting our local communities' priority areas of education, diversity and the environment.

**ENGAGE** employees by fostering opportunities that build camaraderie and give employees the freedom to participate and support local community building.

**DRIVE** sustainable impact by furthering projects in areas complementary to our business and mission, thereby increasing the opportunity to leverage Praxair's expertise and resources to develop creative solutions.

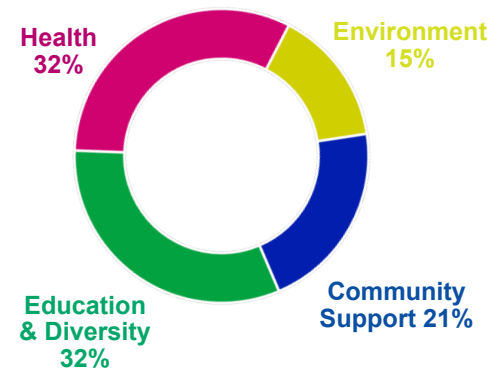
Community engagement at Praxair is both intentional and impactful across our core focus areas of education, diversity, the environment and community support and in all the countries where we operate. The intent to make a difference in our communities also has strong support from our leadership.

In its eighth year as a formal effort, employee-led community engagement continued to achieve a strong level of volunteerism in 2016. Community outputs included a record 373 community engagement projects in local communities, representing more than 78,000 hours of service conducted by 432 sites and more than \$800,000 in cash and in-kind contributions raised by facilities and employees to support these projects.

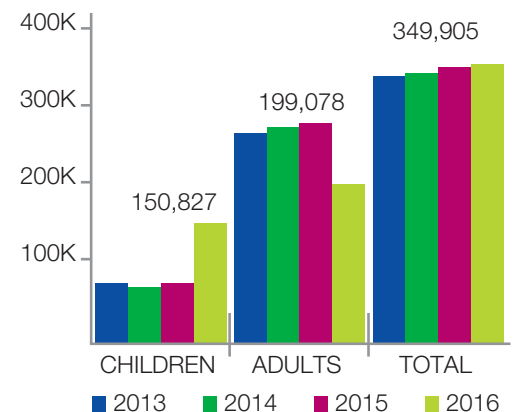
Just as we begin such efforts with intent, we endeavor to end these worthwhile projects with impact. The goal of all community engagement efforts is to achieve multiple benefits for many stakeholders, both external and internal. The projects conducted in 2016 benefited approximately 350,000 people globally, equivalent to more than 13 beneficiaries for every Praxair employee.

Praxair also captures some of the impacts of our Community Engagement Program. In employee-led programs, collaborating organizations consistently report both increased quality of life for beneficiaries and increased access to opportunities. Our employees report growth in their own job-related skills and collegial relationships. Our corporate-led community engagement has also contributed to workforce development and community resilience. A snapshot of these impacts is provided on page 18.

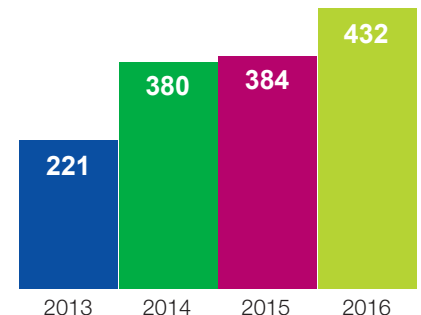
## ► PROJECT FOCUS



## ► NUMBER OF BENEFICIARIES



## ► NUMBER OF SITES PARTICIPATING





# 349,905

BENEFICIARIES GLOBALLY



# 3 PROJECTS COMPLETED



49,000 POUNDS  
of CLOTHING DONATED

150,827 STUDENTS SUPPORTED

99,000 pounds  
of food donated



# 432 SITES PARTICIPATING

21,300 individual instances  
OF VOLUNTEERISM

# 78,670 hours contributed



# 13 BENEFICIARIES for every 1 employee (13:1)

# \$856 thousand

CASH & IN-KIND CONTRIBUTIONS  
BY EMPLOYEES  
AND FACILITIES



MORE THAN  
\$12MM  
increased  
EARNINGS  
POTENTIAL  
for Skills Pipeline  
WELDERS

# 88,000 TREES

planted  
through  
community  
engagement  
efforts



# SPOTLIGHT: *Starting* With Commitment...

We asked senior executives at Praxair to share why community engagement was important personally and to our employees, our business and our communities around the world.



Senior Vice President Dr. Anne Roby, USIG Senior Project Manager Jefferson West, Global Supply Systems Senior Project Manager Patti Jones, and Director of Sustainable Development and Community Engagement Tamara Brown volunteered together at the annual Global Operations Excellence Productivity Day community engagement event in Tonawanda, New York.

More than 21,000 times in 2016, an individual Praxair employee engaged in an act of volunteerism. If you speak to one of those employees, such as Marzia Russo in Brazil, you learn how important that opportunity is. “It’s very rewarding to be a part of a company that values what we care about in our communities — and encourages us to work together to make our communities better,” she said.

What helps to drive such engagement? At Praxair, we believe that the commitment has to start from the top.

Praxair leaders participate in community engagement in every stage — including planning strategic initiatives, encouraging participation and active engagement in team projects. We asked senior executives at Praxair to share why community engagement was important personally and to our employees, our business and our communities around the world.

Values. Care. Encouragement. Working together. Those were some of the messages that echoed from senior leadership at Praxair.

The attention to community needs was one that clearly resonated with Praxair leadership. “Understanding and finding the most effective ways to address needs that exist in our communities is a very important conversation,” said Eduardo Menezes, Praxair executive vice president. Recalling his early days in Praxair, he said,

“Strong levels of volunteerism have existed in our locations for many years. We want to find effective ways to support the communities around us.”

Empowering employees to be a part of the solution is a source of pride throughout the company. “We have amazing employees at Praxair,” said Scott Telesz, Praxair executive vice president. “There is no substitute for spending time with your teammates hand-in-hand in the community. We all gain a better appreciation of the incredible sense of responsibility toward others.”

The impact on employees themselves was also clear. “The beauty of community engagement is its limitless impact. It builds teams within Praxair and results in long-lasting benefits to our communities,” said Guillermo Bichara, vice president, general counsel and corporate secretary, noting that community engagement also returns rewards back to each person who participates. “It is personally enriching and sets an example for our families,” he added.

Leaders also commented on the notion of “good” business: “Praxair is a very local business with hundreds of small locations around the world. Therefore, it is imperative that we establish a strong bond with each and every local community, including our customers, suppliers, government officials and neighbors,” said Matt White, senior vice president and chief financial officer. Programs like workforce development help to do just that, working with multiple stakeholders to train the next generation to address industry needs.

Being able to foster those opportunities is a personal and professional privilege — one that makes sense. “I grew up in a family with a strong sense of servant leadership. To actively give back is part of our obligation as citizens of the planet,” said Dr. Anne Roby, senior vice president. “Community engagement is simply the right thing to do. However, there is also definitely a business case. While we improve the conditions of those around us, we also help to create a more sustainable community, more stability and a better place to find talent.”

Ultimately, connecting our values and ourselves to each other and to the external community is the foundation for Praxair’s commitment. “Community engagement is an important core value at Praxair, and we encourage our employees to make a difference where they live and work,” said Steve Angel, Praxair’s chairman and chief executive officer. “Praxair is committed to our local communities for the long term.”



# BaanKlongYaiMuang School Improvement Project

PRAXAIR ASIA — THAILAND



## THE NEED

Safe, robust learning environments can help children develop skills that lead to long-term economic self-sufficiency.

## THE RESPONSE

For several years, Praxair Thailand employees have volunteered with the BaanKlongYaiMuang School, centered in the belief that children deserve safe places to learn. This year, more than 200 members of the team helped to revitalize the horticultural center, which is located in a semi-rural area. Activities included planting mushrooms and supplying fish and frogs. In addition, the team painted the playground and helped even the road surface around the school, making the facility safer for young learners. Employees also donated school supplies and helped fund scholarships for the students.

This project benefited more than 900 students, who learned lifelong skills. The foods grown at the center also help to provide lunch for the students or can be sold to raise additional funds for the school.



## Pakaraksit Sonmak

Assistant Business Development Manager,  
Samutprakan, Thailand

Pakaraksit Sonmak credits his team with initiating Praxair Thailand's community engagement project at the BaanKlongYaiMuang School. "We encourage everyone to continue giving back to our community," he said. "They found that the students in this school come from low-income families, whose parents are workers in local factories near our carbon dioxide plant in the Rayong province. The school building had deteriorated and was in need of physical improvement."

Pakaraksit and his team worked with the school to improve the environment and facilities in a way that would benefit both the students and the community. Employees painted the walls, refurbished the facilities and playground and planted growing plants. "Our project significantly contributed to the community by improving school conditions and student achievement," he said.

He added, "We were glad to have a chance to give back and we are proud to be a part of community development. Smiles in our community always make us happy."

## MAKING OUR PLANET MORE PRODUCTIVE

By improving the standard of living for the students in the semi-rural area.

## EDUCATION

# Canada Cylinder Plant Clothing Drive Challenge

PRAXAIR CANADA — MULTIPLE SITES



## THE NEED

Many families in our local communities may lack the resources for basic necessities, including clothing needed to withstand the Canadian winter.

## THE RESPONSE

Employees within Praxair Canada's cylinder-filling plants wanted to help address an immediate need shared in many of their local communities, that would also engage many employees across different facilities. So, leadership issued a challenge: Plants were encouraged to conduct collection drives to benefit local clothing banks. Each plant calculated the total weight of the clothing collected and divided it by the number of employees at that plant. Employees at the winning plant received lunch, compliments of their colleagues from other plants.

Nearly 5,000 pounds of clothing was collected by five plants. Employees also donated books and toys, which were given to local charities.



## Frank Jones

Associate Director of Operations,  
Paris, Ontario

In early 2015, Frank Jones proposed a challenge to the cylinder plants in Canada's East Region to see which plant could collect the most clothing for a local charity. "My family had received a lot of clothing as presents the previous Christmas. A few months later, we were spring cleaning, which included getting rid of clothes that no longer fit or that the kids had outgrown. I suspected our employees were probably doing their own spring cleaning, so I thought it was a good opportunity to introduce a plant challenge," he said.

While the 2015 campaign was a success, Frank and his fellow employees wanted to do even better in 2016. "The competitive nature of our plant managers and employees started to pick up steam in the second year. The plants provided weekly updates during the last four weeks of the competition so everyone knew where they stood. Fun e-mails were going between plants, bragging about how much clothing they had collected," he said.

That competitiveness paid off. For the second consecutive year, the Varennes acetylene and dry ice location managed by Daniel Giguere in Quebec won the competition. "Daniel has now moved on to a larger, high-pressure filling plant in Quebec, so it will be interesting to see if he can win the 2017 challenge," Frank said.

The clothing drive challenge also led the plants to conduct even more community engagement projects, Frank said. For example, employees at the Paris, Ontario plant and their families volunteered for a conservation cleanup followed by a barbeque back at the plant and Quebec employees volunteered at a Food Bank. "Community engagement is a culture that needs to be grown continuously," Frank said. "The clothing drive showed our employees that just a little effort can do something positive for their communities."

## MAKING OUR PLANET MORE PRODUCTIVE

By helping to meet basic human needs in the communities where we live and work.

# COMMUNITY SUPPORT



# Furniture for All

PRAXAIR MEXICO — MULTIPLE SITES



## THE NEED

Recycling materials can reduce the landfilling of municipal solid waste and make available materials with beneficial uses for the community.

## THE RESPONSE

Praxair Mexico employees continuously seek to share Praxair's Zero Waste culture with the local community. Following successful efforts to promote Zero Waste in local schools, employees taught local residents how to recycle scrap wooden pallets to make furniture for themselves and their families. Four sites participated in the effort, benefitting more than 1,000 adults and children.

This project fostered creativity by teaching the residents how to design and build furniture for their homes. It also raised awareness about the importance of recycling and helped reduce municipal solid waste. The skills developed in the workshops foster opportunities for self-employment and increased self-sufficiency.



## Salvador González Cano

Bulk Fleet Maintenance Manager,  
San Nicolás de los Garza, Mexico

Environmental responsibility is important to Salvador González Cano. In fact, this was the driving factor behind the creation of Furniture for All. "Through this project, we taught our community about the importance of minimizing waste, recycling materials, protecting the environment and adding economic and social benefit by making useful, good quality furniture," he said.

Salvador designed a bench out of scrap wooden pallets and then organized several events in which he and his co-workers taught local residents how to make the benches.

An added benefit of the project was that it encouraged Praxair Mexico employees from different regions to spend quality time with their colleagues, families and neighbors. "I am glad to have given children, families, teachers and Praxair colleagues the opportunity to come together with a common goal: sharing and raising awareness," he said. "When we have the resolve to achieve great results, we can do extraordinary things. All of us who work at Praxair share an excellent spirit of collaboration."

## MAKING OUR PLANET MORE PRODUCTIVE

By creating environmental benefits and developing practical and enduring skills among students and young adults.

## ENVIRONMENT

# Fun Flocks of Flamingos for the United Way

CORPORATE OFFICES — THE WOODLANDS, TEXAS



**Alicia Byrd**

Assistant Product Manager for Helium and Rare Gases, The Woodlands, Texas

## THE NEED

Local charitable organizations must maintain financial resources to fulfill the goal of improving lives and building stronger communities.

## THE RESPONSE

Employees at Praxair's Houston office took a fun, new approach to raising money for the United Way of Montgomery County. Flocks of lawn flamingos were put in employee offices in order to encourage voluntary donations to the United Way. As part of the campaign, employees could also choose to make donations as "insurance" to prevent the flamingos from coming their way. The campaign raised more than \$30,000 for the United Way, which was matched by Praxair's Global Giving Program.

In some areas of the United States, plastic pink flamingos are a common sight on people's lawns. These lawn decorations inspired the team at The Woodlands. "We wanted to put the 'fun' back in fundraising, and the flocking project was a different way to help raise money," said Alicia Byrd, one of the project's organizers.

The project ran for three weeks. The team would drop a flock of flamingos into an employee's office and that employee could choose to make a charitable contribution to have them removed. Byrd and her co-worker, Kathy McGuire, moved the flamingo flock into offices or cubicles during off-hours. "We had five to six flocks of flamingos circulating the office floors," she said.

"The event was highly enjoyable and helped the Woodlands exceed their fundraising goal," said Alicia.

And Alicia herself wasn't immune from flocking. "My co-workers waited until I was out of the office on a customer visit one day and paid to send the flamingos to my cube. So, even the people responsible for moving the flock could be flocked with flamingos. It was a lot of fun," she said.

## MAKING OUR PLANET MORE PRODUCTIVE

By equipping community organizations with funding resources to better assist those in need.

# COMMUNITY SUPPORT



# 2016 Earth Day — Indiana Dunes

HYCO — WHITING, INDIANA



## THE NEED

The maintenance of public parks and beaches is often overwhelming for local ranger staff.

## THE RESPONSE

Whiting employees returned for the second year to the Indiana Dunes National Lakeshore, an area around Lake Michigan with about 15 miles of beachfront, as well as trails and campgrounds.

As a part of their Earth Day project, employees cleaned up one of the beach areas to prepare it for summer visitors. The employees cleared about three feet of drifted sand from the upper deck, parking areas, beachwalk and stairwells at Lakeview Beach. Restoring this sand to the beach head helped to shore up the area against erosion. They also cleared invasive species from the wooded area along the beach, helping to preserve native foods upon which birds and wildlife rely.

## MAKING OUR PLANET MORE PRODUCTIVE

By improving the environment and allowing public rangers to allocate time to other critical demands.



**Andy Campbell**  
Facility Manager, Whiting, Indiana

When looking for an Earth Day project in 2016, Whiting's HYCO team had high goals: "Our plant was looking for an activity that could accommodate a lot of people and fully use our skills. We wanted to get out in the fresh air and really work hard," said Andy Campbell.

In the end, the team chose a project that affected many of them personally. "The Lake Michigan shore is an incredible place full of beaches, dunes and hiking trails. Some of us visit the campground with our families each year. The public beaches and trails are a great way to access Lake Michigan and to learn about the plants and geographical formations that make this region unique," he said.

Being able to help the staff was important to the team. "The National Park Service staff is stretched very thin. They are really dependent on volunteers. The rangers told us we were among their favorite groups because we took the work seriously and focused on safety throughout the project," Andy said.

He added, "We were really proud of the work we completed and happy to help with the backlog of work that can only be accomplished with volunteers like our team."

## ENVIRONMENT

# Meals from the Heartland

PRAXAIR DISTRIBUTION, INC.— ANKENY, IA



## THE NEED

Hunger and malnutrition are global concerns. They need effective solutions delivered locally.

## THE RESPONSE

PDI volunteers continued their long-standing commitment to supporting Meals from the Heartland, an organization that delivers nutritious meals to starving people worldwide. Working hand-in-hand with the organization's staff, PDI's warehouse employees and volunteers spent a day packaging the meals in shifts in PDI's warehouse.

A typical meal feeds up to six people and consists of a casserole that contains protein, vitamins and a grain. The Ankeny team packaged more than 40,000 meals, which were shipped to Blessman Ministries, a local charity serving children throughout South Africa.



**Christy Hart**  
National DC Manager,  
Ankeny, IA

Christy Hart has been involved with Meals from the Heartland for the last 10 years. "My church sponsored a Lenten event with the goal of packaging one million meals in 40 days. We exceeded the goal by packaging 1.6 million meals," she said. "The success of that event encouraged the event leaders to form Meals from the Heartland in 2008 using community-wide food packaging events that brought thousands of volunteers to package year-round."

The Ankeny project continues to attract employees. "This was the first time many of our employees had participated in this event," she said. "After completing their one-hour shift, many went back and asked their managers if they could work another shift. It was encouraging to see their enthusiasm and desire to contribute more to this cause."

Christy and her husband often work as floor support personnel at Meals from the Heartland packaging events, helping to replenish supplies for the packaging teams. They recently received training to co-lead events at Meals from the Heartland's packaging center and are working to gain certification to lead events on their own.

"What I like most about participating in these events is the strong sense of community it provides. Everyone there is working toward the common purpose of eliminating hunger and helping those who are less fortunate," Christy said. "It is also a great way to spend time together as a family. Our kids and their friends always want to participate and look forward to the meal packaging events."

## MAKING OUR PLANET MORE PRODUCTIVE

By providing families with the daily vitamins and nutrients they need to grow healthy and strong.

# HEALTHCARE



# Vencendo o Autism (Afeto Institution)

WHITE MARTINS — BRAZIL



**Sandrele Lino Wanderley**

Administrative Operations Analyst,  
Jaboatao dos Guararapes, Brazil

## THE NEED

Therapy for children with autism is often unaffordable for families.

## THE RESPONSE

Sandrele Lino Wanderley led the effort to raise awareness of autism in the local community in Northeastern Brazil, where poverty is a major issue. As a result, White Martins began supporting Afeto, a parent-run organization that provides services to autistic children and makes the Applied Behavior Analysis (ABA) treatment method more available to low-income families. ABA's principles and techniques can foster basic skills such as looking, listening and imitating, as well as complex skills such as reading, conversing and understanding another person's perspective.

Typically, ABA therapy is primarily available to wealthy families. However, White Martins' employees explored the needs of this under-served community and identified local and other resources to help. Their efforts, coupled with company support, extended ABA therapy to under-served autistic children and adolescents and, in some cases, allowed them to attend local schools.

White Martins' Vencendo o Autism project had a special meaning for Sandrele Lino Wanderley. "I learned about Afeto when my son was diagnosed with autism," she said. "The ABA method is not simple, but the organization taught me how to treat my son and improve his quality of life."

Sandrele said she was impressed with the dedication and engagement of Afeto's president, which led her to join the organization. She participates in monthly parent training as well as staff workshops and conferences. Additionally, she helps organize Afeto events, advertises its mission and solicits donations to help the organization further its work.

Sandrele is also excited about how Afeto's work is growing. The group recently partnered with a Brazilian specialist in ABA therapy, helped host the first Brazil-United States Autism Conference and is building a new headquarters on land that was donated to them, all of which will allow them to assist more children. "Afeto always believed it would be possible to make this dream come true, and we are making it happen today," she said. "Autism is still stigmatized, but the work done by Afeto is beautiful and promotes commitment and love. It gives me enormous joy every time we receive support from Praxair."

## MAKING OUR PLANET MORE PRODUCTIVE

By improving the quality of life for children with autism.

# Painting Day at Home

PRAXAIR SURFACE TECHNOLOGIES — BRAZIL



## THE NEED

Homelessness affects more than 150 million children worldwide.

## THE RESPONSE

PST employees continued their collaboration with Lar Batista Esperanca, a shelter serving more than a dozen homeless children and teenagers. The team assessed how they could help, and the project with the highest priority was painting the house where children lived.

PST volunteers painted the entire house, transforming walls that were unsightly into a beautiful home for the children. They also served lunch to the children at the conclusion of the project.

About 15 volunteers worked on the makeover, providing a more aesthetic, welcoming environment for current and future residents.



## Layla Yamada dos Santos

Human Resources Analyst,  
Pinhais, Brazil

Helping others is important to Layla Yamada dos Santos. “With every project that I participate in, I learn that doing good for others makes us grateful, happier and more compassionate,” she said.

This desire to improve the lives of others inspired her to participate in PST’s Painting Day at Home project at a local homeless shelter for children and teenagers. “The home cares for children who have been abandoned by their parents, but it needed work. I wanted to help paint the house so that the children would have a nicer place to live,” she said.

Layla said that the project also strengthened PST’s bonds with the local community. “By engaging with people to learn about their social and community interests, we established bonds of solidarity and mutual trust that protect us in difficult times, make society more integrated and make us better human beings,” she added.

## MAKING OUR PLANET MORE PRODUCTIVE

By showing love for others and providing a more comfortable living space.

# COMMUNITY SUPPORT

# Southern Alabama Relay for Life

U.S. INDUSTRIAL GASES — MULTIPLE SITES



**Marie Jordan**  
Facility Superintendent,  
Moore, SC

## THE NEED

Cancer directly affects an estimated 1 in 3 women and 1 in 2 men in the United States. Funds are always needed to support research into finding a cure for this devastating disease.

## THE RESPONSE

Employees from four USIG sites in Southern Alabama were motivated by shared stories of family and friends who passed away from cancer or who were currently battling the disease. Employees participated as a team in the American Cancer Society's Relay for Life. The Relay team also hosted a life-size Battleship board game inside the Praxair tent at the event.

With support from Praxair's Global Giving Program, the team raised more than any team participating in the event, amassing \$5,658 to "kick cancer off the board."

The team also won "Best in Show" for the truck they made for the cardboard car race. Most of all, the team was proud of another accomplishment: how the employees and their families from the four sites came together, working for months to prepare for this event in memory of loved ones and in honor of cancer survivors.

When looking for a community engagement event that all four Praxair plants in Southern Alabama could participate in, Marie Jordan chose the American Cancer Society's Relay for Life because of the number of employees whose lives had been touched by cancer. "Cancer affected every one of the Praxair employees and their families who participated in the event. We couldn't have picked a better charity than the American Cancer Society for us to come together as a team and support," she said.

During the Relay, the team joined event participants in lighting torches and luminaries for cancer survivors and those lost to cancer. "We lit seven torches and 25 luminary bags for friends and family that cancer has touched, including my mom, who is a cervical cancer survivor; our previous regional manager, who had recently lost his battle to cancer; and the wife of one of our reliability technicians, who was battling cancer," she said.

Marie added, "This was the first time teams from our Calvert, McIntosh, Axis and Theodore plants came together to participate in the Relay for Life. It was a great event, and we were all proud to make a difference in the community."

## MAKING OUR PLANET MORE PRODUCTIVE

By raising funds for cancer research and education.

## HEALTHCARE



# Veterans Victory Day Recognition Event

PRAXAIR EUROPE — RUSSIA



## THE NEED

Loneliness and isolation can compound the negative effects of aging among the elderly.

## THE RESPONSE

Praxair employees at the Moscow, Togliatti and Samara sites found loneliness among the elderly to be a particularly poignant issue for veterans, who should be recognized and honored for their service to their country. As a result, employee groups reached out to local voluntary service organizations to make Victory Day celebrations very special for World War II veterans. Peace is often made possible through the sacrifices made by those in the military. Praxair teams honored the veterans' sacrifice through various events, gifts and companionship.

In Volgograd, employees held a celebration lunch for 40 veterans and five members of the Council of Army Veterans. Each veteran also received a donation of 5000 rubles from Praxair in recognition of their service.

For veterans who couldn't attend Victory Day ceremonies due to health reasons, employees arranged visits to local nursing homes to present the veterans with gifts, toiletries and other donations. Volunteers from the Moscow office also arranged a tea party for veterans at a rest home in Konkovo.



**Elena Kavun**  
Administrative Manager,  
Moscow, Russia

In Russia, Victory Day is a holiday that marks the capitulation of Nazi Germany to the Soviet Union in 1945, near the end of World War II. "Victory Day is a big event since every family was involved in some way," said Elena Kavun. "Russia lost a huge part of its population in the war. It is one of the gravest and saddest parts of our history."

Elena and her colleagues across Russia decided to pool their efforts to recognize and thank their World War II veterans for their service. "We wanted to do something bigger than just watching the celebrations on TV or commemorating the event with our families," she said. And they did. Employees at every Praxair site in Russia took part in a variety of community activities, making the event Praxair Russia's largest community engagement event to date.

"We just wanted to say 'thank you' to our veterans and let them know that the younger generations value their efforts in fighting for peace and against fascism," Elena said. "They are our heroes and will always be in our hearts."

Elena said that she was also impressed by her colleagues' enthusiasm for the project. "I am very thankful to every Praxair employee who took part and also to management who helped organize transportation and provided partial support for the event in Volgograd," she said. "Everyone was eager to get involved and start activities at their own sites. We were united as never before."

## MAKING OUR PLANET MORE PRODUCTIVE

By recognizing the efforts of those who served for peace and letting them know they are not forgotten.

## DIVERSITY

# SPOTLIGHT: *Ending* With Impact...

Connectedness among Praxair, its employees and our business stakeholders is essential for sustainable impact from community engagement efforts.

In the quest to help communities solve problems, finding ways to leverage resources and creativity is of central concern. Simply put, solutions must be sustainable. The strategic actions, deepen, engage and drive, help to ensure that the efforts we undertake are continually more and more impactful.

What does deepen, engage and drive look like? One clear example is the successful efforts of Praxair's Global Procurement and Materials Management (GPMM) team and their One Degree project.

In 2014, GPMM reached out to global teams and to the local community to survey needs — and areas where the talents of GPMM employees could most help. Education — one of Praxair's focus areas — was among the top concerns of employees and a readily apparent need across many communities.

GPMM encouraged each of its global teams to actively work with their local United Way chapters to engage local schools, educational organizations and community organizations in order to identify relevant programs/projects for support. A global steering committee was created to provide guidance, help coordinate local efforts, provide strategic focus and to liaise with internal and external parties.

Local teams spur and execute these efforts, including raising funds and supplies, building educational kits, providing in-kind



Helping the next generation to build long-term skills is one impactful result from community engagement. Students from a neighborhood Boys and Girls Club shared their newfound love for and awareness of STEM after fun cryogenic presentations from USIG's team.

support and scholarships and engaging with local students.

In addition to direct support by Praxair, the Procurement professionals applied their own expertise in contract management to help schools and other non-profit organizations cut costs. Bringing suppliers and other partners along has helped the educational organizations to attain new resources or to cut costs — ultimately providing more services to the students. “Support from community stakeholders like Praxair is vital in ensuring the funding and services needed to bring our expansion project from the fledgling stages to fruition,” said Mucabit Polat, director of the Buffalo Academy of Science Charter School, one of the schools that benefitted from One Degree collaborations.

Connectedness among Praxair, its employees and our business stakeholders is essential for sustainable impact from community engagement efforts. The connectedness displayed in One Degree is a source of pride for many in the organization. “I feel privileged to work for a company whose business model is so embedded in the local communities we serve, and a company that promotes, sponsors and celebrates employee community engagement,” said Dr. Riva Krut, vice president and chief sustainability officer.

In its third year, GPMM teams representing 137 employees led projects in the United States, China, Brazil and India. Teams are already planning to expand existing projects for 2017.

# About the Community Engagement Awards

Praxair recognizes excellence in employee-led community engagement efforts through its annual Community Engagement Awards Program.

Each of the projects profiled in this booklet exemplify the dedication and creativity our teams give to every effort. Global finalists are nominated by each Praxair business and/or region, which also selects a business/regional winner. The projects profiled and pictured within this booklet are among more than two dozen finalists.

During the award process, projects are reviewed in five key areas:

- Need
- Enduring impact
- Ability to replicate globally
- Execution: Method(s) used to address need and level of employee engagement
- Degree to which the project complements Praxair's mission

All project teams are recognized by CEO Steve Angel, and all finalists receive an award. Five global winners and a

Chairman's Award are announced each January at Praxair's Global Leadership Conference.

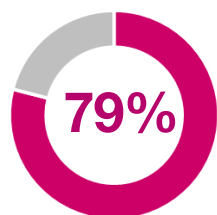
To deepen the long-term impact from previously successful efforts, each of the regional and global winners receives a substantial cash award to be redirected to the project.

For more information about the Community Engagement Program or awards, please contact Tamara Brown, director, sustainable development and community engagement, at: [tamara\\_brown@praxair.com](mailto:tamara_brown@praxair.com).

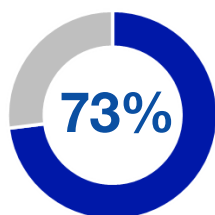
## Impact in 2016

Measurement and continuous improvement are keys to project success. In order to realize impact, Praxair includes the consideration of needs assessment for all community engagement efforts, and assesses key metrics for community engagement projects. Praxair continues to measure the results of employee-led community engagement projects using a methodology developed by the London Benchmarking Group that measures input, outputs and impacts. These metrics are key considerations in the annual review of projects for the Community Engagement Award.

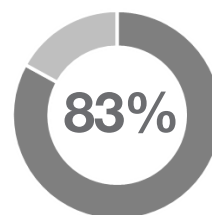
**The following represent some of the impact measurements for 2016 projects:**



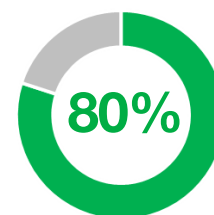
of projects positively impacted beneficiaries' quality of life



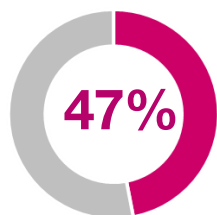
of projects developed beneficiaries' skills



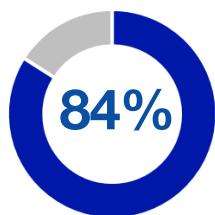
of projects increased employees' awareness of community needs



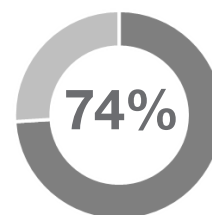
of projects promoted positive employee engagement



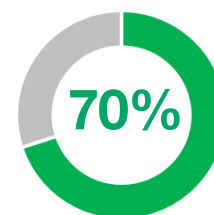
of projects helped employees develop transferable skills



of projects helped beneficiaries develop positive attitudes



of projects increased employees' management effectiveness



of projects positively impacted Praxair's reputation







© Copyright 2017 Praxair Technology, Inc.

All rights reserved. [www.praxair.com](http://www.praxair.com) | [info@praxair.com](mailto:info@praxair.com) | telephone: 1-800-PRAXAIR

Praxair, **Making our planet more productive**, and the Flowing Airstream design are trademarks or registered trademarks of Praxair Technology, Inc. used under license in the United States and/or other countries. Printed in the United States of America April 2017.

P-15-762



Printed on Recycled Paper