

Above & Beyond: Recognition and Rewards Program

Have you recognized your peers lately? The **Above & Beyond** recognition and rewards program encourages employees to acknowledge their colleagues for demonstrating those outstanding behaviors and extra efforts that support Air Liquide's core values. Additionally, **Above & Beyond** encourages managers to recognize extraordinary efforts by awarding points that can be redeemed for a wide range of exciting rewards, such as concert tickets, iPads, athletic equipment, or even travel. Remember to take note of extra efforts that happen each day when you're on the job. Don't forget that you, too, can be recognized for excellence when you go **above and beyond** in demonstrating the following core values:

- ★ **Safety First** – We value safety as our top priority, focusing on maintaining a strong safety culture
- ★ **New Chemistry (Innovation)** – We continually innovate, create, think differently, and invest in transformational activities that shift our organization into a different gear
- ★ **Customer Satisfaction (Internal/External)** – We cultivate sustainable relationships by listening to customer needs, continually offering high-quality and innovative solutions, and delivering on commitments with integrity
- ★ **Infinity (Efficiency & Reliability)** – Through an efficiency and productivity focus, we strive to achieve continuous improvements in our processes and facilities, resulting in enhanced speed, lower cost, improved quality, and reliable creative solutions
- ★ **Share the Air (Teamwork)** – We bring our diverse thinking and pool our knowledge, resources, and expertise, enabling us to share our know-how and accelerate implementations that result in profitable growth
- ★ **Corporate Citizen** – We comply with the laws and regulations of all countries where we operate and participate in community initiatives including environment, health, and education

The Above and Beyond website is accessible from the Human Resources page on HR PortAL (internal access only). The website is included on the "Above & Beyond" tab. Above & Beyond is designed to enhance our recognition culture at Air Liquide. We value our employees and their commitment to make Air Liquide an exceptional organization.