

Head Office

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20th April, 2012

COMMUNICATION ON PROGRESS REPORT: April 2012**Company Status on Implementation of the UN Ten Principles**

BOC Kenya is committed to support the UN initiatives within the company's strategies, guidelines, policies, practices and behaviours which lay the basic fundamental management standards in all its operations and activities. The maxim "I am taking the lead" puts the responsibility on the individual as well as teams to ensure the overall behaviour is in line with the company vision, values and principles. The Group's fundamental principles are safety, integrity, sustainability and respect.

The company is also committed to the promotion of responsible corporate citizenship, continuous improvement for sustainable change and growth and being part of the solution to the global challenges. The company makes a declaration in support of the UN Global initiatives in its Annual Report.

The highlight of the company's strategies and actions in regard to the implementation of the ten core principles is as indicated below:

Principles of the UN Global Compact	BOC Status on implementation of the Ten UN Principles
A) Human rights	Group Vision, Values and Principles
1) Support & respect the protection of internationally proclaimed human rights 2) Ensure non complicit in human rights abuses	<ul style="list-style-type: none">▪ Support transparency, trust and accountability through visible leadership, information sharing, empowering people, LeadSafe reports, non discrimination and risk management.▪ The leadership does not tolerate and strictly prohibits retaliation against anyone who reports issues or concerns in good faith. The Report is treated with strict confidentiality.

BOC Kenya Ltd is a Member of The Linde Group

Directors: J. Kibe (Chairman), M. B. Msiska** (Managing), W. Coetzee*, A C Juma, N Kiuna, F. Kotzee*, F. Graham, T. Baasden* (Alt), S. Fareed* (Alt)

*South African ** Malawian

B) Labour standards	Conditions of employment
<p>3) Uphold the freedom of association and effective recognition of the right to collective bargaining,</p> <p>4) Effective abolition of child labour</p> <p>5) Elimination of all forms of forced and compulsory labour</p> <p>6) Elimination of discrimination in respect of employment and occupation</p>	<ul style="list-style-type: none"> ▪The company is compliant with the Kenya labour laws in regard to all terms and conditions of employment including non engagement of child labour, forced and compulsory labour. ▪The company recognizes The Chemical & Allied workers union and negotiates freely. A collective bargaining agreement is in place. ▪ The company is a member of the Federation of Kenya Employers and keeps abreast of new developments in labour relations and adheres to any changes in law. ▪The company upholds a non discriminatory policy in employment and occupation and adopts the principle of justice and fairness in all operations and practices.
C)The Environment	Safety, Health, Environment & Quality (SHEQ) Management
<p>7) Support a precautionary approach to environmental challenges</p> <p>8) undertake initiatives to promote greater environmental responsibility</p> <p>9) Encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> ▪Uphold The Linde Group standards. Our policy states “ we shall not harm people or the environment” and our culture of “ safety is 100% of our behavior 100% of the time” ▪ We promote safe behavior through such initiatives as “near-miss reporting, SHEQ Roadmap and “LeadSafe “observations and visible leadership at executive and functional team level. ▪ Everyone is involved in and measured on their contribution to the SHEQ program. ▪ To reinforce safe behavior, a set of Seven Golden Rules were developed and implemented ▪ Integrated SHEQ policy that addresses environmental issues in addition to occupational health and safety issues. ▪ Maintained ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007 accreditation ▪ SHEQ Road Map ultimate goal is to attain world – class behavioral standards. ▪Managers and employees work together to integrate environmental thinking into all business activities and adopt best environmental practice in order to bring positive benefits to the business, community and other stakeholders. ▪The SHEQ Road Map involves: Resource efficiency, Environmental risk management, awareness and communication.
D) Anti-Corruption	Ethics & compliance
<p>10) Work against corruption in all</p>	<ul style="list-style-type: none"> ▪Code of Ethics Policy and training to all employees to

	its forms, including extortions and bribery	<p>create awareness.</p> <ul style="list-style-type: none">▪ Ethics and integrity posters list different methods how to contact the integrity line to make a report regarding any fraud or other violations of our Code of Ethics▪ Availability of Integrity Line-24hrs, 7 days▪ Non retaliation Policy in place▪ Gift & entertainment Policy cascaded to all employees.
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