

**Airgas**<sup>®</sup>

With Great Growth  
Comes Great  
Responsibility



**Airgas began life as a small regional cylinder gas distributor in 1982.**

By staying true to our long-term growth strategies, we have become a more than \$5 billion industry leader in the United States and increased shareholder value by more than 11,000 percent.

We bring those same strengths—discipline and foresight—to our sustainability efforts. As our company’s size and impact continue to expand, we are keeping pace on the parallel journey to be a responsible, forward-looking corporate citizen.

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# Sustainability at Airgas

Sustainability is an important and growing part of the Airgas culture. In the three decades since our company was founded, the world has been introduced to two important concepts. First came “sustainable development,” which called on companies in every industry to find ways to meet the needs of current generations without compromising the ability of future generations to meet their own needs. Next came the “triple bottom line,” which called on companies to account for their environmental, social and financial performance with equal emphasis.

These concepts resonated immediately within Airgas, and have taken greater hold with each passing year. Doing the right thing in all aspects of our business, including sustainability, has always been our credo.

As a leading U.S. producer and distributor of atmospheric gases, carbon dioxide, dry ice and nitrous oxide, a leading U.S. supplier of hardgoods, welding supplies, safety products, refrigerants, ammonia products and process chemicals, and a company that employs 17,000 associates in more than 1,100 locations, we realize that our company has a responsibility to ensure sustainable development and achieve balanced success across the triple bottom line.

In the past, consistent with our operating culture, many of our sustainability efforts were carried out at the local level. Airgas is a company that has grown rapidly through acquisitions and we encourage our associates to embrace an entrepreneurial approach as they work closely with customers in their local communities. More recently, we began to coordinate our company-wide sustainability efforts to accelerate what is being done locally and expand our impact. Our Sustainability Committee, launched in 2014, is directing this effort, and this report—our first-ever Airgas Sustainability Report—outlines our current areas of focus, goals, progress and the principles that will keep us moving forward.

# Sustainability is not new at Airgas.



Our company has always worked diligently to advance the goals of environmental protection, social responsibility and safety. As we grew our business and increased value for our shareholders, we also strived to meet the needs of all our other stakeholders: associates, customers, suppliers and our neighbors in the communities where we live and work.

Now we are taking the next step. In 2014, we created the Airgas Sustainability Committee. The committee includes members from all key functional areas, from product stewardship, gas production and logistics to talent management and safety and compliance. Driven by the committee—with guidance and oversight from the Governance and Compensation Committee of our Board of Directors—we are becoming more proactive, accountable, data-driven and transparent about our sustainability aspirations, activities and progress.

In many ways, our goal is to create a sustainability program that is as embedded into our company culture as our safety program. Through years of effort and effective leadership, workplace and driver safety have become second nature at Airgas and are truly a part of who we are as a company. We enhance our tools, measure our results, increase our training and never say we are finished. That is the blueprint for all our

sustainability endeavors, whether it's producing more bulk gas with less energy, lowering emissions of nitrous oxide, improving the efficiency of our distribution operations, or involving more associates in activities that enhance our corporate citizenship efforts.

We understand that our sustainability principles and practices must be tightly aligned with our business-building strategies. At the end of the day, we are a company that must grow revenues and create value for our shareholders in order to survive and thrive. But we are determined to do that responsibly because we know our success at integrating sustainability into all parts of our operations and culture will only make us a stronger company that is positioned for even greater growth in the future.

A handwritten signature in black ink that reads "Andy Cichocki". The signature is fluid and cursive, with a distinct loop at the end of the last name.

Andy Cichocki,  
President, Airgas USA, LLC  
Director, Airgas Sustainability Committee

# Responsibility: Energy Efficiency

As part of our commitment to environmental stewardship, we recognize stakeholders' concerns regarding the impact of greenhouse gas emissions—generated by energy and fuel consumption—on the global climate. We are working to become a more energy-efficient company and our focus is on the two largest sources of energy consumption: our 16 air separation units and our more than 5,200 trucks that deliver our products to customers.

## Electric Power Usage at Our Air Separation Units

Airgas has a growing number of air separation units (ASUs) where we separate atmospheric air into its primary elements—nitrogen, oxygen and argon—for transport and sale to customers in liquid form and to our fill plants for repackaging. It's an energy-intensive process; electricity accounts for nearly 65 percent of total production costs at the ASUs and represents a significant portion of Airgas' total electricity consumption.

For these reasons, ASUs are a natural focus of our sustainability efforts. During the last several years, we decommissioned our two most inefficient plants, and as we build new ASUs—three are currently under construction—we design in high-efficiency motors and advanced control systems to reduce energy consumption. The high-efficiency motors provide the same amount of horsepower but consume less electricity. The computer control systems allow us to optimize efficiency by maximizing product recovery and minimizing energy consumption. This equipment is also part of all upgrades to our legacy plants.

### Average Annual Electric Power Consumption at Air Separation Units

(kilowatt hours per hundred standard cubic feet (csf))



## Columbia, SC: Using Less Energy at a Legacy ASU

*While Airgas ASUs are designed to operate at peak efficiency during high demand periods, also called “high load levels,” we want to be as energy efficient as possible no matter how hard the plants are working. By introducing higher-efficiency motors and advanced control systems, we are now consuming less energy at all load levels, even at our older air separation units.*

*A good example is our ASU in Columbia, SC, a plant that has been a part of our ASU network since 1996. Energy use was steadily increasing as aging equipment became less efficient. In 2014, we began installation of Advanced Process Control, which manages energy consumption, optimizes the process and maximizes product recovery. As a result, average energy use decreased from 2013 to 2014: a 13 percent reduction at high load levels, 8 percent reduction at medium load levels and 16 percent reduction at low load levels. The decrease is equivalent to eliminating the average annual energy use of 800 typical U.S. homes.*

Airgas air separation units (ASUs) are designed to be as energy efficient as possible.



## Diesel Fuel Usage in Our Truck Fleets

Airgas operates one of the largest private truck fleets in the U.S., so it makes sense for both our business and our sustainability efforts to increase the fuel economy of our distribution vehicles. In 2014, our fleet of more than 5,200 vehicles covered more than 130 million miles, from rural roads to crowded city streets.

To date, most of our fuel efficiency efforts have focused on our bulk fleet because that is where we can see the most impactful and immediate improvements. All bulk trucks are now equipped with three-minute idle-time shut down devices, plus lightweight aluminum components and wide-based tires that enable better fuel mileage.

In early 2015, we installed electronic on-board computers in 31 percent of our bulk fleet. They connect into the engine computers and allow us to track—and reduce—out-of-route miles, idling time and other fuel-wasting actions. By the end of 2015, the majority of bulk trucks in our fleet will feature these computers. We also plan to install similar smart devices in our cylinder fleet, which will enhance the improvements we are already seeing from driver training and further increase fuel efficiency on routes that include multiple short trips and constant stop-and-go driving.

### Bulk Gas Delivered Per Gallon of Diesel Fuel

(hundred standard cubic feet (cscf) of liquid)

2013 149

2014 153

### Cylinders Delivered Per Gallon of Diesel Fuel

2013 4.51

2014 4.70



## Northern California & Nevada (NCN) Region: Embracing Fuel Efficiency Innovations

*As fleet manager for our NCN region, Dale Harris is always seeking new and better ways to achieve greater fuel efficiency for his 350-plus trucks, and that often involves reaching out beyond Airgas for solutions. The Region partners with the Clean Cities Coalition, which brings stakeholders from many different sectors together to share information and resources on conservation, to help craft public policy and collaborate on projects that reduce petroleum use.*

*In addition, Harris and his team regularly attend the Alternative Clean Transportation Expo to discuss the implementation of newer technologies with truck fleet peers. “We can evaluate Airgas’ future use of alternative fuels like liquefied natural gas (LNG) and compressed natural gas (CNG)—which deliver similar fuel economy but with cleaner emissions—by talking with fleet managers who are already using these fuels and have first-hand knowledge about their benefits, issues and best practices,” says Harris.*

Dale Harris with one of the increasingly fuel-efficient trucks in his region.





# Responsibility: Emission and Waste Reduction

Airgas produces a relatively small percentage of packaging waste because our primary product—industrial gases—is delivered in reusable cylinders or pumped directly from our trucks into on-site tanks. We do produce other forms of waste and our focus today is on eliminating harmful nitrous oxide emissions from the atmosphere and truck tires from our landfills.

## Nitrous Oxide Emission Reduction

Nitrous oxide (N<sub>2</sub>O) is a greenhouse gas with nearly 300 times the global warming impact of carbon dioxide. Annually, Airgas produces and packages about 30 million pounds of this gas for sale to whipped cream manufacturers, electronics producers, and medical and dental customers. Most of this product is manufactured at our Pensacola, FL site where we recover and repurpose gas from the waste stream of a chemical plant. As part of the manufacturing process, a portion of the N<sub>2</sub>O is vented to the atmosphere, and cannot be economically reclaimed. In 2012, we vented approximately 20 percent of the overall production as “waste N<sub>2</sub>O” into the atmosphere. In 2013, we reduced that to 15 percent—a 25 percent improvement—by recirculating one vent stream back into the process, and in 2014 we formed an

internal Airgas team and engaged an engineering firm to identify solutions to reduce N<sub>2</sub>O emissions even further.

Another source of N<sub>2</sub>O emissions is our fill plants where bulk quantities of N<sub>2</sub>O are transferred from trucks into refrigerated bulk tanks and, eventually, into cylinders for use by our customers. From 2013 to 2014, we decreased N<sub>2</sub>O “losses” at our fill plants from 12.1 percent to 10.5 percent, a reduction of 100 metric tons of emissions year over year. This was accomplished through equipment upgrades, identification and repair of leaks in the piping systems and increased monitoring of refrigeration levels to avoid pressure build-ups that could cause safety venting. Airgas has targeted an annual 1 percent reduction in fill plant N<sub>2</sub>O losses going forward.

### N<sub>2</sub>O Emissions in Production Phase

(as percent of total production quantity)

2013 15%

2014 15%

### N<sub>2</sub>O Emissions in Fill Phase

2013 12.1%

2014 10.5%



An Airgas bulk tank used to store refrigerated nitrous oxide (N<sub>2</sub>O)

## East Region: Reducing Emissions by Reducing Storage Tanks

*In 2014, our East Region reduced N<sub>2</sub>O emissions by nearly 99 percent at its five fill plants. A team took inventory of the number of bulk tanks used to store refrigerated N<sub>2</sub>O and discovered it didn't need them all to keep up with customer demand. The team consolidated five production sites into two locations and installed upgraded equipment. Older tanks with defects were decommissioned, newer tanks were installed, and process lines were upgraded.*

*From the beginning of 2014 to the end of the year, the Region reduced its average monthly N<sub>2</sub>O losses from nearly 20,000 pounds to less than 500 pounds, and at the midway point in 2015 it's down to 250 pounds. The project is saving tens of thousands of dollars in lost product revenue—proof that reducing N<sub>2</sub>O losses is good for both business and the environment.*

### East Region Monthly N<sub>2</sub>O Losses

(2014 N<sub>2</sub>O losses in pounds)

**JAN 2014**

20,000

**DEC 2014**

500

**N<sub>2</sub>O**

## Tire Waste Reduction

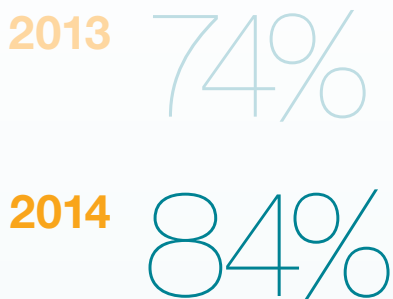
At Airgas, we work to keep as much waste out of landfills as possible, and that effort begins with truck tires. Due to their large volumes and 75 percent void space, tires consume valuable real estate in landfills. They can also trap methane gases, which cause damage to the landfill liners that keep contaminants from polluting local surface and ground water.

Instead of disposing of our old tires, our first option is to send them back to the tire manufacturers for retreading and reuse. The tire companies shave off the old tread that wraps around the rubber and steel tire casing and replace it with a new tread. Not only are we keeping this rubber and steel out of the landfill, but studies show that retreads require 70 percent less energy and 68 percent less oil compared to new tire production. With more than 5,200 vehicles in Airgas' fleet—traveling more than 130 million miles annually—the environmental impact of this tire retread effort is substantial.

Our policy is to retread tires twice, giving them three life spans before they have to be disposed. The only exceptions are tires that are in a “steering position” on the truck or those that suffered damage to the casing. In 2014, we increased our percentage of retread tires, keeping more than 10,000 tires out of the waste stream.

### Percentage of Retread Tires

(as percent of total purchased tires)



## Scott Provencal: A Second Life For Tires ... Without a Second Thought

*Scott Provencal's motto when it comes to replacing tires is “retreads are required.” With responsibility for nearly 500 vehicles, this fleet manager for our Northeast Region receives regular calls to approve the purchase of new tires—and his answer is always the same: “Unless there's a special situation, we order retreads on the trailers and the rear tires of all our trucks.”*

*The use of retreads not only reduces waste, it reduces costs. “Properly maintained, a retread tire can last as long as a new tire and cost up to 40 percent less,” says Provencal.*



# Responsibility: Workplace and Driving Safety

In our industry, Airgas is a recognized leader in safety. As a responsible employer and a good corporate citizen, we work hard to protect our associates from injuries and accidents—on the road and in the workplace. Their well-being is a top priority for us and their commitment to safety is essential in creating a safe environment for our neighbors in the communities where we work and drive.

## Driver Safety

In 2014, Airgas drivers logged more than 130 million miles of travel on all types of roads and in all types of weather conditions. While we covered a lot of ground, we saw improvements in a number of driving safety indicators—including decreases in serious recordable accidents, average dollar value of insurance accident claims and driver out-of-service rates. We achieved these safety gains even as we saw a year-over-year increase in the number of preventable accidents, which speaks to our focus on more thorough driver safety reporting.

The introduction of new Airgas Department of Transportation (DOT) offices at each of our divisions provides us with greater ability to reinforce our culture of safety through training and other proactive measures.

The DOT teams conduct in-depth reviews of Airgas driver reports and on-site audits of our vehicles. In 2014, their actions led to more extensive reporting of minor damage claims, which might not have been recorded as preventable accidents in the past. It's a more transparent reporting process and provides us with a strong and accurate baseline going forward.

Building on this new baseline, we are committed to decreasing preventable accidents and we are making more changes to stay on a continuous improvement track. For example, a study of our 2014 metrics showed that most vehicle accidents occurred in the winter, so we increased our winter-driving training materials at the beginning of the 2015 winter season.

### Preventable Vehicular Accident Rate

(recordable accidents per million miles driven)

2013	1.53
2014	1.80*

### Driver Out of Service Rate

(drivers stopped at roadside inspections)

2013	0.43
2014	0.20

\* Key contributor to year-over-year increase is more transparent and extensive reporting process implemented in 2014.

## Doug Ockinga: Safety Comes First for This Airgas Road Warrior

*In 2014, Doug Ockinga—a bulk gas driver who makes long-haul trips through the mountains of Wyoming, Colorado and Utah—notched his 10th straight year without an accident or violation. Like many other Airgas drivers with outstanding safety records, he says there's no secret to success. It's simply a matter of adhering to all the safety programs and practices Airgas makes available to drivers.*

*Every time he's behind the wheel, he puts the Smith Defensive Driving Program training tenets into action to stay alert to factors that could potentially affect his own safety and the safety of other drivers. Before backing up, he makes sure to "get out and look " just as he learned in Airgas' GOAL (Get Out and Look) training program. In 10 years at Airgas, he has a perfect record of safety meeting attendance and he never fails to conduct a pre- and post-trip truck inspection and complete the necessary paperwork. "Safety first isn't a motto—it's how I approach my career," he says.*



Doug Ockinga, buckled up and ready to put his safe driving practices into use

## Workplace Safety

There is no typical Airgas workplace. Our 17,000 associates perform their jobs in branch stores, fill plants, trucks, distribution centers, air separation facilities, customer service centers and corporate offices. While the settings may differ, all of our associates are personally committed to the safety mission of Airgas, both through their personal actions and with a focus on supporting safe working conditions.

In 2014, we achieved a 14 percent improvement in our Total Injury Rate (TIR). It was the fourth year in a row that we reduced personal injuries throughout Airgas, and the best TIR score in Airgas history. A number of factors contributed to this outstanding result.

In addition to ongoing efforts—safety training for new and veteran associates, daily safety meetings, visible safety instructions and readily available personal protective equipment—we recently increased the focus on safety at the regional level. As part of their annual budget process, our regional businesses are charged with creating a safety improvement plan. In addition, Airgas now has a nurse-on-call service. This ensures immediate medical attention to our associates, even for minor incidents, and also benefits our business and our associates by providing more immediate medical guidance on injuries.

### Total Injury Rate

(OSHA recordable incidents x 200,000 / hours worked)

2013 1.85

2014 1.60

## West Region: Achieving Dramatic Workplace Safety Improvements

*Four years ago, our West Region had a Total Injury Rate (TIR) that was well below the Airgas standard. In 2014, it had improved dramatically. The turnaround came about through a cooperative effort between regional leaders and associates to identify root causes and remedy key issues.*

*West Region implemented improvements that made a great impact, including starting every workday with a “Safety Share” moment where associates meet to discuss one safety area. Additionally, the Region increased Occupational Safety and Health Administration (OSHA) compliance training for senior management and field support associates and delivered more safety messages at new hire orientation. Last year, the Region recorded a TIR of 1.0—with only seven recorded incidents in a region of nearly 900 associates—and provided a number of best practices for other Airgas regions to follow.*



Paul Reyes, who won an Airgas National Driver of the Year Award in 2014, leads a “Safety Share” moment focused on safe cylinder cart use.

# Responsibility: Supplier Compliance

At Airgas, our hardgoods product offering includes thousands of welding and safety items—from hardhats to MIG welding wire—purchased from nearly 4,000 suppliers. Our goal is to ensure that these suppliers are adhering to the same compliance standards we apply to our own company and we are taking several important steps in this direction.

## Supplier Segmentation

At Airgas, we depend on hardgoods suppliers of all sizes and in all parts of the world for our welding and safety products. It's a large and complex network, and our efforts are focused on creating the most consistent and compliant supply chain to reduce potential risks.

To help ensure we are working with suppliers who operate at the same high standards as Airgas, we promote specific product offerings aligned with a small, concentrated set of suppliers.

In 2014, more than 85 percent of all our hardgoods purchases came from this set of 100 suppliers and we will continue to work to increase that percentage through continued communications to Airgas sales teams and our customers through our branches, telesales operations, field sales operations, e-commerce channels and distribution centers.



## Airgas Increasing Supplier Oversight

*In 2014, we took the first steps toward developing a self-assessment certification process for suppliers. The certification document will outline our expectations for suppliers—from legal compliance and business ethics to working conditions and environmental responsibility—and Airgas will consider no longer working with suppliers who aren't in 100 percent compliance with our criteria and that of regulators. Plans call for the document to be sent to all key suppliers by the end of 2015.*

*In addition, we are implementing a supplier audit program for launch by the end of 2015. The goal is to conduct regular on-site audits of all non-U.S. companies who provide products directly to Airgas for resale under one of Airgas' private label names and to ensure that their business practices meet the standards, laws and regulations required in the U.S. A similar audit program is under consideration for our domestic direct suppliers.*

Non-U.S. suppliers who provide products for resale under one of our private label names—like Radnor®—will be audited regularly.





# Responsibility: Community Engagement

Airgas is a company that is known locally, nationwide. With more than 1,100 locations, we are part of the community fabric in cities and towns across America. Airgas associates have found many different ways to be good neighbors in their hometowns. As a company, we are doing the same—on a broader scale—through our involvement with Operation Homefront and the work of our Airgas Emergency Response Organization.

## Corporate Citizenship: Operation Homefront

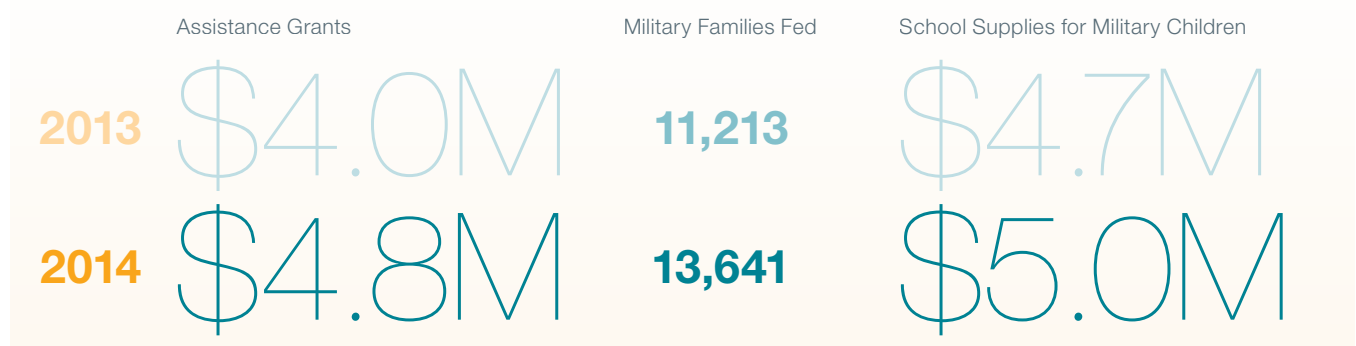
In 2014, Airgas made its seventh annual donation of \$100,000 to Operation Homefront, and extended its partnership through 2016. This national nonprofit provides emergency assistance to military family members left behind when troops are deployed and to wounded service members when they return home.

We chose this organization as our first-ever corporate philanthropy partner because we believe in its cause—meeting the needs of the military community during difficult times—and because we wanted to ensure that

our dollars are making a direct impact on our communities. More than 90 percent of donations to Operation Homefront go directly to funding its many programs and services that are life-changing for our military service members and their families.

In addition, as part of our affiliation with Operation Homefront, we committed to hiring veterans and offering the Airgas “Welding 101” course to veterans of Iraq and Afghanistan interested in exploring a career in welding. Through 2014, we have hired more than 1,100 veterans into the company.

## The Expanding Impact of Operation Homefront—With Airgas Support



## Bob McGowan: From Military Service to Community Service

*Airgas associates across the country coordinate or participate in Operation Homefront events—from food drives to school supply collections—but Bob McGowan shows just how deep this grassroots engagement goes at the local level. A Vietnam-era Marine who works as a Senior National Account Manager for Airgas, Bob is also on the national Board of Directors of Operation Homefront.*

*On behalf of the organization, he coordinates local events, speaks to various groups and media, raises money by running in the Marine Corps Marathon, and works directly with wounded warriors and their families in the Pittsburgh area. He did all of that and more in 2014—and still found the time and energy to serve as one the biggest Operation Homefront ambassadors at Airgas, encouraging all his co-workers to get involved by calling their local chapter. “At Airgas, all 17,000 of us have the potential to change lives through Operation Homefront,” Bob says.*



Bob McGowan (left) at the 2014 Marine Corps Marathon with retired U.S. Marine Corps Sergeant Carlos Cruz.

## Community Safety: Airgas Emergency Response Organization

Fifteen years ago, we created the Airgas Emergency Response Organization (AERO). Today, it is the largest hazardous material (hazmat) organization in the U.S. specifically trained to address compressed gas issues, such as dented, leaking or labelless cylinders that surface at Airgas or our customer sites.

With more than 300 highly trained Airgas hazmat technicians organized in teams around the country, AERO gives us the ability to respond quickly to emergency calls and help keep our communities safe. The teams take part in regular training sessions to stay up-to-date on the latest remediation techniques and conduct drills that duplicate real-world conditions. In 2014, we conducted more than 30 drills, including two joint sessions that involved personnel from the local city's emergency response team who wanted to enhance their compressed gas hazmat knowledge and skills. We also increased the number of AERO technicians on the ground in 2014.

2014

34

AERO Teams

320

AERO Technicians

AERO team members participate in a drill to safely remediate a gas cylinder leak.

## Everett, WA: Helping the EPA Defuse a Dangerous Situation

*In early 2014, a man in search of scrap metal bought several gas cylinders he thought were empty and began cutting them up in his garage. When he cut into one tank, it began spewing out chlorine gas. The situation was serious, and needed immediate attention. These were not Airgas cylinders, but when personnel from the Environmental Protection Agency (EPA) arrived on the scene, they quickly determined they needed more expertise and called our local AERO team to help mitigate and remove the cylinder.*

*It is not standard procedure for AERO to respond to third-party emergencies, but as a good neighbor, the team made an exception. Within hours, our AERO team had installed the appropriate leak control kit and removed the cylinder to one of our locations where we were able to neutralize the remaining chlorine. The local EPA representative later wrote, "Not only did your AERO team's professional and timely response facilitate the quick removal of a prolonged threat, their efforts allowed the local residents to return to their homes safely, protected property and protected the environment."*



# Responsibility: Associate Development

Airgas is a company that began as an entrepreneurial enterprise nearly 35 years ago and that spirit lives on today. While our growth has been accompanied—and accelerated—by change across our organization, our open culture is steadfastly creating a workplace where people want to give their personal best and make an impact on the company. We listen to the voices of all of our associates and strive to ensure that our workforce is reflective of the world around us.

We have more than 17,000 talented associates who are helping our company grow and succeed. Our responsibility as a company is to create a culture that nurtures their full potential. The result is an engaging, welcoming and reflective workplace that inspires new ideas and attracts the next generation of Airgas associates who will shape our future going forward.

At Airgas, we are committed to supporting the ongoing development of our associates to enhance their capabilities. Whether the focus is safety training for our drivers, customer service training for all associates or sales effectiveness training for our sales force, our associates have access to diverse development opportunities including Airgas University online and the Airgas Tuition Assistance Program. While developing internal talent is an ongoing focus, infusing new talent into our pipeline is equally important. In 2014, Airgas enhanced our efforts to recruit and develop new college

graduates in three key areas—branch management, sales and operations—to help us create an even more sustainable talent pipeline. Once on board at Airgas, these associates participate in newly developed trainee programs that build their skills in support of an accelerated Airgas career path.

Another example of our continued focus on development is with our District Managers. Associates in this new role act as a bridge between our Area Vice Presidents, our branches and our field sales teams. With full profit-and-loss responsibility for their districts, they are uniquely positioned to get closer to our customers. It's a new career path for Airgas associates, and we are committed to ensuring all 200-plus District Managers develop the skills needed to be successful in their roles.



## Ana Salgado: From College Recruit to Engaged Associate in No Time

*Ana Salgado was one of the first college recruits to take part in our new Account Manager Trainee Program. In less than a year, following her college graduation and thanks to the Airgas Trainee Program, she has joined Airgas full-time as a Medical Gas Account Manager. It's an impressive first job—with training, salary and benefits to match—and it wouldn't have been possible without the Trainee Program.*

*Ana's time in the program included on-the-job training, job shadowing, mentorships, online courses and educational visits to our corporate, divisional and branch operations. Through the intense and interactive curriculum, Ana and her fellow college recruits very quickly became deeply knowledgeable about our products and services. They are well-positioned to serve our customers, have a true impact on our company through their roles, and are looking forward to a promising career trajectory. "The training was a truly rewarding odyssey," says Ana. "Every day was a different learning experience, and another reminder of the vast contributions that I can make to people's everyday lives as part of Airgas."*

A year after graduating college, Ana Salgado is now a Medical Gas Account Manager thanks to her participation in our new Account Manager Trainee Program.



# Next Steps at Airgas

**Airgas has arrived at an important milestone on our sustainability journey. Throughout our three-decade history, we have always focused on compliance and improvements at the local level. Now is the time for evolution and our focus is to create a formal sustainability and corporate responsibility strategy that will guide and drive our efforts across the enterprise.**

In 2014, this evolution took root in a big way with the formation of our Airgas Sustainability Committee. The group identified six key areas of focus—energy, emissions/waste, product sourcing, safety, community and talent development—and began working to ensure our activities in these areas are aligned with our business strategies. The committee worked to establish the right company-wide metrics to measure our progress going forward and to identify accountable “owners” in all our business areas who will keep us focused on our goals.

This 2015 report documents some key advances in our company’s sustainability journey. It also provides a baseline that we can use to gain momentum as we

increase and accelerate our sustainability efforts in the years and decades ahead. The report focuses on the sustainability programs, projects and activities that have the highest current impact today, but there are already many others that are under way or in the works. As our sustainability work continues to evolve and mature in all areas of the organization, our goal is to use the Global Reporting Initiative (GRI) G4 guidelines—the international standard for sustainability reporting—as our framework for future reports. Looking ahead to tomorrow, Airgas is committed to developing, expanding and reporting on our sustainability strategy and celebrating our successes.



## Additional Areas of Focus at Airgas:

### Energy Efficiency

- Transitioning trucks to more efficient post-2007 engines

### Emission and Waste Reduction

- **Reclaiming and recycling used refrigerants**
- Repurposing CO<sub>2</sub> and N<sub>2</sub>O waste streams from other companies for resale
- Reducing sulfur hexafluoride emissions through customer training and cylinder innovations
- Recycling waste at our distribution centers, branches and fill plants

### Workplace and Driving Safety

- Adhering to Process Safety Management requirements for hazardous materials
- Implementing 24-hour site security plans at hazardous material storage sites

### Community Engagement

- **Providing welding equipment, training and mentorship to future welders at A. Philip Randolph School in Philadelphia**
- Continued support of America's veterans and their families through Operation Homefront

### Associate Development

- Providing Airgas Scholarship Program for children and grandchildren of associates
- **Recognizing associates through annual Presidents' Awards and multiple local awards**
- Providing company-wide communications about wellness, preventive care, nutrition and general health
- Surveying the top leaders at Airgas



[airgas.com/sustainability](http://airgas.com/sustainability)

**Airgas**<sup>®</sup>

Airgas, Inc.  
259 North Radnor-Chester Road  
Radnor, PA 19087-5283  
[www.airgas.com](http://www.airgas.com)