

This statement is submitted by Howden Australia Pty Ltd (ACN 004 265 276) ("Howden Australia") pursuant to the Modern Slavery Act (Cth) 2018. This Modern Slavery Statement has been approved by the Board of Directors of Howden Australia. This statement was prepared and approved after consultation with the board of directors of Howden Australia and senior leadership from Chart Group.

Incorporated and headquartered in Australia, Howden Australia is a subsidiary of Chart Industries, Inc. and the main operating entity in Australia. Chart Industries, Inc. also prepares a disclosure pursuant to the UK Modern Slavery Act.

This Statement describes the activities of *Chart Industries, Inc.* and its consolidated subsidiaries (collectively, "Chart," "we" or "our"), *including Howden Australia*. We generally employ the same policies and compliance program relating to slavery and human trafficking across our entire business.

Business Overview: We enable our customers' vital processes which advance a more sustainable world

Chart Industries, Inc. was founded in 1859, engages in the designing, engineering, and manufacturing of process technologies and equipment for the gas and liquid molecules in the United States and internationally, providing bulk and packaged gas cryogenic solutions for the storage, distribution, vaporization, and application of industrial gases; cryogenic trailers, ISO containers, bulk storage tanks, loading facilities, and regasification equipment for delivering liquefied natural gas (LNG) into virtual pipeline applications; and large vacuum insulated storage tanks as equipment for purchasers of standard liquefaction plants. Chart also offers natural gas processing solutions; process technology, liquefaction capabilities, and critical equipment for the LNG, include small to mid-scale facilities, floating LNG applications, and large base-load export facilities; brazed aluminum heat exchangers, Core-in-Kettle heat exchangers, cold boxes, air cooled heat exchangers, pressure vessels, and pipe works; and air cooled heat exchangers and axial cooling fans for the HVAC, power, and refining applications.

We work in partnership with our customers in over 100 countries, to deliver sustainable and customised solutions. We are proud that our people and our businesses play important roles in the communities that we operate in.

Risks of Slavery and Human Trafficking in our Business and Supply Chains

Due to the nature of our workforce, we believe that the risks of slavery and human trafficking in our own business are remote.

Similarly, based on the types of direct vendors that we work with and the goods and services that we purchase from them, we believe that the risks of slavery and human trafficking at this level of the supply chain are remote. The goods and services that we purchase from our direct vendors do not lend themselves to the use of seasonal, migrant or child labour.

We have limited visibility beyond our direct vendors. Like many other companies, our risk assessment is ongoing and we are evaluating our policies and procedures that are intended to mitigate slavery and human trafficking risk in our business and supply chains.

Code of Conduct Chart's goal is to maintain the highest ethical standards in the conduct of our business. Simply stated, our policy is that we will obey the law and act ethically.

Our Board of Directors has adopted a Code of Ethical Business Conduct (the "Code of Conduct") to promote Chart's commitment to ethical standards of conduct and compliance with all applicable laws, rules and regulations. The Code of Conduct applies to all Chart Associates at all business units around the world. "Associates" include all sales agents, representatives, independent contractors, consultants,

employees, officers, and when they are acting on behalf of Chart, the directors of Chart and is the centerpiece of Chart's Compliance Program.

Among other things, the Code of Conduct provides that it is important that Chart's workplace remain free from all forms of discrimination, intimidation and harassment and that each person be treated fairly and with respect. The Code of Conduct indicates that Chart will, at a minimum, meet all applicable employment laws, rules and

regulations, including laws, rules and regulations governing working conditions, wages, hours, benefits and minimum age for employment, wherever it conducts business. Slavery and human trafficking would be a violation of the Code of Conduct.

Chart Associates are expected to uphold the Code of Conduct and are subject to disciplinary actions up to and including termination for failure to do so. Chart managers are responsible for compliance with and enforcement of the Code of Conduct for their area of operation, including for ensuring distribution of the Code of Conduct to each Associate under his or her supervision and assisting them in understanding and complying with the Code of Conduct. In addition, each of our Associates is required to acknowledge in writing at least annually that they have reviewed and understand the Code of Conduct.

Code of Conduct for Business Partners

Chart also has adopted a Code of Conduct for Business Partners that sets out the expectations and standards of Chart that apply to agents, distributors, dealers, contractors, intermediaries, joint venture partners, suppliers and other business partners doing business with Chart ("Business Partners"). Among other things, the Code of Conduct for Business Partners indicates that Business Partners are expected to:

- comply with all applicable national, state or regional, and local laws and regulations in the countries in which they operate;
- never employ workers younger than the local, legally required minimum age, and never use forced, bonded, indentured or slave labor; and
- treat each employee with dignity and respect, and not engage in or permit corporal punishment, threats of violence, or other forms of harassment.

The Code of Conduct for Business Partners indicates that Business Partners are expected to hold their employees, and, to the extent they supply goods or services for ultimate sale to or use by Chart, suppliers and other third parties, to the same standards. Business Partners are expected to adopt or establish a management system that supports the content of the Code of Conduct for Business Partners and drive continuous improvement in the areas covered by the Code. If a Business Partner refuses or is unable to correct an incidence of non-compliance to our satisfaction, we may terminate the relationship.

Training

As noted above, Chart holds its Associates and Business Partners accountable for maintaining Chart's high ethical standards through the Code of Conduct and the Code of Conduct for Business Partners. Chart provides periodic training to its employees to reinforce the requirements of the Code of Conduct and Code of Conduct for Business Partners.

Grievance Mechanisms

Chart has established telephonic and online grievance mechanisms for reporting any existing or potential violation of the Code of Conduct or the Code of Conduct for Business Partners. Reporting can be made on an anonymous basis at the following websites: chartindustries.ethicspoint.com. Reporting can also be made via email to the Chart Ethics Representatives: ethics@chartindustries.com, or) by phone: 1-800-868-8541 in the United States. (For toll free numbers outside the United States, please visit www.chart.ethicspoint.com).

For purposes of our compliance with the Modern Slavery Act (Cth) 2018, this Statement has been approved by the Boards of Directors of Howden Australia and undersigned by a director of that entity.

By: 

Livio Salvestro
Director