

# DOVER 2020 GRI INDEX



Dover's sustainability disclosure is informed by leading sustainability frameworks such as GRI, SASB, and TCFD. We are publishing this GRI Index in order to facilitate transparency and comparability of the sustainability information presented on the website. We are committed to focusing on and making progress against ESG metrics and targets that are material to our business.

## Planned disclosure

GRI Standard	Disclosure Description	Company Response Location (Report section, URL)
102-1	Name of the organization	Dover Corporation
102-2	Activities, brands, products, and services	<a href="#">Company Overview</a>
102-3	Location of headquarters	3005 Highland Parkway Downers Grove, Illinois 60515
102-4	Location of operations	<a href="#">2020 Annual Report Form 10-K (P. 22 - ITEM 2. Properties)</a>
102-5	Ownership and legal form	<a href="#">2020 Annual Report Form 10-K (P. 1)</a>
102-6	Markets served	<a href="#">2020 Annual Report Form 10-K (P. 4 - ITEM 1. Business)</a> <a href="#">About Us</a>
102-7	Scale of the organization	<a href="#">2020 Annual Report Form 10-K (P. 4 - ITEM 1. Business)</a>
102-8	Information on employees and other workers	<a href="#">2020 Annual Report Form 10-K (P. 4 - ITEM 1. Business)</a> <a href="#">Diversity and Inclusion</a>
102-9	Supply chain	<a href="#">2020 Annual Report Form 10-K (P. 10 - Raw Materials)</a> <a href="#">Human Rights in the Supply Chain</a> <a href="#">Environmentally Responsible Sourcing</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">2020 Annual Report Form 10-K (P. 9 - Business Segments)</a>
102-11	Precautionary principle	We are proud of our longstanding commitment to sustainability and we are dedicated to integrating sustainability into our business strategy and operations. We are pursuing sustainability initiatives that support our employees, customers, and communities to ensure our businesses continue to create long-term value for our shareholders. We take precautionary steps to protect the environment as seen in the examples below: <a href="#">Energy and Emissions</a> <a href="#">Climate Change Risks and Opportunities</a> <a href="#">Innovation for Sustainable Products</a> <a href="#">Water</a> <a href="#">Waste</a> <a href="#">Environmental Compliance</a> <a href="#">Environmentally Responsible Sourcing</a>
102-12	External initiatives	Dover's 2030 greenhouse gas goals were approved by the <a href="#">Science Based Targets Initiative</a> . Public support for UN Declaration of Human Rights in the <a href="#">Human Rights in the Supply Chain webpage</a> .
102-13	Membership of associations	Dover is a member of the Manufacturers Alliance and the National Association of Manufacturers.

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<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	<a href="#">2020 Annual Report, P. 3, A Message from the President and Chief Executive Officer</a> <a href="#">Sustainability: Message from the CEO</a>
102-15	Key impacts, risks, and opportunities	<a href="#">2020 Annual Report Form 10-K (P. 15 - ITEM 1A. Risk Factors)</a> <a href="#">2021 CDP Climate Change Response, C2 - C3</a> <a href="#">Sustainability Overview</a> <a href="#">Climate Change Risks and Opportunities</a>
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">Our Values</a> <a href="#">Code of Conduct and Ethics</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Whistleblower Communication Guidelines</a> <a href="#">Dover Ethics Hotline</a>
<b>GOVERNANCE</b>		
102-18	Governance structure	<a href="#">Corporate Governance Guidelines</a> <a href="#">Our Governance</a> <a href="#">Governance and Accountability</a> <a href="#">2021 Proxy Statement</a>
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	<a href="#">Materiality Analysis</a>
102-41	Collective bargaining agreements	<a href="#">2020 Annual Report Form 10-K (P. 21)</a>
102-42	Identifying and selecting stakeholders	<a href="#">Materiality Analysis</a>
102-43	Approach to stakeholder engagement	<a href="#">Materiality Analysis</a>
102-44	Key topics and concerns raised	<a href="#">ESG Areas of Focus</a>
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">2020 Annual Report Form 10-K (Exhibit 21)</a>
102-46	Defining report content and topic Boundaries	<a href="#">Our Sustainability Reporting Approach</a> <a href="#">ESG Areas of Focus</a> <a href="#">Materiality Analysis</a>
102-47	List of material topics	<a href="#">ESG Areas of Focus</a> Materiality Results. Disclosure for this GRI Index is focused primarily on top two tiers of relative importance according to our <a href="#">Materiality Analysis</a> .
102-48	Restatements of information	No restatements
102-49	Changes in reporting	Reporting expanded to include an <a href="#">ESG webpage</a> with disclosure on 12 material ESG topics after the materiality analysis completed in 2020 and recent disclosure on 4 additional topics with disclosure on the remaining 2 ESG topics planned for 2022.
102-50	Reporting period	Calendar year 2020
102-51	Date of most recent report	December 2021

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102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Adrian Sakowicz Vice President of Communications <a href="mailto:asakowicz@dovercorp.com">asakowicz@dovercorp.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	None. <a href="#">Dover's sustainability website</a> reporting is informed by the GRI framework and other reporting frameworks.
102-55	GRI content index	<a href="#">GRI Index</a>
102-56	External assurance	<a href="#">Third-party Verification of Greenhouse Gas Emissions</a>
<b>TOPIC DISCLOSURES</b>		
<b>Climate change risks and opportunities</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Climate Change Risks and Opportunities</a> <a href="#">2021 CDP Climate Change Response, C2.2</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2021 CDP Climate Change Response, C2.3a</a> <a href="#">Climate Change Risks and Opportunities</a>
<b>Community engagement and philanthropy</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Community Engagement and Philanthropy</a>
201-1	Direct economic value generated and distributed (Community investments)	<a href="#">Community Engagement and Philanthropy</a>
<b>Data security and privacy</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Data Security and Privacy</a>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We do not report specific complaints concerning breaches of customer privacy and losses of customer data due to confidentiality constraints. See our webpage on <a href="#">Data Security and Privacy</a> for information on how we manage this issue.
SASB RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	<a href="#">Data Security and Privacy</a>
<b>Diversity and inclusion</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Diversity and Inclusion</a>
405-1	Diversity of governance bodies and employees	<a href="#">Diversity and Inclusion</a>
<b>Employee health and safety</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Employee Health and Safety</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Employee Health and Safety</a> A recent internal Dover survey found 17 facilities were OHSAS 18001 / ISO 45001 certified, which represents 16.5% of employees.

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403-9	Work-related injuries	<a href="#">Employee Health and Safety</a> In 2020, our TRIR was 1.05 excluding corporate locations and we had a fatality rate of 0.
<b>Energy and emissions</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Energy and Emissions</a>
		<a href="#">CDP 2021 Climate Change Response C4 - C8</a>
302-1	Energy consumption within the organization	<a href="#">Energy and Emissions</a> <a href="#">CDP 2021 Climate Change response</a>
302-3	Energy intensity	
302-4	Reduction of energy consumption	
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	
305-5	Reduction of GHG emissions	
<b>Environmental compliance</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Environmental Compliance</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">Environmental Compliance</a> <a href="#">2020 Annual Report Form 10-K (P. 14)</a>
<b>Environmentally responsible sourcing</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Environmentally Responsible Sourcing</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Environmentally Responsible Sourcing</a>
<b>Ethics and compliance</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Ethics and Compliance</a>
205-1	Operations assessed for risks related to corruption	<a href="#">Ethics and Compliance</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Compliance</a> <a href="#">Code of Conduct and Ethics</a>
<b>Human rights in the supply chain</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a> <a href="#">Human Rights in the Supply Chain</a>

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412-2	Employee training on human rights policies or procedures	<a href="#">Human Rights in the Supply Chain</a>
<b>Innovation for sustainable products</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Innovation for Sustainable Products</a>
302-5	Reduction in energy requirements of products and services	<a href="#">Innovation for Sustainable Products</a>
US GAAP ASC 730	R&D spend ratio	<a href="#">Innovation for Sustainable Products</a>
<b>Product quality and safety</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Product Quality and Safety</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Product Quality and Safety</a>
<b>Talent attraction and development</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Talent Attraction and Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Talent Attraction and Development</a>
<b>Water</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Water</a>
		<a href="#">2021 CDP Water Response</a>
303-1	Interactions with water as a shared resource	<a href="#">Water</a>
303-2	Management of water discharge-related impacts	
303-3	Water withdrawal	
303-4	Water discharge	
303-5	Water consumption	
<b>Waste</b>		
103-1, 103-2, 103-3	Management Approach	<a href="#">Sustainability Overview</a>
		<a href="#">Waste</a>
306-2	Management of significant waste-related impacts	<a href="#">Waste</a>