

DOVER 2019 GRI INDEX



Dover's sustainability disclosure through <https://www.dovercorporation.com/sustainability/> is informed by leading sustainability frameworks such as GRI and SASB. 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.

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	2020 Company Overview
102-3	Location of headquarters	3005 Highland Parkway Downers Grove, Illinois 60515
102-4	Location of operations	2019 Annual Report Form 10-K (P. 23 - ITEM 2. Properties)
102-5	Ownership and legal form	2019 Annual Report Form 10-K (P. 1)
102-6	Markets served	2019 Annual Report, Form 10-K (P.5 - ITEM 1. Business)
		About Us
102-7	Scale of the organization	2019 Annual Report, Form 10-K (P.5 - ITEM 1. Business)
102-8	Information on employees and other workers	2019 Annual Report, Form 10-K (P.5 - ITEM 1. Business)
		Diversity and Inclusion
102-9	Supply chain	2019 Annual Report, Form 10-K (P.11 - Raw materials)
		Human rights in the supply chain
102-10	Significant changes to the organization and its supply chain	Acquisitions and dispositions are described in 2019 Annual Report, Form 10-K (P.9)
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:
		Energy and emissions
		Climate Change Risks and Opportunities
		Innovation for sustainable products
102-12	External initiatives	Public support for UN Declaration of Human Rights in the Human rights in the supply chain webpage
102-13	Membership of associations	Dover is not a current member of any industry advocacy organizations
STRATEGY		
102-14	Statement from senior decision-maker	2019 Annual Report, P. 3, A Message from the President and Chief Executive Officer
		Sustainability: Message from the CEO
102-15	Key impacts, risks, and opportunities	2019 Annual Report, Form 10-K (P.16 - ITEM 1A. Risk Factors)
		Sustainability overview
		Climate Change Risks and Opportunities
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Our values
		Code of Conduct and Ethics
102-17	Mechanisms for advice and concerns about ethics	Whistleblower Communication Guidelines
		Dover Ethics Hotline

GRI Standard	Disclosure description	Company Response Location (Report section, URL)
GOVERNANCE		
102-18	Governance structure	Corporate Governance Guidelines
		Our Governance
		Governance and Accountability
		2020 Proxy Statement
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Materiality Analysis
102-41	Collective bargaining agreements	2019 Annual Report, Form 10-K (P.22)
102-42	Identifying and selecting stakeholders	Materiality Analysis
102-43	Approach to stakeholder engagement	Materiality Analysis
102-44	Key topics and concerns raised	ESG Areas of Focus
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2019 Form 10-K (P.137 - Exhibit 21)
102-46	Defining report content and topic Boundaries	Our Sustainability Reporting Approach
		ESG Areas of Focus
		Materiality Analysis
102-47	List of material topics	ESG Areas of Focus
		Materiality Analysis . Disclosure for this GRI Index is focused on top two tiers of relative importance according to our materiality analysis.
102-48	Restatements of information	No restatements
102-49	Changes in reporting	Reporting has expanded to include an ESG webpage with disclosure on 12 material ESG topics after the materiality analysis completed in 2020
102-50	Reporting period	Calendar year 2019
102-51	Date of most recent report	July 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Adrian Sakowicz Vice President of Communications asakowicz@dovercorp.com
102-54	Claims of reporting in accordance with the GRI Standards	None. Dover's sustainability website reporting is informed by the GRI framework and other reporting frameworks.
102-55	GRI content index	GRI Index
102-56	External assurance	Third-party verification of Greenhouse Gas Emissions
TOPIC DISCLOSURES		
Climate change risks and opportunities		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Climate Change Risks and Opportunities
		CDP 2019, C2.2d
201-2	Financial implications and other risks and opportunities due to climate change	CDP 2019, C2.3a
		Climate Change Risks and Opportunities

GRI Standard	Disclosure description	Company Response Location (Report section, URL)
Community engagement and philanthropy		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Community engagement and philanthropy
201-1	Community investments	Community engagement and philanthropy
Data security and privacy		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Data Security and Privacy
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 Data Security and Privacy 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	Data Security and Privacy
Diversity and inclusion		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Diversity and Inclusion
405-1	Diversity of governance bodies and employees	Diversity and Inclusion
Employee health and safety		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Employee Health and Safety
403-8	Workers covered by an occupational health and safety management system	Employee Health and Safety A recent internal Dover survey found 17 facilities were OHSAS 18001 / ISO 45001 certified, which represents 16.5% of employees.
403-9	Work-related injuries	Employee Health and Safety In 2019, our TRIR was 1.32 excluding corporate locations and we had a fatality rate of 0. We plan to disclose a global TRIR for 2020 that will include our diverse set of operating companies as well as corporate locations.
Energy and emissions		
103-1, 103-2, 103-3	Management Approach	Sustainability overview
		Energy and emissions
		CDP 2019 Climate Change response (C0.5)
302-1	Energy consumption within the organization	Energy and emissions
		CDP 2019 Climate Change response (C.8)
302-3	Energy intensity	Energy and emissions
302-4	Reduction of energy consumption	Energy and emissions
305-1	Direct (Scope 1) GHG emissions	Energy and emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and emissions

GRI Standard	Disclosure description	Company Response Location (Report section, URL)
305-3	Other indirect (Scope 3) GHG emissions	Energy and emissions
305-4	GHG emissions intensity	Energy and emissions
305-5	Reduction of GHG emissions	Energy and emissions
Environmental compliance		
307	103-1/2/3: Management Approach	Sustainability overview See Human rights in the supply chain webpage for environmental compliance requirements for suppliers
307-1	Non-compliance with environmental laws and regulations	Our operations are governed by a variety of international, national, state and local environmental laws. We are committed to continued compliance and believe our operations generally are in substantial compliance with these laws. In a few instances, particular plants and businesses have been the subject of administrative and legal proceedings with governmental agencies or private parties relating to the discharge or potential discharge of regulated substances. Where necessary, these matters have been addressed with specific consent orders to achieve compliance. There have been no material effects upon our earnings and competitive position resulting from our compliance with laws or regulations enacted or adopted relating to the protection of the environment. Dover 10-k Other Matters, P. 14. A recent internal Dover survey found 29 facilities were ISO 14001 certified, which represents ~29% of employees.
Environmentally responsible sourcing		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Supply Chain Management
308-1	New suppliers that were screened using environmental criteria	Environmental Sustainability Expectations for Our Suppliers : We are committed to creating economic value for our shareholders and customers through sustainable practices that protect the long-term well-being of the environment, employees, and the communities in which we operate. Our suppliers are required to comply with all applicable environmental laws, regulations, and standards and minimize any adverse impact on the environment. Our suppliers must also endeavor to conserve natural resources, including water and energy, and reduce or eliminate waste and the use of hazardous substances. We intend to report further information on this topic and new supplier environmental screening in 2021-22.
Ethics and compliance		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Ethics and compliance
205-1	Operations assessed for risks related to corruption	Ethics and compliance
205-2	Communication and training about anti-corruption policies and procedures	Ethics and compliance Code of Conduct and Ethics
Human rights in the supply chain		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Human rights in the supply chain
412-2	Employee training on human rights policies or procedures	Human rights in the supply chain

GRI Standard	Disclosure description	Company Response Location (Report section, URL)
Innovation for sustainable products		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Innovation for sustainable products
302-5	Reduction in energy requirements of products and services	Innovation for sustainable products
US GAAP ASC 730	R&D spend ratio	Innovation for sustainable products
Product quality and safety		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Product quality and safety (Coming soon)
416-1	Assessment of the health and safety impacts of product and service categories	<p>As an industrial machinery company, our customers rely on Dover products every day in some of the most challenging environments where quality and safety means saving lives and preventing environmental contamination. We know that product quality and safety are critical to earning the trust of our customers and society, and we are committed to quality by building safety, security, reliability, and compliance into our products and solutions throughout our business operations.</p> <p>Across our entire business and operating companies, we focus intensely on quality at the source, which has a straightforward definition: quality is a crucial element of every process and workflow for every person who contributes to production or delivery. Each step in the production process through delivery—and everyone involved—owns a piece of quality. Quality at the source relies on the right raw materials, qualified suppliers, tested and proven processes—and perhaps most importantly, instilling a sense of ownership and responsibility for each person and team involved along the way.</p> <p>We promote safety both throughout the development and production product phases and in the actual design and end-use of our products. A more thorough discussion of product quality and safety will be disclosed on the Dover sustainability website in the coming year.</p>
Talent attraction and development		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Talent Attraction and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Attraction and Development
Water		
103-1, 103-2, 103-3	Management Approach	Sustainability overview Water CDP Water Report
303-1	Interactions with water as a shared resource	Water CDP Water Report
303-2	Management of water discharge-related impacts	Water CDP Water Report
303-3	Water withdrawal	Water
303-4	Water discharge	CDP Water Report
303-5	Water consumption	Water