



Accelerating Progress Toward a Sustainable Future

GRI Index 2020

GRI Index

This is Fortive's first year employing the Global Reporting Initiative (GRI) framework. Preparation of the GRI Index reflects our commitment to transparency and alignment of our CSR strategy with relevant, data-driven external sustainability frameworks and standards. This report is aligned with the GRI Standards: Core option. For a detailed explanation of the standards, visit the [GRI website](#).

GRI Disclosure		Company Response
GRI 102: General Disclosures (2016)		
Organizational Profile		
102-1	Name of the organization	Fortive Corporation
102-2	Activities, brands, products, and services	2020 Corporate Responsibility Report > Company Overview p. 5 2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2-5 2020 Proxy Statement > Proxy Statement Summary > 2019 Company Performance Highlights p. 2-3 Fortive Business Directory
102-3	Location of headquarters	6920 Seaway Blvd, Everett, WA 98203
102-4	Location of operations	2019 Annual Report on Form 10-K > Part I, Item 1. Business p. 2 2020 Corporate Responsibility Report > Company Overview p. 5 GRI Data Tables
102-5	Ownership and legal form	2019 Annual Report on Form 10-K > Cover Sheet 2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2 2020 Proxy Statement > Beneficial Ownership of Common Stock by Directors, Officers, and Principal Shareholders p. 10-11 Fortive Corporation is a Delaware corporation.
102-6	Markets served	2020 Corporate Responsibility Report > Company Overview p. 5 2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2-7 2020 Proxy Statement > 2019 Company Performance Highlights p. 2-3
102-7	Scale of the organization	2020 Corporate Responsibility Report > Fortive at a Glance p. 2 2019 Annual Report > Cover Pages > Financial Highlights 2019 Annual Report on Form 10-K > Consolidated Balance Sheets p. 48 As a diversified industrial technology growth company, numbers of products sold is not an equitable metric for tracking productivity and market cap across our businesses. We track sales within our business segments to provide year-over-year and real-time performance. These figures are disclosed in our Annual Report on Form 10-K.
102-8	Information on employees and other workers	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 6 2020 Proxy Statement > Executive Compensation Tables > Pay Ratio Disclosure p. 74-75 GRI Data Tables Approximately 5% of Fortive's employees worldwide were temporary as of year-end 2019. The work conducted by temporary employees does not constitute a significant amount of work. We are implementing a Human Capital Management system that will improve our ability to report employment figures globally in the future. Fortive will endeavor to respond with additional required information in the next report cycle.

GRI Disclosure		Company Response
102-9	Supply chain	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 5 2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 Fortive uses over 8,000 different suppliers from over 11,000 locations worldwide.
102-10	Significant changes to the organization and its supply chain	2020 Corporate Responsibility Report > Company Overview p. 5 2020 Proxy Statement > Company Performance Highlights p. 2-4 2019 Annual Report > Cover Pages > CEO Letter to Shareholders > We Compete for Shareholders 2019 Annual Report on Form 10-K > Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations > Completed Acquisitions and Business Combinations p. 25-27
102-11	Precautionary principle or approach	The precautionary principle is the idea that if the consequences of an action are unknown but are judged to have some potential for major or irreversible negative consequences, then it is better to avoid that action. We have not formally applied the precautionary principle to decision-making across all of our activities; however, we apply the precautionary principle through our risk assessment process that is grounded in FBS and implemented by all operating companies.
102-12	External initiatives	2020 Corporate Responsibility Report > Our Commitment to Responsibility p. 7 2020 Proxy Statement > Corporate Governance > Risk Oversight p. 19
102-13	Membership of associations	GRI Data Tables
Strategy		
102-14	Statement from senior decision-maker	2020 Corporate Responsibility Report > A Message From Our CEO p. 4
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	2020 Corporate Responsibility Report > Values p. 6 2020 Corporate Responsibility Report > Our Fortive9 Framework for Growth and Success p. 9 2020 Proxy Statement > Corporate Governance p. 17-32 Fortive Standards of Conduct Fortive Corporation Corporate Governance Guidelines Fortive Corporate Social Responsibility webpage
Governance		
102-18	Governance structure	2020 Proxy Statement > Corporate Governance p. 17-32 2020 Proxy Statement > Governance Enhancements p. 4 2020 Corporate Responsibility Report > Governance p. 29
Stakeholder Engagement		
102-40	List of stakeholder groups	2020 Proxy Statement > Corporate Governance > Shareholder Engagement p. 28 2020 Corporate Responsibility Report > We Are More Together p. 12 2020 Corporate Responsibility Report > Fortive Day of Caring p. 15 2020 Corporate Responsibility Report > Pillar 3, Provide Innovative Products and Services That Make the World a Better Place p. 16 2020 Corporate Responsibility Report > Employee Engagement Powers Continual Improvement p. 22 2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 2020 Corporate Responsibility Report > Engaging With Our Investor Community p. 29 With regard to CSR, Fortive engaged senior leaders and employees across our operating companies, the Board, customers, shareholders, suppliers, and local communities.

GRI Disclosure		Company Response
102-41	Collective bargaining agreements	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 6 Fortive has three different bargaining units with collective bargaining agreements (CBAs) in the United States. Approximately 7% of our U.S. workforce is under CBA; the percentage of total employees covered by CBAs is not available. We have several employee representative bodies across the globe, with the highest concentration in Europe. Fortive respects and adheres to labor rights around the globe, and since our separation from Danaher (DHR) in 2016, we have not had a work stoppage or strike.
102-42	Identifying and selecting stakeholders	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Proxy Statement > Corporate Governance > Shareholder Engagement p. 28 Fortive will endeavor to respond with additional required information in the next report cycle.
102-43	Approach to stakeholder engagement	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Our Fortive9 Framework for Growth and Success p. 9 2020 Corporate Responsibility Report > Employee Experience and Engagement p. 13 2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 2020 Proxy Statement > Shareholder Engagement p. 28
102-44	Key topics and concerns raised	2020 Corporate Responsibility Report > A Message From Our CEO p. 4 2020 Corporate Responsibility Report > Materiality Assessment p. 7 We will conduct a refreshed materiality assessment in summer 2020, through which we will gather and evaluate input from key stakeholders to inform our CSR priorities and strategy moving forward.
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 3 2019 Annual Report on Form 10-K > Exhibit 21.1
102-46	Defining report content and topic boundaries	2020 Corporate Responsibility Report > About This Report p. 2 2020 Corporate Responsibility Report > Materiality Assessment p. 7
102-47	List of material topics	2020 Corporate Responsibility Report > CSR Pillars Overview p. 7
102-48	Restatements of information	There were no restatements or corrections in 2019 compared to prior Fortive CSR Reports.
102-49	Changes in reporting	There are no significant changes from the previous reporting period in the list of material issues or topic boundaries.
102-50	Reporting period	01 January 2019 through 31 December 2019
102-51	Date of most recent report	May 2019
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	sustainability@fortive.com investors@fortive.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-56	External assurance	Fortive did not seek external assurance for this report.

GRI Disclosure		Company Response
GRI 201 Economic Performance (2016)		
103-1	Explanation of the material topic and its Boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Pillar 7, Compete for Shareholders p. 28</p> <p>Competing for shareholders is one of Fortive’s shared values. Our commitment to the Fortive Business System (FBS) and our goal of creating long-term shareholder value enable us to drive customer satisfaction and profitability, significant improvements in innovation, growth, and operating margins, and disciplined acquisitions to execute strategy and expand our portfolio into new and attractive markets.</p> <p>Boundary: Internal: Global Operations External: Customers, Suppliers, Shareholders, Prospective Employees</p>
103-2	The management approach and its components	<p>2019 Annual Report on Form 10-K > Part 2, Item 7. Management’s Discussion & Analysis of Financial Condition and Results of Operations p. 22–44 2020 Corporate Responsibility Report > Governance p. 29 2020 Proxy Statement > Corporate Governance p. 17–32 Corporate Governance Guidelines Governance Documents Quarterly Results Shareholder Inquiries</p>
103-3	Evaluation of the management approach	<p>2019 Annual Report on Form 10-K > Part 2, Item 7. Management’s Discussion & Analysis of Financial Condition and Results of Operations p. 22–43 2020 Proxy Statement > Corporate Governance p. 17–32 Charter of the Audit Committee of the Board of Directors</p>
201-1	Direct economic value generated and distributed	<p>2019 Annual Report on Form 10-K > Part 2, Item 6. Selected Financial Data p. 22 2019 Annual Report on Form 10-K > Part 2, Item 8. Financial Statements and Supplementary Data p. 44–97 2020 Corporate Responsibility Report > Fortive at a Glance p. 2</p>
201-2	Financial implications and other risks and opportunities due to climate change	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 7 2019 Annual Report on Form 10-K > Part 1, Item 1A. Risk Factors p. 12</p> <p>Details about Fortive’s climate change risks and opportunities will be disclosed in our 2020 CDP Climate Change response.</p>
201-3	Defined benefit plan obligations and other retirement plans	<p>2019 Annual Report on Form 10-K > Part 2, Item 7. Management’s Discussion & Analysis of Financial Condition and Results of Operations p. 38, 42 2019 Annual Report on Form 10-K > Note 12, Pension Plans p. 74–77</p>
GRI 202 Market Presence (2016)		
103-1	Explanation of the material topic and its Boundaries	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2–7 2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Pillar 2, Create Positive Impacts in Our Communities p. 14 2020 Corporate Responsibility Report > Pillar 7, Compete for Shareholders p. 28</p> <p>Boundary: Internal: Global Operations External: Customers, Suppliers, Shareholders, Prospective Employees</p>
103-2	The management approach and its components	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2–7 2020 Corporate Responsibility Report > A Message From Our CEO p. 4 2020 Corporate Responsibility Report > Pillar 2, Create Positive Impacts in Our Communities p. 14 2020 Proxy Statement > Corporate Governance p. 17–32</p>

GRI Disclosure		Company Response
103-3	Evaluation of the management approach	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2-7</p> <p>2020 Proxy Statement > Corporate Governance p. 17-32</p> <p>2019 Annual Report on Form 10-K > Part 2, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations > Business Performance Outlook p. 24-27</p> <p>Governance Documents: Corporate Governance Guidelines; Audit Committee Charter; Nominating and Governance Committee</p> <p>2020 Corporate Responsibility Report > Governance p. 29</p>
202-2	Proportion of senior management hired from the local community	While the required information is currently unavailable, Fortive will endeavor to disclose in the next report cycle.
GRI 204 Procurement Practices (2016)		
103-1	Explanation of the material topic and its Boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Fortive Supplier Code of Conduct</p> <p>Boundary: Internal: Global Operations External: Customers, Suppliers, Distribution Providers, Shareholders</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24</p> <p>Fortive Supplier Code of Conduct</p> <p>Fortive's Procurement function enables and assures purchasing processes that result in the best quality, delivery, cost, and innovation from our suppliers. Though the Procurement function is widely decentralized, the Corporate Procurement functionality serves to harness Fortive's global spending power and scale for benefit of driving continuous improvement. To achieve this, the Procurement function leverages the supplier audit program to assess suppliers against our Supplier Code of Conduct and contract terms. In 2019, we incorporated CSR questions into the supplier audit.</p> <p>In a given year, our Procurement teams across Fortive (worldwide) audit approximately 20% of the top direct materials suppliers. In addition to the audits, Procurement professionals at each operating company manage the relationship, including monitoring and conformance assessment to Fortive's Supplier Code of Conduct.</p> <p>Procurement professionals and supplier contracts managers are among those employees who are required to complete Compliance training at least annually (refer to Anti-Corruption 205-2).</p>
103-3	Evaluation of the management approach	<p>2020 Proxy Statement > Corporate Governance > Corporate Social Responsibility p. 29-32</p> <p>Governance Documents</p> <p>Fortive Supplier Code of Conduct</p>
204-1	Proportion of spending on local suppliers	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 5</p> <p>In the reporting year, approximately 50% of our procurement spend was associated with our significant sites. Fortive defines significant sites as those with 50 or more employees and/or manufacturing or light assembly operations.</p> <p>Over 50% of Fortive's procurement spend in 2019 was associated with suppliers headquartered outside of the United States. Refer to the locations of Fortive's operations in p. 4 of this pdf.</p>
GRI 205: Anti-corruption (2016)		
103-1	Explanation of the material topic and its Boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Fortive Standards of Conduct > Avoiding Bribes and Improper Payments p. 20</p> <p>Boundary: Internal: Board, Management, Employees External: Customers, Suppliers, Regulators, Governments, Local Communities, Shareholders</p>

GRI Disclosure		Company Response
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > The Fortive Compliance Program p. 27 2020 Corporate Responsibility Report > Speak Up! Program p. 27 Fortive Standards of Conduct > How We Address Concerns and Report Violations — Speaking Up! p. 7</p> <p>Fortive takes anti-corruption seriously. As a U.S.-based company, our approach is directly influenced by the requirements of the U.S. Foreign Corrupt Practices Act and is defined in our Anti-Corruption policy. Fortive employees with corporate network access are required to complete Fortive’s Compliance training; other employees may receive live Compliance training. Our Compliance training includes anti-corruption and highlights mechanisms for employees to report potential or suspicious activity by an employee, customer, or supplier.</p> <p>Our supplier audit process includes a Corruption Perception Index component, which helps us focus audits in areas with higher risks of bribery and corruption have no place in our operations or dealings with suppliers and other parties. Through our Channel Partner Toolkit (CPTK), we require certain third parties to certify to us in writing each year that they will comply with all anti-bribery, import/export, and other applicable laws, as well as abide by our Standards of Conduct.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > The Fortive Compliance Program p. 27 2020 Corporate Responsibility Report > Speak Up! Program p. 27 Fortive Standards of Conduct > How We Address Concerns and Report Violations — Speaking Up! p. 7</p>
205-1	Operations assessed for risks related to corruption	<p>Fortive assesses risks related to corruption for all of our operations on an ongoing basis through our annual risk assessment process, and periodically throughout the year. We take significant efforts to educate our employees, suppliers, and third party partners on the risks of corruption, and our expectations of ethical and lawful conduct. We also conduct targeted monitoring and auditing efforts to ensure compliance.</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>Fortive Standards of Conduct Charter of the Audit Committee of the Board of Directors Fortive Supplier Code of Conduct</p> <p>All members of the Board of Directors are aware of Fortive’s anti-corruption policy and business conduct standards outlined in Fortive’s Standards of Conduct, and all Board members are required to complete Standards of Conduct training on an annual basis. The Audit Committee of Fortive’s Board of Directors is responsible for oversight of (1) the integrity of the Company’s financial statements, (2) the Company’s compliance with legal and regulatory requirements, (3) the qualifications and independence of the Company’s registered public accounting firm (“independent auditors”), and (4) the performance of the Company’s internal audit function and independent auditors. At each meeting, the Audit Committee reviews compliance-related business practices which include anti-corruption and anti-bribery activities, policies, and assessments conducted by the independent auditors.</p> <p>Fortive employees with corporate network access are required to complete Compliance training on an annual basis; other employees may receive live training. Compliance training includes Fortive’s expectations regarding anti-bribery/anti-corruption (ABAC), outlined in the Fortive Anti-Corruption policy and reinforced in Fortive’s Standards of Conduct. The annual online ABAC training is a minimum requirement. Employee categories for whom this is more relevant to their job also receive live training on the topic throughout the year.</p> <p>All direct materials suppliers are provided the Fortive Supplier Code of Conduct with the contract. The approximately 10% of suppliers that comprise the top direct materials spends are assessed on their conformance to the Supplier Code of Conduct through our Supplier Audit program. The Supplier Code of Conduct establishes Fortive’s requirement that suppliers comply with all applicable laws and regulations. Specific to anti-corruption, the Supplier Code of Conduct states that Suppliers will not “engage in... bribery, corruption, or illegal payments; unfair competition or unfair and deceptive trade practices...” In addition, for partners subject to Fortive’s CPTK program, Fortive requires provisions in our contracts wherein the partner acknowledges an understanding of Fortive’s Standards of Conduct and agrees to follow all relevant ABAC laws and conduct regular ABAC training.</p>

GRI Disclosure		Company Response
GRI 207: Tax (2019)		
103-1	Explanation of the material topic and its Boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Boundary: Internal: Global Operations External: Governments, Shareholders
103-2	The management approach and its components	Fortive Tax Strategy 2020 Proxy Statement p. 36, 54, 62–63
103-3	Evaluation of the management approach	2020 Proxy Statement > Corporate Governance > Corporate Social Responsibility p. 29–32 Governance Documents 2020 Corporate Responsibility Report > Governance p. 29
207-1	Approach to tax	2019 Annual Report on Form 10-K > Part 1, Item 1A. Risk Factors p.15 2019 Annual Report on Form 10-K > Part 2, Item 7. Management's Discussion & Analysis of Financial Condition and Results of Operations Income Taxes p. 31–32 Fortive Tax Strategy
207-2	Tax governance, control, and risk management	2019 Annual Report on Form 10-K > Note 2, Summary of Significant Accounting Policies p. 56–58 Fortive Tax Strategy Fortive will endeavor to disclose in the next report cycle.
207-3	Stakeholder engagement and management of concerns related to tax	Fortive Tax Strategy Fortive seeks strong relationships with tax authorities based on open communication and transparency.
207-4	Country-by-country reporting	Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive will endeavor to disclose in the next report cycle.
GRI 301: Materials (2016)		
103-1	Explanation of the material topic and its Boundaries	2020 Corporate Responsibility Report > A Message From Our CEO p. 4 2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Pillar 4, Safeguard the Environment p. 20 Fortive Corporate Social Responsibility webpage Fortive Environmental, Health and Safety Policy At Fortive, <i>kaizen</i> is our overarching approach to continuous improvement. An objective of kaizen is to eliminate waste (of all forms), which aligns with sustainability principles. It is through kaizen that we continually take actions to reduce our footprint, and operate more efficiently in all we do. As a global company, we strive to minimize waste, avoid pollution, and adopt sustainable practices. We are committed to reducing our environmental impact by leveraging Fortive Business System (FBS) tools to deploy targets and continuously improve our performance against them. Boundary: Internal: Employees, Leadership, Board External: Regulatory agencies, Communities, Prospective Employees, Standards Organization, Shareholders

GRI Disclosure		Company Response
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > The Fortive Business System p. 6 2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Eliminating Waste p. 23 Fortive Environmental, Health and Safety Policy</p> <p>Our Environmental, Health and Safety (EHS) policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner in compliance with applicable laws and regulations to promote continuous improvement in our operations. The policy affirms our commitment to continuous improvement in EHS performance, waste minimization, prevention of pollution, promotion of sustainable practices and policies, and prevention of workplace accidents and injuries.</p> <p>To quantify and drive continuous improvement, our operating companies assess the EHS Risk level at each of our EHS significant sites and report as an EHS Risk Score on a semi-annual basis. The EHS Risk Score is a Fortive standard metric comprised of 18 EHS performance criteria, including EHS program implementation, leadership involvement in EHS, FBS integration, and injury rates, among others. The EHS Risk Score is weighted based on site employee population and our goal is to reduce the average EHS Risk Score across the company by implementing EHS programs and initiatives tailored to the work environment.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS tools such as Standard Work (similar to standard operating procedure) provide a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any employee to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Compete for Shareholders > Governance p. 29</p> <p>Fortive manages every aspect of our business using the FBS process and tools. Inherent to FBS is the spirit and practice of continuous improvement.</p>
301-3	Reclaimed products and their packaging materials	<p>Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will endeavor to respond to this disclosure in the next report cycle.</p>
GRI 302: Energy (2016)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Energy, specifically where it relates to energy's contributing role in climate change, was identified as material during the 2017 materiality assessment.</p> <p>Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Communities, Prospective Employees, Standards Organization, Shareholders</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Innovations for the Environment p. 18 2020 Corporate Responsibility Report > Supporting Sustainable Operations p. 19 2020 Corporate Responsibility Report > Pillar 4, Safeguard the Environment p. 20</p> <p>Beginning in 2009, Fortive (then DHR) launched an energy kaizen program to identify and address energy use reduction and energy efficiency opportunities. The program has remained in effect since then, and in 2020, we are refreshing and reinvigorating the program. Included in the updates is quantifying the greenhouse gas (GHG) emissions reductions associated with opportunities to be accounted for in the prioritization scheme for project implementation.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Innovations for the Environment p. 18 2020 Corporate Responsibility Report > Supporting Sustainable Operations p. 19 2020 Corporate Responsibility Report > Pillar 4, Safeguard the Environment p. 20 2020 Corporate Responsibility Report > Governance p. 29 2020 Proxy Statement > Corporate Governance > Oversight Structure p. 32</p>

GRI Disclosure		Company Response
302-1	Energy consumption within the organization	<p>2020 CDP Climate Change Disclosure (will be publicly available in September 2020*) 2020 Corporate Responsibility Report > Energy consumption 2017–2019 p. 23 GRI Data Tables</p> <p>Fortive does not sell energy; thus, its total electricity, heating, cooling, and steam sold is zero.</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
302-3	Energy intensity	<p>2020 CDP Climate Change Disclosure (will be publicly available in September 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
302-4	Reduction of energy consumption	<p>2020 CDP Climate Change Disclosure (will be publicly available in September 2020*) 2020 Corporate Responsibility Report > Energy consumption 2017–2019 p. 23 GRI Data Tables</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
GRI 303: Water and Effluents (2018)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Water has not been definitively determined to be a material issue; however, it is a topic that will be included in the materiality assessment planned for 2020. We will disclose the results of the materiality assessment in our 2021 CSR Report, accompanied by relevant data.</p> <p>Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Communities, Prospective Employees, Standards Organization, Shareholders</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Innovations for the Environment p. 18 Fortive Environmental, Health and Safety Policy</p> <p>Our Environmental, Health and Safety (EHS) Policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner in compliance with applicable laws and regulations to promote continuous improvement in our operations. The policy affirms our commitment to continuous improvement in EHS performance, waste minimization, the prevention of pollution, the promotion of sustainable practices and policies, and the prevention of workplace accidents and injuries.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS tools such as Standard Work (similar to standard operating procedure) provide a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any employee to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Governance p. 29</p> <p>Each operating company is responsible for energy management at their facilities. Details about energy use reduction projects will be disclosed in our 2020 CDP Climate Change disclosure.</p> <p>Company-wide strategic direction and operating company targets are guided by the Director of Sustainability with input from internal stakeholders (e.g., CEO, Procurement). In 2020, we are transitioning to InteleX's sustainability platform, which will support improved energy data collection and analysis across the company.</p>
303-1	Interactions with water as a shared resource	<p>Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will endeavor to respond to this disclosure in the next report cycle.</p>

GRI Disclosure		Company Response
303-2	Management of water discharge-related impacts	Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will endeavor to respond to this disclosure in the next report cycle.
303-3	Water withdrawal	Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will endeavor to respond to this disclosure in the next report cycle.
GRI 305: Emissions (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Communities, Prospective Employees, Standards Organization, Shareholders
103-2	The management approach and its components	2020 Corporate Responsibility Report > Innovations for the Environment p. 18 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 2020 Corporate Responsibility Report > Governance p. 29 Our Nominating and Corporate Governance Committee is charged with overseeing our CSR reporting and making recommendations to the full Board of Directors. GHG emissions and related reduction goals are included in the scope of CSR. In 2019, Fortive’s CSR process was overseen by the CSR Steering Committee, which is made up of senior company leaders and chaired by Senior Vice President and General Counsel Peter Underwood. Mr. Underwood reports directly to the CEO and his responsibilities include oversight of the EHS function. During 2019, Mr. Underwood provided periodic updates to the Nominating and Corporate Governance Committee and the full Board of Directors regarding ongoing CSR-related activities, including progress on safety initiatives, environmental compliance, and SEC compliance. Mr. Underwood chairs Fortive’s Environmental Health & Safety Leadership Council (EHSLC). In 2019, Mr. Underwood engaged the EHSLC and CSR Committee to develop Fortive’s first GHG emissions goal analysis and recommendations. The final recommendations were submitted to the Board, who confirmed that Fortive will reduce GHG emissions intensity by 40% by 2030 relative to the 2017 baseline. Following the goal finalization and in recognition of the increasing importance of CSR, Fortive created two new positions to build our organizational infrastructure to support CSR program growth and maturity. Fortive appointed Katie Rowen, Fortive Vice President of Labor, Employment, and Litigation, as Vice President of Corporate Social Responsibility, Employment, and Litigation. Ms. Rowen is responsible for leading CSR and reports directly to Mr. Underwood. She provides quarterly updates to and is advised by the Fortive Senior Leadership team. Ms. Rowen and Mr. Underwood will provide periodic updates to the Nominating and Corporate Governance Committee and the full Board of Directors on CSR-related activities. Also in 2019, Fortive created its first Director of Sustainability, responsible for driving Fortive’s global sustainability efforts.
103-3	Evaluation of the management approach	In 2020, we are conducting a gap analysis of the Sustainability program to identify areas for improvement. As an initial measure, we are implementing Standard Work to align our GHG inventory management and disclosure to the Greenhouse Gas Protocol’s <i>A Corporate Accounting and Reporting Standard</i> , updating our emissions factors to the EPA’s 2018 emissions factors, and will publicly disclose our GHG emissions inventory and performance via CDP Climate Change disclosure.
305-1	Direct (Scope 1) GHG emissions	2020 CDP Climate Change Disclosure (Expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables <i>*CDP’s timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i>

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GRI Disclosure		Company Response
305-2	Energy indirect (Scope 2) GHG emissions	<p>2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
305-3	Other indirect (Scope 3) GHG emissions	<p>2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables</p> <p>Biogenic CO₂ emissions are not a component of Fortive's GHG inventory.</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
305-4	GHG emissions intensity	<p>2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
305-5	Reduction of GHG emissions	<p>2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables</p> <p><i>*CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.</i></p>
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	<p>Our operating companies track, manage, and report air pollutants at each of their sites, where applicable. Fortive does not currently centralize this data collection; however, as we transition to Intelx for EHSQ and Sustainability data management, we will improve and expand our data accessibility.</p>
GRI 306: Effluents and Waste (2016)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Waste has not been definitively determined to be a material issue; however, it is a topic that will be included in the materiality assessment planned for 2020. We will disclose the results of the materiality assessment in our 2021 CSR Report, accompanied by relevant data.</p> <p>At Fortive, <i>kaizen</i> is our overarching approach to continuous improvement. A core principle of <i>kaizen</i> is the elimination of waste, in all its forms, which aligns with sustainable principles. It is through <i>kaizen</i> that we continually take actions to reduce our footprint and operate more efficiently in all we do.</p> <p>Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Customers, Communities, Prospective Employees, Standards Organization, Shareholders</p>

GRI Disclosure		Company Response
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Eliminating Waste p. 23 2020 Corporate Responsibility Report > Innovations for the Environment p. 18 Fortive Environment, Health and Safety Policy</p> <p>Our EHS Policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner in compliance with applicable laws and regulations to promote continuous improvement in our operations. The policy affirms our commitment to continuous improvement in EHS performance, waste minimization, the prevention of pollution, the promotion of sustainable practices and policies, and the prevention of workplace accidents and injuries.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS tools such as Standard Work (similar to standard operating procedure) provide a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any employee to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Governance p. 29</p>
306-2	Waste by type and disposal method	Data currently unavailable. Fortive will endeavor to disclose in the next report cycle.
GRI 307: Environmental Compliance (2016)		
103-1	Explanation of the material topic and its Boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Communities, Prospective Employees, Standards Organization, Shareholders</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Proxy Statement > Corporate Governance > Oversight Structure p. 32 Fortive Standards of Conduct p. 26 Fortive Environmental, Health and Safety Policy</p> <p>Our EHS Policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner in compliance with applicable laws and regulations to promote continuous improvement in our operations. The policy affirms our commitment to continuous improvement in EHS performance, waste minimization, the prevention of pollution, the promotion of sustainable practices and policies, and the prevention of workplace accidents and injuries.</p> <p>To quantify and drive continuous improvement, our operating companies assess the EHS Risk level at each of our EHS significant sites and report as an EHS Risk Score on a semi-annual basis. The EHS Risk Score is a Fortive standard metric comprised of 18 EHS performance criteria, including EHS program implementation, leadership involvement in EHS, FBS integration, and injury rates, among others. The EHS Risk Score is weighted based on site employee population and our goal is to reduce the average EHS Risk Score across the company by implementing EHS programs and initiatives tailored to the work environment.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS tools such as Standard Work (similar to standard operating procedure) provide a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any employee to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Ensuring Employee Safety and Well-being p. 21</p>

GRI Disclosure		Company Response
307-1	Non-compliance with environmental laws and regulations	Fortive is evaluating the information required and will attempt to respond to this disclosure in the next report cycle.
GRI 308: Supplier Environmental Assessment (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2019 Annual Report on Form 10-K > Part 1, Item 1A. Risk Factors p. 18-19, 30 Boundaries: Internal: Board, Procurement, Operating Companies External: Supply Chain, Local Communities
103-2	The management approach and its components	2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2, 5 Fortive Supplier Code of Conduct
103-3	Evaluation of the management approach	2020 Proxy Statement > Personal Performance Factor p. 55 2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 In 2019, CSR questions were included in the supplier assessment issued to suppliers. The nature of these questions is within scope of the audits conducted by our Procurement organization.
308-1	New suppliers that were screened using environmental criteria	In a given year, our Procurement teams across Fortive (worldwide) audit approximately 20% of the top direct materials suppliers. The questionnaire provided to these suppliers in advance of the audit includes CSR questions.
GRI 401: Employment (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Proxy Statement > Executive Compensation Tables > Pay Ratio Disclosure p. 74-75 Boundary: Internal: Board, Employees External: Prospective Employees
103-2	The management approach and its components	2020 Corporate Responsibility Report > The Fortive Business System p. 6 2020 Corporate Responsibility Report > Building Extraordinary Teams p. 9 2020 Corporate Responsibility Report > Upholding Labor Standards Across Our Supply Chain p. 25 2020 Corporate Responsibility Report > Pillar 6, Operate with Integrity and Minimize Risk p. 26 Fortive Standards of Conduct 2020 Proxy Statement p. 20
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > Building Extraordinary Teams p. 9 2020 Corporate Responsibility Report > Pillar 6, Operate with Integrity and Minimize Risk p. 26 2019 Annual Report on Form 10-K > Part 1, Item 4. Information About Our Executive Officers p. 21 2020 Proxy Statement > Potential Payments Upon Termination or Change-of-Control as of 2019 Fiscal Year-End p. 72
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI Data Tables At Fortive, we are committed to providing competitive and flexible benefits that take into account our diverse employee population so that we can meet our employees' needs regardless of their family situation, health status, socio-economic status, stage of life, and/or personal goals. Fortive will endeavor to respond with additional required information in the next report cycle.
401-3	Parental leave	GRI Data Tables Fortive will endeavor to respond with additional required information in the next report cycle.

GRI Disclosure		Company Response
GRI 402: Labor/Management Relations (2016)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Proxy Statement > Executive Compensation Tables > Pay Ratio Disclosure p. 74-75 Fortive Standards of Conduct</p> <p>Boundary: Internal: Board, Employees External: Prospective Employees</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Upholding Labor Standards Across Our Supply Chain p. 25 2020 Corporate Responsibility Report > Building Extraordinary Teams p. 9 Fortive Standards of Conduct 2020 Proxy Statement > Management Succession Planning p. 20</p>
103-3	Evaluation of the management approach	<p>2020 Corporate Responsibility Report > Building Extraordinary Teams p. 9 2019 Annual Report on Form 10-K > Part 1, Item 4. Information About Our Executive Officers p. 21 2020 Proxy Statement > Potential Payments Upon Termination or Change-of-Control as of 2019 Fiscal Year-End p. 72</p>
402-1	Minimum notice periods regarding operational changes	<p>2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 6 Fortive will endeavor to respond with additional required information in the next report cycle.</p>
GRI 403: Occupational Health and Safety (2018)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7</p> <p>Boundary: Internal: Board, Management, Employees External: Contractors, Suppliers, Regulators, Shareholders</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Pillar 4, Safeguard the Environment p. 20 2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Ensuring Employee Safety and Well-being p. 21 2020 Corporate Responsibility Report > Pillar 1, Empower our Talented Global Team to Contribute in Meaningful Ways p. 8 2020 Proxy Statement > Corporate Governance > Oversight Structure p. 32 Fortive Standards of Conduct p. 26 Fortive Environmental, Health and Safety Policy</p> <p>Our EHS Policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner in compliance with applicable laws and regulations to promote continuous improvement in our operations. The policy affirms our commitment to continuous improvement in EHS performance, waste minimization, the prevention of pollution, the promotion of sustainable practices and policies, and the prevention of workplace accidents and injuries.</p> <p>To quantify and drive continuous improvement, our operating companies assess the EHS Risk level at each of our EHS significant sites and report as an EHS Risk Score on a semi-annual basis. The EHS Risk Score is a Fortive standard metric comprised of 18 EHS performance criteria, including EHS program implementation, leadership involvement in EHS, FBS integration, and injury rates, among others. The EHS Risk Score is weighted based on site employee population and our goal is to reduce the average EHS Risk Score across the company by implementing EHS programs and initiatives tailored to the work environment.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS tools such as Standard Work (similar to standard operating procedure) provide a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any employee to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p>

GRI Disclosure		Company Response
103-3	Evaluation of the management approach	Refer to 103-2 above 2020 Proxy Statement > Oversight Structure p. 32
403-1	Occupational health and safety management system	We integrate health and safety principles and requirements into operations through the FBS. See Management Approach section above. Each operating company manages EHS compliance in a manner that is appropriate for their operations. As such, EHS management varies by operating company but all are ground in fulfilling regulatory compliance. At EHS significant sites, we have dedicated EHS professional(s) who are responsible for EHS management, training, and leading continuous improvement. An EHS significant site is one that has manufacturing or some level of assembly operations and/or an employee population of 50 or more. All other sites are managed via an EHS leader for the business platform or operating company specifically. Fortive will endeavor to respond with additional required information in the next report cycle.
403-2	Hazard identification, risk assessment, and incident investigation	We regularly conduct process and job hazard analyses to evaluate, identify, and mitigate occupational health and safety risks associated with tasks and related work areas. Employees are also assessed for conformance with the process safety management requirements via periodic inspections/observations. Where inconsistencies exist, the EHS lead and employee and/or team will review the requirements and confirm understanding. As needed, employees are assigned additional training and supervisors conduct more frequent spot checks. Fortive's operating companies engage employees in varying ways and many have developed effective initiatives to actively engage employees in health and safety risk assessment and mitigation. For example, Gems Sensors runs an annual safety campaign during which employees, in teams, compete to identify near-misses or hazard conditions. Refer to Pillar 4, Safeguard the Environment p. 20, for EHS performance in 2019. Fortive will endeavor to respond with additional required information in the next report cycle.
403-3	Occupational health services	Fortive will endeavor to respond to this disclosure in the next report cycle.
403-4	Worker participation, consultation and communication on occupational health and safety	Fortive will endeavor to respond to this disclosure in the next report cycle.
403-5	Worker training on occupational health and safety	Due to the varied nature of our businesses, health and safety training is managed at the operating company level. Our operating company EHS teams deploy trainings regularly—in most cases, monthly, and in some cases, daily or weekly—via Safety stand-ups. Training topics are tailored to the operations, based on risk assessments and ongoing EHS monitoring to provide timely training when, for example, near-misses occur or a process is updated, revised, or introduced.
403-6	Promotion of worker health	In addition to the health benefits employees are provided that cover standard medical care, operating companies have varying programs to provide condition-specific health promotion services. For example, where operations have repetitive tasks, operating companies address related ergonomic issues via soft tissue treatment therapy performed by a doctor (on-site) to treat injuries upon onset before they require medical treatment. Fortive will endeavor to respond with additional required information in the next report cycle.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Fortive 2020 Corporate Social Responsibility Report > Pillar 4, Safeguard the Environment p. 20 Refer to 403-6 Fortive will endeavor to respond with additional required information in the next report cycle.
403-8	Workers covered by an occupational health and safety management system	Fortive 2020 Corporate Social Responsibility Report > Pillar 4, Safeguard the Environment p. 20 Fortive Environmental, Health and Safety Policy Each operating company is responsible for managing their EHS management system in alignment with the EHS Policy. This includes defining the scope of applicability, i.e., whether contractors are covered. Many operating companies have EHS management systems that are consistent with the requirements of recognized standards, including ISO 14001, ISO 45001, OHSAS 18000, OSHA's Voluntary Protection Program, and Process Safety Management. Fortive will endeavor to respond with additional required information in the next report cycle.

GRI Disclosure		Company Response
GRI 404: Training and Education (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Pillar 1, Empower Our Talented Global Team to Contribute in Meaningful Ways p. 8 Boundary: Internal: Board, Management, Employees External: Future and prospective Employees
103-2	The management approach and its components	2020 Corporate Responsibility Report > Pillar 1, Empower Our Talented Global Team to Contribute in Meaningful Ways p. 8 Using the Performance for Growth (P4G) and Development for Growth (D4G) frameworks, employees and managers identify strengths and areas for improvement. Channels for improvement include, but are not limited to, applicable trainings and professional development opportunities. All employees have individual development plans, developed by the employee and reviewed with their manager, that identify their goals, targets, and responsibilities. This dovetails with the D4G process, wherein employees and managers identify trainings and/or educational programs to support professional development and growth.
103-3	Evaluation of the management approach	The Fortive Learning & Development team uses feedback from the Employee Experience Survey and digital and in-person trainings to inform where and how training and education is effective and where opportunities for improvement exist. In 2019, we shifted from decentralized, operating company-led training to self-paced, on-demand learning for each phase of the P4G/D4G process based on feedback, data, and assessments. This model ensures consistency across the corporation, allows us to easily translate into our core languages (making the learning more approachable for employees around the world), and is more aligned with how people expect to be able to learn, i.e., on demand as needed.
404-2	Programs for upgrading employee skills and transition assistance programs	2020 Corporate Responsibility Report > Our Fortive9 Framework for Growth and Success p. 9 2020 Corporate Responsibility Report > Cultivating Our Future Leadership p. 10 2020 Corporate Responsibility Report > Growth Accelerator p. 10 2020 Corporate Responsibility Report > The Fort p. 11
GRI 405: Diversity and Equal Opportunity (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Boundary: Internal: Board, Management, Employees External: Future Employees, Suppliers, Shareholders
103-2	The management approach and its components	2020 Corporate Responsibility Report > We Are More Together p. 12 Fortive Inclusion & Diversity webpage
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > We Are More Together p. 12 2020 Corporate Responsibility Report > Governance p. 29 Fortive Inclusion & Diversity webpage Fortive's Inclusion and Diversity (I&D) Council, chaired by our Vice President of I&D, is a cross-functional Council made up of employees from across our operating companies. The I&D Council defines the vision and works with the Vice President of I&D to execute programs, initiatives, and facilitate two-way communication with operating companies and employees at all levels and geographies.
405-1	Diversity of governance bodies and employees	GRI Data Tables Fortive will endeavor to respond with additional required information in the next report cycle.

GRI Disclosure		Company Response
GRI 406: Non-discrimination (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Fortive Standards of Conduct p. 11 Boundary: Internal: Board, Management, Employees External: Future Employees, Contractors, Suppliers
103-2	The management approach and its components	Fortive Corporate Responsibility Report 2020 > The Fortive Compliance Program p. 27 2020 Corporate Responsibility Report > Upholding Labor Standards Across Our Supply Chain p. 25 Fortive Standards of Conduct Fortive Supplier Code of Conduct At Fortive, we are committed to treating our fellow employees with respect, dignity, and fairness. To accomplish this, we maintain a positive work environment where discrimination and harassment are not tolerated. We also respect all applicable labor laws.
103-3	Evaluation of the management approach	In 2019, we undertook a global analysis and revision of our Standards of Conduct through focus groups of over 200 employees. The new Code upholds the highest ethical standards and clearly establishes our values and the expectation that all employees will behave with honesty, fairness, and transparency. Also in 2019, we developed an updated version of our CPTK, the standard approach to compliance, for use by our operating companies when performing due diligence on distributors and other third parties (“channel partners”).
406-1	Incidents of discrimination and corrective actions taken	Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will reevaluate our response to this disclosure in the next report cycle.
GRI 409: Forced or Compulsory Labor (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Fortive Standards of Conduct p. 11 Fortive's Transparency in Supply Chains Statement Fortive's Conflict Minerals Policy Statement Boundary: Internal: Board, Management, Employees External: Future Employees, Contractors, Suppliers, Local Communities
103-2	The management approach and its components	2020 Corporate Responsibility Report > Our Approach p. 25 2020 Corporate Responsibility Report > Conflict Minerals p. 25 2020 Corporate Responsibility Report > Upholding Labor Standards Across Our Supply Chain p. 25 Fortive Standards of Conduct Fortive Supplier Code of Conduct
103-3	Evaluation of the management approach	Fortive Standards of Conduct p. 7
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Fortive is evaluating the information required and will attempt to respond to this disclosure in the next report cycle.

GRI Disclosure		Company Response
GRI 412: Human Rights Assessment (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Fortive Standards of Conduct Boundary: Internal: Board, Management, Employees External: Future Employees, Contractors, Suppliers, Local Communities
103-2	The management approach and its components	2020 Corporate Responsibility Report > The Fortive Business System p. 6 2020 Corporate Responsibility Report > Our Approach p. 25 2020 Corporate Responsibility Report > Conflict Minerals p. 25 2020 Corporate Responsibility Report > Upholding Labor Standards Across Our Supply Chain p. 25 2020 Corporate Responsibility Report > The Fortive Compliance Program p. 27 2020 Corporate Responsibility Report > Speak Up! Program p. 27 Conflict Minerals Policy Statement Fortive Standards of Conduct Fortive Supplier Code of Conduct Fortive does not make charitable contributions to organizations or programs that: <ul style="list-style-type: none"> • Discriminate based on age, gender, race, national origin, religion, sexual orientation, gender identity or expression, veteran status, marital status, disability, or based on any other protected category under federal, state, or local law. • Fund terrorist groups or activities. • Otherwise pose a conflict to Fortive.
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > We Are More Together p. 12 2020 Corporate Responsibility Report > Governance p. 29 Fortive Inclusion & Diversity webpage
412-1	Operations that have been subject to human rights reviews or impact assessments	Fortive is evaluating the information required and will attempt to respond to this disclosure in the next report cycle.
GRI 413: Local Communities (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Boundary: Internal: Board, Management, Employees External: Future Employees, Contractors, Suppliers, Local Communities

GRI Disclosure		Company Response
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Pillar 2, Create Positive Impacts in Our Communities p. 14 2020 Corporate Responsibility Report > The Fortive Business System p. 6</p> <p>Engagement with local communities is managed by the operating companies in their local areas. The Fortive Day of Caring is a company-wide initiative wherein operating companies are encouraged (paid time off) to support the local community using their own, full discretion.</p> <p>The Fortive Foundation manages the corporate-level philanthropic initiatives. Operating companies generally also engage in additional, independent philanthropic initiatives. The business affairs of the Foundation are managed by its President, Vice President, and Secretary, who all also serve on the Board of Directors. The Foundation's activities are governed by its by-laws. The Foundation is in its nascent stages but has been set up to financially support the Fortive Scholarship Program, global charities, and charities in the communities in which Fortive does business. It will also serve to promote employee volunteerism. The Foundation is and will be primarily funded by contributions from Fortive Corporation, which also provides administrative support, space, and supplies at no charge to the Foundation. The Foundation has giving pillars and vets potential charities through online research and assessment organizations like Charity Navigator. Recent giving included COVID-19-related support and social justice organization donations.</p>
103-3	Evaluation of the management approach	<p>Engagement with local communities is managed, evaluated, and led by our operating companies, including the Fortive Day of Caring. Leaders within the operating companies define their expectations and work with their teams to continuously improve their initiatives. The metrics used vary by operating company.</p> <p>The Fortive Foundation is managed by the VP of CSR, with final approvals from the CEO and the Foundation's Board, which is made up of the CFO, SVP of Human Resources, and SVP, General Counsel. The Foundation developed a charter in 2019 to define scope and priorities related to charitable giving.</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>2020 Corporate Responsibility Report > Fortive Day of Caring p. 15</p> <p>Fortive Day of Caring takes place at 100% of our operating companies, and employees are empowered to support their local communities through development programs.</p>
GRI 414: Supplier Social Assessment (2016)		
103-1	Explanation of the material topic and its boundaries	<p>2020 Corporate Responsibility Report > Materiality Assessment p. 7 2019 Annual Report on Form 10-K > Part 1, Item 1A. Risk Factors p. 18-19, 30</p> <p>Boundaries: Internal: Board, Procurement, Operating Companies External: Supply Chain, Local Communities</p>
103-2	The management approach and its components	<p>2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2, 5 Fortive Supplier Code of Conduct</p>
103-3	Evaluation of the management approach	<p>2020 Proxy Statement > Personal Performance Factor p. 55 2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24</p> <p>In 2019, CSR questions were included in the supplier assessment issued to suppliers. The nature of these questions is within scope of the audits conducted by our Procurement organization.</p>
414-1	New suppliers that were screened using social criteria	<p>100% of new suppliers were sent the supplier audit, which includes the CSR criteria in the reporting period. Refer to 103-3 above.</p>

GRI Disclosure		Company Response
GRI 416: Customer Health and Safety (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 <u>Fortive Standards of Conduct</u> p. 12, 14 Boundaries: Internal: Board, Management, Operating Companies, R&D, Manufacturing, Employees External: Customers, Regulatory Agencies
103-2	The management approach and its components	Fortive is committed to ensuring the health and safety of our customers. Customer health and safety is managed by the operating companies, as the primary owners of customer relationships. The Fortive Compliance team and EHS Leadership Council provide guidance, and the Compliance team develops and deploys company-wide guidance to the operating companies for implementation. Within the operating companies, Business Unit leaders manage and deploy their customer health and safety guidance, tailored for their specific industry, customers, and research and development (R&D). Operating companies also own and manage grievance mechanisms, which vary by operating company and geography, in accordance with regulations and customer expectations.
103-3	Evaluation of the management approach	Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will reevaluate our response to this disclosure in the next report cycle.
416-1	Assessment of the health and safety impacts of product and service categories	Fortive is evaluating the information required and will attempt to respond to this disclosure in the next report cycle.
GRI 418: Customer Privacy (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 <u>Fortive Standards of Conduct</u> p. 12, 14 Boundary: Internal: Board, Management, Operating Companies, R&D, Manufacturing, Employees External: Customers, Suppliers, Regulators, Shareholders
103-2	The management approach and its components	2020 Corporate Responsibility Report > Customer Privacy p. 29 Fortive's Compliance team continuously monitors and develops guidance about customer privacy requirements for our operating companies worldwide. Policies and compliance requirements are developed by Fortive and implemented by the operating companies, all in accordance with local, state, and national requirements. We are committed to maintaining customer privacy. We adhere to the regulations and constantly monitor new and emerging requirements to ensure our practices are current, effective, and responsive. The COVID-19 pandemic has presented a new array of customer privacy concerns that vary from country to country. Our Compliance team developed and maintains global tracking of these regulations and issues guidance to operating companies to ensure employees understand how to factor customer privacy concerns into other important priorities like maintaining a safe and healthy workplace and performing to public health requirements.

GRI Disclosure		Company Response
103-3	Evaluation of the management approach	<p>Fortive's Compliance team leads the company's management of customer privacy, in coordination with our operating companies. At the corporate level, the Compliance team develops standard work (policies, processes, etc.) to guide operating companies in their development and implementation of customer privacy practices and programs. In 2019, the corporate Compliance team prioritized establishing readiness at the operating company level; in 2020, the team is focused on monitoring and continuously improving operating company performance of privacy requirements.</p> <p>We respect our customers' privacy and continually monitor and communicate with our operating companies about practices and the importance of performing to legal and regulatory expectations. For example, when New York declared a State of Emergency in response to the COVID-19 outbreak in New York City and across the state, Fortive's Compliance team issued reminders to our operating companies that it had become illegal to send certain types of unsolicited communications into the jurisdiction during the State of Emergency. The corporate Compliance team also held a privacy webinar for operating company COVID-19 Response Team members with internal and external practitioners. As policies began to change rapidly, we developed compliance documentation for operating companies that may need it to explain the privacy rationale to employees and customers.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Due to the decentralized nature of Fortive, this information is maintained by the operating companies. Fortive is evaluating the information required and will reevaluate our response to this disclosure in the next report cycle.</p>

Data Tables

GRI 102-4 Location of operations			
Argentina	Finland	Malaysia	South Africa
Australia	France	Mexico	South Korea
Austria	Germany	Morocco	Spain
Belgium	Greece	Netherlands	Sweden
Brazil	Hong Kong	New Zealand	Switzerland
Bulgaria	Hungary	Norway	Taiwan
Canada	India	Philippines	Thailand
Chile	Indonesia	Poland	Turkey
China	Ireland	Qatar	United Arab Emirates
Colombia	Israel	Romania	United Kingdom
Czech Republic	Italy	Russia	United States
Denmark	Japan	Saudi Arabia	Vietnam
Egypt	Latvia	Singapore	
Estonia	Lithuania	Slovakia	

GRI 102-8 Information on employees and other workers							
	United States & Canada	Mexico, Latin, & South America	Europe	Middle East & Africa	Asia	Australasia	Total
Number of permanent employees	13,805	928	5,062	742	4,035	711	25,283

GRI 102-13 Memberships of industry associations and advocacy organizations

135 BACnet Committee – Building Automation and Control Networks	Energy Institute	NEMRA – National Electrical Manufacturers Representatives Association
ABIEPS – Brazilian Association of the Equipment Industry for Petrol Pumps	Ethernet Alliance	ODVA – Open DeviceNet
ACC – Association of Corporate Counsel	Fachausschuss FA 8.14 & 8.16 – Technical committees for heat and temperature	OIML – International Organization of Legal Metrology
ACM – Association for Computing Machinery	FEF – Forecourt Equipment Federation	Open Industry 4.0 Alliance
AIST – Association for Iron and Steel Technology	FISA – Distributors Serving Sanitary Processing association	Optec BB
ANSI – American National Standards Institute	IEC – International Electrotechnical Commission	Patentverein
ARM – Alliance for Regenerative Medicine	IEEE – Institute of Electrical and Electronics Engineers	PCI – Payment Card Industry Security Standards
ASA – Amercian Supply Association	IHK – Association of German Chambers of Commerce	PEI – Petroleum Equipment Institute
ASHE – Association for Safe Healing Environments	IPC – formerly the Institute for Interconnecting and Packaging Electronic Circuits	Private Brauerein Förderverien – Association for the promotion of medium-sized private breweries
ASHRAE – American Society of Heating, Refrigeration and Air Conditioning Engineers	ISA – Industrial Supply Association	Profibus Nutzerorganisation
ASME BPE – American Society of Mechanical Engineers: Bioprocessing Equipment	ISCT – International Society of Cell and Gene Therapy	Reflow Over Control Task Force
ASNT – American Society for Nondestructive Testing	ISHRAE – Indian Society of Heating, Refrigeration and Air Conditioning Engineers	Reflow Profiling Task Force
ASTM – American Society for Testing and Materials	ISPE – International Society for Pharmaceutical Engineering	Regelermittlungsausschuss – Legal Metrology association
Automotive Aftermarket	Johanniter Unfall Hilfe e.V (Die Johanniter) – Voluntary humanitarian organization	Silicon Saxony
BayMe VBM – Bayerische M+E (Employers’ Associations of the Metalworking and Electrical Industries)	Korean Industry Association and Chambers of Commerce	SITAC – Sensors and Instrumentation Technical Advisory
BISS Association	LBM – Lhr Aktiver Berufsverband (State Association of Bavarian and Saxon Dairy Specialists and Dairy Farmers)	Spartanburg Chamber of Commerce
CCRM – Industry Consortium for Regenerative Medicine	MCAA – Measurement, Control and Automation Association	SPIE – Society of Photo-Optical Instrumentation Engineers
CECOD – Committee of European Manufacturers of Petroleum Measuring and Distributing Equipment	MSC – Manufacturers and Services Council	Test & Measurement Coalition led by EPPA – Emergency Physicians Professional Association
CEN – European Committee for Standardization	NACS – National Association of Convenience Stores	VDMA – Mechanical Engineering Industry
China Society for Electrical Engineering Committee of Electromagnetic Measurement	NAED – National Association of Electrical Distributors	VDSI – Verband für Sicherheit, Gesundheit und Umweltschutz bei der Arbeit (German OSHA)
CiA – Canadian Industrial Auctioneers	National Safety Council	WVIB – Wirtschaftsverband Industrieller Unternehmen Baden e.V.
CII – Confederation of Indian Industry	National Technical Committee of Standard Voltages, Current Ratings and Frequencies	ZVEI – Zentralverband Elektrotechnik- und Elektronikindustrie eV
CompTIA – Computing Technology Industry Association	National Technical Committee of Temperature Metrology	
DIN – Deutsches Institut für Normung	NCSLI – National Conference of Standards Laboratories	
EHEDG – European Hygienic Engineering and Design Group	NEMA – National Electrical Manufacturers Association	

GRI 302-1 Energy consumption within the organization				
	2017	2018	2019	2017-2019
Electricity (kWh)	157,824,824	166,494,083	167,590,628	6.2%
Natural Gas (MMBTu)	456,714	388,503	371,991	-18.6%
Fuel Oil & Diesel (liters)	957,225	365,120	300,991	-68.6%

GRI 305 Emissions				
	2017	2018	2019	2017-2019
Scope 1 GHG Emissions (MTCO _{2e})	34,038	24,354	22,821	-33.0%
Scope 2 GHG Emissions (MTCO _{2e})	61,041	65,172	64,137	5.1%
Scope 1 + 2 GHG Emissions (MTCO _{2e})	95,078	89,526	86,958	-8.5%
GHG Emissions Intensity (MTCO _{2e} /Revenue (\$))	0.0000165	0.0000138	0.0000118	-28.5%
Year-over-year DELTA		-16.4%	-14.5%	

GRI 401 Employment				
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation				
Benefits provided to full-time employees by significant locations of operation	United States Non-Union	Canada	United Kingdom	China
i. life insurance;	Yes	Yes	Yes	Yes
ii. health care;	Yes	Yes	Yes	Yes
iii. disability and invalidity coverage;	Yes	Yes	Yes	Yes
iv. parental leave;	Yes	Yes	Yes	Yes
v. retirement provision;	Yes	Yes	Yes	Yes
vi. stock ownership;	Available based on role and seniority and through retirement plan	Available based on role and seniority	Available based on role and seniority	Available based on role and seniority
vii. others.	Dental, Vision, Health Savings Account, Flexible Spending Account, Dependent Care Flexible Spending Account, Basic Life, Voluntary Employee Life, Voluntary Employee Accidental Death & Dismemberment, Voluntary SP Life, Voluntary Child Life, Identity Theft, Legal Services, Critical Illness, Accident Insurance, Hospital Indemnity, Employee Assistance Program	N/A	N/A	N/A

Our employee benefits are generous across the globe, but because our cross-operating company benefits are only harmonized in the United States, China, the United Kingdom, and Canada, we have focused on those countries. Those four jurisdictions make up over two-thirds of our employee population. Exact benefits, both company-provided and those subsidized by the local government(s), vary by operating company and locality outside of the United States, China, the United Kingdom, and Canada.

401-3: Parental Leave				
	Female	Male	Other	Total
Number of employees entitled to parental leave	3,958	7,571	N/A	11,529
Number of employees that took parental leave	152	327	N/A	479
Number of employees that returned to work after parental leave ended	103	234	N/A	337
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	125	280	N/A	405
Return to work rate of employees that took parental leave	68%	72%	N/A	70%
Retention rate of employees that took parental leave	82%	86%	N/A	84%

GRI 405-1 Diversity of governance bodies and employees			
	Female	Male	Other
Percentage of Inclusion & Diversity Council members by gender	60%	40%	0%
Percentage of Fortive Senior Leadership Team by gender	22%	78%	0%
Percentage of Fortive Board of Directors Council members by gender	29%	71%	0%

	Under 30	30-50	Over 50
Percentage of Inclusion & Diversity Council members by age	0%	75%	25%
Percentage of Fortive Board of Directors Council members by age	0%	29%	71%
Percentage of Fortive Senior Leadership Team by age	0%	33%	67%