FORTIVE

Accelerating Progress Toward a Sustainable Future

Corporate Responsibility Report 2020

NUMBER THREE

Fortive at a Glance

25,000+
employees

50+
countries in operation

20+
operating companies

$7.3B
sales revenue

Awards and Recognition

About this Report

This report outlines Fortive's corporate social responsibility (CSR) approach and summarizes our progress in 2019. Due to the global significance of the COVID-19 pandemic, this report also includes highlights of our operating companies' COVID-19 response to support our employees, customers, and communities.

For the first time, our CSR report has been prepared in accordance with 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.

Contents

What does a sustainable future look like?

This question is more pressing than ever before. During the process of preparing this report—our third—the COVID-19 pandemic has touched and tested every aspect of what sustainability means to us as a company: the health, safety, and well-being of our people; the ways we come together to support those in need in our communities; and the ability of our products to save energy, save resources, save lives. It also touched and tested our ability to keep our essential businesses running, to be there for the customers and stakeholders who count on us—keeping hospitals and essential workers safe, essential infrastructure up and running, and goods moving with urgency, all while devising new ways to communicate, collaborate, and prioritize.

We are proud of the progress we made in 2019 and the way we have pulled together to face the challenges of 2020. And we are more committed than ever to the role we will play in that sustainable future, even as what *stronger, safer, and better* mean changes in ways we couldn't have anticipated. We invite you to learn more about us and how our products and services are accelerating progress toward a sustainable future.

A Message From Our CEO

Q&A With James A. Lico, President and CEO, Fortive

How do Fortive's corporate responsibility efforts connect to the larger organization?
Our shared purpose, *essential technology for the people who accelerate progress*, is rooted in a spirit of generosity and optimism, and so is our approach to corporate responsibility. It's about the conviction that things can be better, and the courage to make them better through our time, talents, and teamwork. Corporate responsibility is not a separate initiative; it's woven into everything we do and how we do it.

The concept of continuous improvement is fundamental to Fortive. How does that relate to corporate responsibility?
One of our four values is *kaizen is our way of life*. This commitment to continuous improvement inspires us to measure our impact and create innovative ways to amplify it. It inspires us to come up with new solutions to pressing problems, and to set ambitious goals and hold ourselves accountable. We're proud of what we've accomplished, but we always strive to do more.
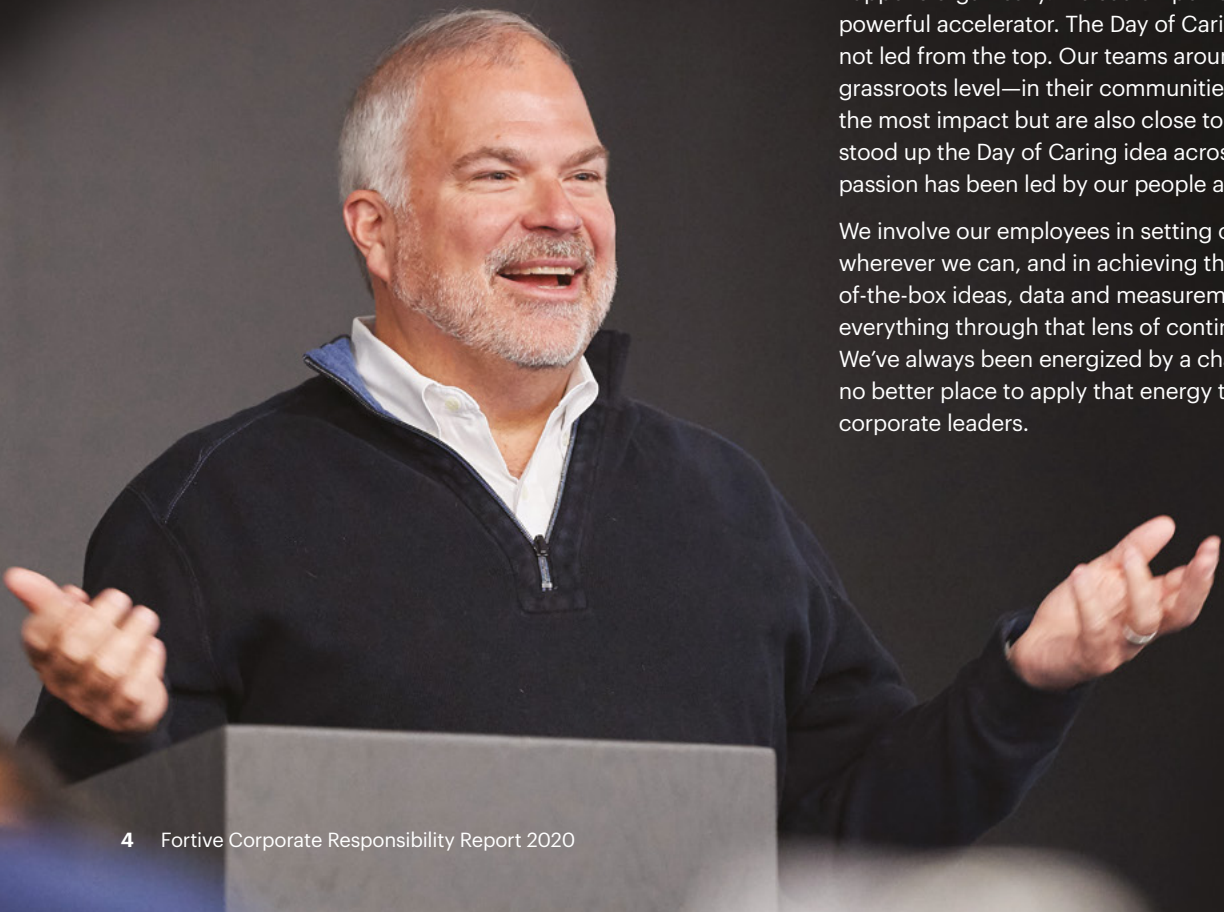
What role does innovation play?
We also believe that *customer success inspires our innovation*—so when our customers win, we win. Our customers are making the world better and safer in critical areas like infection prevention and workplace safety. When we innovate for our customers, we are directly accelerating progress and sustainability.

How have you helped your teams and customers respond to the challenges of COVID-19?
We rely on the Fortive Business System (FBS) to drive results, and there's no question that it has helped us during this pandemic. Starting with our China team in late 2019, we drew on FBS to sharpen our decision-making and ensure operational readiness. We have deployed hundreds of pieces of standard work to protect our employees, partners, and customers, and to ensure our essential businesses continued to operate to keep hospitals and other critical infrastructure running, shelves stocked, and industrial workers safe. I'm incredibly proud of how our team has responded.

How do you get your team members engaged in corporate responsibility?
Generosity and optimism are part of who we are, so this happens organically. We see empowering our employees as a powerful accelerator. The Day of Caring is a great example—it's not led from the top. Our teams around the world lead from a grassroots level—in their communities in the areas that will have the most impact but are also close to their heart. Although we stood up the Day of Caring idea across Fortive, the power and passion has been led by our people and teams globally.

We involve our employees in setting our priorities and targets wherever we can, and in achieving those goals through out-of-the-box ideas, data and measurement rigor, and in viewing everything through that lens of continuous improvement. We've always been energized by a challenge, and there's no better place to apply that energy than to being better corporate leaders.

Company Overview

About Fortive

At Fortive, corporate responsibility is inextricably entwined with our shared purpose: *essential technology for the people who accelerate progress*. We are over 20 operating companies in more than 54 countries serving dynamic, growing markets including health, industrial maintenance and safety, software-enabled workflows, and sensing. Our customers are working to solve societal challenges on a global scale, from climate change and infectious disease to workplace safety. By delivering breakthrough solutions and technology that accelerate their progress, together we are shaping a more sustainable future.
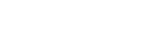
Our deep roots and belief in the value of *kaizen*—continuous improvement—is a unique advantage for accelerating this progress. We continually strive for better in the form of a smaller environmental footprint, more efficient operations, more people empowerment programs, and more world-changing innovations. We never stop pushing the boundaries of what is possible.

Fortive's operating companies deliver essential technology across two strategic business segments: Professional Instrumentation and Industrial Technologies.

Professional Instrumentation

Field Solutions
Ensuring uninterrupted operation of critical infrastructure through advanced hardware and software solutions.

FLUKE   QUALITROL Defining Reliability

GORDIAN   ACCRUENT

INDUSTRIAL SCIENTIFIC

Product Realization
Empowering engineers to turn breakthrough concepts into finished products through tools, software, and services.

Tektronix   Invetech

PACSCI EMC

Sensing Technologies
Enabling precise operational measurements through material science expertise and leading-edge hardware and software.

Gems Sensors & Controls   setra

ANDERSON-NEGELE SANITARY BY DESIGN

HENGSTLER DYNAPAR   SPT SPECIALTY PRODUCT TECHNOLOGIES

New Businesses
Advanced Sterilization Products (ASP) and Censis, both driving innovations in patient health and safety, were added to the Professional Instrumentation segment in 2019.

ASP   Censis

Industrial Technologies

Transportation Technologies
Keeping the world moving with data-driven fleet management, integrated fueling solutions, and smart city infrastructure.

GILBARCO VEEDER-ROOT   GTT

TELETRAC NAVMAN

Franchise Distribution
Meeting evolving vehicle technology and customer needs with high-end tools and diagnostic equipment.

HENNESSY INDUSTRIES   MATCO TOOLS

In September 2019, we announced our intention to separate into two independent, publicly traded companies. The separation will create Vontier, a global industrial company consisting of our Transportation Technologies and Franchise Distribution platforms, with a focus on growth opportunities like the rapidly evolving transportation and mobility markets.

Fortive post-separation will remain an industrial technology company focused on software-enabled workflows and the Internet of Things (IoT) with a number of key growth drivers including productivity, safety and security requirements, and the global demand for safe healthcare. The separation will allow both companies to accelerate growth for all stakeholders including our customers, employees, and shareholders.

For more details, please visit **fortive.com**.

Values

Our shared purpose is why we're here. And our values are how we do it.

Embedded in each of our values is the expectation that we can bring our whole and real selves to work and do our best work, together.

We build extraordinary teams for extraordinary results

Creating essential technology starts with our teams—extraordinary people who are constantly questioning, learning, and experimenting. Inspired by our belief in our ability to move the world forward, we are always leaning into the next challenge, imagining the next breakthrough, and designing the next innovation.

Customer success inspires our innovation

Listening closely to our customers and living their experience enables us to meet their future needs in a world that's moving faster than ever. We partner with our customers to create tomorrow's essential technologies, fueling their success and creating sustainable advantage. We accelerate progress together.

Kaizen is our way of life

Kaizen, or continuous improvement, fuels our determination to find a better way. With FBS as our foundation, we embrace experimentation, learn from our successes and failures, grow as individuals and teams, and always seek to improve.

We compete for shareholders

Our commitment to earning our shareholders' trust and support drives us to build a better company every day. We will continue to deliver results and shape our portfolio with a laser focus on delivering sustainable growth and long-term value.

The Fortive Business System

Across our operating companies, we make progress happen through the Fortive Business System (FBS), which drives every aspect of our business, from safety and quality to productivity, delivery, and leadership. FBS is kaizen in action; it gives us a shared mindset and approach that unites our teams across companies and industries in improving performance. It is our engine for continuous improvement and breakthrough innovation.

FBS—Our Mindset and Toolkit for Continuous Improvement

- **Empowers and supports our people** to always do better by creating the conditions to maximize the value of teams, problem-solving, and results.

- **Aligns with sustainability principles** by optimizing for efficiency and productivity while eliminating inefficiencies and physical waste.

- **Captures collective knowledge and proven methods**, while allowing the flexibility to adapt tools to specific situations.

- **Provides the framework and tools** to experiment, test, and iterate to help continually improve and accelerate progress.

"

Our teams are passionate, focused, and relentlessly driving improvement and winning through FBS. We continue to demonstrate the power and use of FBS across our company—from breakthrough innovations to a leadership offering that builds extraordinary teams. We will continue to drive results through our passion to always be better."

Kirsten Paust, VP Fortive Business System Office

Our Commitment to Responsibility

As a growing company serving a wide range of industries and customers, we recognize that global reach and global responsibility go hand in hand. We are committed to having a positive impact on the industries and communities we serve at every level, from products and processes to people.

Materiality Assessment

To help us understand and prioritize our environmental, social, and governance (ESG) initiatives, we conducted our first materiality assessment in 2017. The resulting priorities are reflected in the seven core pillars of Fortive's CSR framework and align with our shared purpose and values.

We have evolved in many ways since 2017, including in our CSR efforts and culture. The planned separation to create Vontier will have a significant effect on Fortive's business focus areas. The future Vontier separation and our continued growth make 2020 the ideal time to reevaluate and focus on the priorities relevant to the Fortive business and stakeholders. We will conduct a refreshed materiality assessment this summer, gather and evaluate input from key stakeholders, and incorporate the results into our CSR priorities and strategy moving forward.

Sustainability Frameworks and Standards

By disclosing in conformance with the GRI framework, we are taking a first step to align our strategy with external sustainability frameworks and standards, including the Sustainable Development Goals (SDGs). The results of our upcoming materiality assessment will be instrumental in this process.

Fortive's business goals align with the SDGs in intention and impact. Our products, services, and technology enable customers worldwide to accelerate progress at scale to advance a healthier, safer, and more sustainable world. We look forward to undergoing an SDG-principled prioritization process as a part of our materiality assessment this summer and sharing our first set of priority SDGs in next year's report.

CSR Pillars Overview

We organized the priorities identified in our 2017 materiality assessment into seven pillars capturing the breadth of our corporate responsibility activities.

1 **Empower our talented global team to contribute in meaningful ways**
- Employee development and growth
- Inclusion and diversity
- Employee experience

2 **Create positive impacts in our communities**
- Community service and giving

3 **Provide innovative products and services that make the world a better place**
- Sustainable products and technologies
- Safety as a service
- Saving lives and improving health
- Protecting critical infrastructure

4 **Safeguard the environment**
- Environmental footprint
- Sustainable manufacturing
- Employee safety and well-being

5 **Source responsibly**
- Supply chain standards
- Fair labor standards

6 **Operate with integrity and minimize risk**
- Customer and employee privacy
- Compliance programs
- Enterprise risk management
- Escalation and disclosure process

7 **Compete for shareholders**
- Board and governance practices
- Shareholder engagement
- CSR oversight

PILLAR 1
Empower Our Talented Global Team to Contribute in Meaningful Ways

We know that a stronger team means a stronger Fortive, and we invest in our people at every level. We are committed to creating a challenging, supportive environment where everyone can grow, develop, and be their best. This is our promise to our employees: *For you. For us. For growth.*

Our priority issues

– Employee development and growth
– Inclusion and diversity
– Employee experience

Building Extraordinary Teams

Whether we're developing new applications for emerging sensor technology or striving to prevent workplace accidents, strong teamwork accelerates our progress. We are dedicated to being an exceptional place to work. Our goal is a supportive environment where every employee can bring their authentic self to work, challenge the status quo, and make a meaningful impact. We offer a wide range of programs to inspire and challenge our team members and strengthen their leadership capabilities, knowledge, and skills.

Our Fortive9 Framework for Growth and Success

Fortive9 (F9) is our leadership framework. F9 guides and reflects who we are and how we do what we do—today and for our future. Focusing on the F9 capabilities develops and supports learning required for a rapidly changing and complex business landscape.

F9 is designed around four key objectives:

- **Our Aspiration**
  Outlining the skills and capabilities that will define success individually, within teams, and for our current and future operating companies.

- **Benchmarking**
  We worked with knowledge experts and best-in-class companies to understand, build, and reinforce the most important capabilities and behaviors for the future.

- **Scalability**
  Scaling competencies across talent acquisition, management, and development globally and at all levels of Fortive—from early career to executive levels.

- **Authenticity**
  Supporting our shared purpose, values, and FBS, and resonating at all levels and roles across Fortive. Including hundreds of employees in the design process to ensure it reflects who we are AND want to be.

We drive F9 in all we do: from recruiting to investing in our leadership and learning initiatives and supporting the development of our current and future people and teams. It is how we aspire to work, deliver value, and build organization capability each day. All of our leadership experiences incorporate F9 skills and behaviors, while the F9 Manager Toolkit helps every one of our managers bring out the best in their teams and lead with vision and purpose.

Fortive9
Strong employee experiences, big challenges, and the support to develop are all essential pieces of our talent strategy, which is focused on creating and supporting career development and exceptional results for our customers. Fortive9 is comprised of nine key leadership behaviors that guide how we select, evaluate, and develop our people and teams. We work hard every day to attract, engage, and retain the strongest and most promising talent in all roles across Fortive. We understand that great talent is critical to our success, and we build for it.

Customer Obsessed
We work to deeply understand customers' needs and create solutions that matter.

Lead with FBS
It's our mindset, toolset, and culture.

Strategic
We bring a disciplined mindset to create value today and build for the future.

Innovate for Impact
We deliver breakthroughs by taking risks, experimenting, and iterating quickly.

Inspiring
We are inspired and inspire others to have an impact.

Build Extraordinary Teams
We are authentic and humble in supporting our teams to perform at their best.

Courageous
We face problems head on. We seek and speak the truth.

Deliver Results
We win by getting the right things done and doing what we say we'll do.

Adaptable
We learn by doing—through success and fast failure.

Watch our CEO Carpool with Stacey Walker—SVP Human Resources to find out more.

Accessible Learning. Accelerated Growth. For Everyone

We are committed to our employees' learning, development, and success. To respond to our growing business and technology changes, our Leadership, Development & Learning team has adopted a blended learning approach that combines online digital learning with classroom teaching and coaching to effectively scale continuous learning and accelerate our ability to learn quickly and remain agile throughout Fortive.

Blended Learning

Our model provides employees with the opportunity to learn, apply, experience, quickly adapt, and lead in a variety of ways.
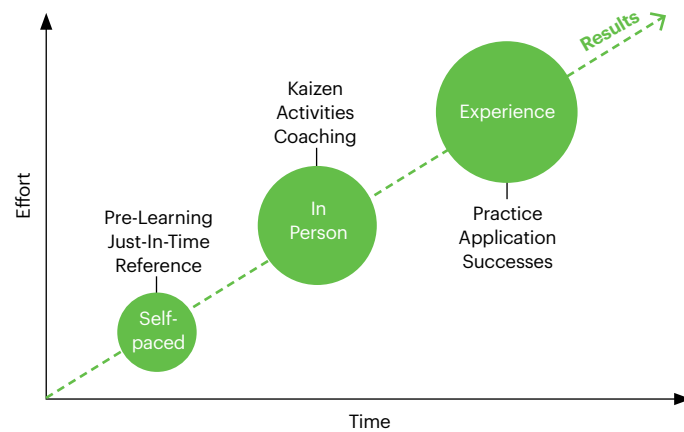
Cultivating Our Future Leadership

We are committed to hiring the best and brightest. By continuing to challenge and provide growth opportunities, in the virtual and physical space, that leverage strengths, we enable bigger and more impactful contributions for our customers.

We provide formal development programs to build our leadership pipeline and have adapted our leadership experiences to an entirely virtual environment. Our agile teams innovated to strengthen these experiences despite the challenges of distance.

- **People Leader Experience (PLE)**
  A meaningful, scalable, and accessible program for both new and experienced leaders, harnessing the best of interactive learning.

- **Accelerated Leadership Experience (ALE)**
  Preparation for running Fortive businesses and leading large teams and functions. We use immersive, experiential learning, where individuals can drive personal progress and overcome obstacles to fulfill their leadership potential.

61% of ALE participants
are now in roles with increased responsibility (e.g., larger company, larger team)

19% higher engagement scores
for ALE participants, specifically on FBS-related experience categories

Delivering Impact Through Innovation

FBS is so fundamental to how we work that we have a dedicated team, the FBS Office, to strategically lead our thinking, investments, and FBS tool development. FBS University, our proprietary virtual and hands-on learning environment, develops and reinforces learning for hundreds of FBS Champions across Fortive each year. The FBS Office brings cross-functional and cross-company teams together for hackathons and innovation challenges focused on identifying new business opportunities and solving critical business problems to deliver value. We unleash the creative capacity of our teams by deeply understanding and solving customer problems that matter.

Growth Accelerator

Growth Accelerator is a key FBS toolset that enables our teams to solve challenges in new, inspiring ways. It comprises key innovation tools:

- **Deep Customer Insights**—identifying opportunities to solve the most meaningful customer problems.

- **Solution Generation**—inspiring our teams to generate a broad set of solutions to solve these problems.

- **Experimentation**—quickly testing our biggest uncertainties and risks to enable fast learning and decision-making.

The Growth Accelerator mindset and approach has wide-reaching impacts across Fortive, from helping our employees develop deep empathy for customer pains and needs to delivering organic growth. In 2019, over 200 team members developed new and innovative customer solutions by leveraging FBS tools such as experimentation and deep customer insight. In 2020, we are focused on adoption and scaling of Growth Accelerator across Fortive globally.

⬚ Watch our <u>Fortive Innovation event video</u> to find out more.

Building Skills and Behaviors

Our FBS Growth Accelerator program is making a real difference: we measured a significant uplift in Fortive9 scores from 2018 to 2019 among employees who have learned these new skills. The scores indicate that participating in Growth Accelerator and focusing on certain F9 skills and behaviors results in measurable personal and professional growth. This benefits our employees, our operating companies, and our customers.

↑29%
Adaptable

↑16%
Customer Obsessed

↑16%
Innovate for Impact

↑27%
Courageous

Fortive's First Digital Hackathon

The FBS Office held its inaugural digital hackathon in 2019. The marketing hackathon aimed to generate higher rankings in search engine results pages to achieve more qualified traffic. As qualified traffic has purchase intent behind it, this information guides our marketing techniques and messaging to connect with customers looking for our solutions.

The competition was fierce and fun, with participation from seven teams representing 23 operating companies. Over 55% of the teams' messaging ranked on the first page of common search engines, and 29% achieved a rank of three or better among all search results. Ultimately, more than $3 million worth of opportunities were created. The teams have continued to improve their search engine performance in 2020—taking on the toughest, highest revenue value keywords across the portfolio.

FBS Ignite

FBS Ignite is a unique, immersive career development program that leverages the diversity of our operating companies to provide employees with an enriching and powerful experience outside their home operating company.

During the three-month period, each Ignite participant (Igniter) works full-time outside their home operating company on a major business challenge identified by their host operating company. Supported with intensive development in the FBS toolset, active mentoring from the FBS Office, and executive career coaching, Igniters advance their FBS expertise and business acumen. FBS Ignite challenges participants to apply their FBS skills, business experience, and diverse perspectives to deliver results for customers.

The Fort

The Fort, our artificial intelligence and data analytics hub, works with our businesses to develop scalable solutions that leverage our data and expertise across markets. The Fort brings a new perspective to our portfolio and ensures that Fortive realizes the full power of digital technology to benefit our teams and our customers. The team tackles a wide range of use cases focused on both internal productivity and external customer opportunities. Projects range from customer segmentation for better sales efforts, to predictive asset maintenance for improved service delivery, to demand forecasting for optimized inventory.

In 2019, The Fort prioritized assessment, learning, and experimentation while elevating AI awareness through trainings, webinars, and tech talks. A key output was flexible engagement models that enabled the operating companies to participate no matter where they were in their data journeys. In 2020, the team has been focused on strategy development to ensure alignment with business priorities and drive impact.

⬚ Watch our <u>CEO Carpool with Israel Alguindigue—VP, Analytics, Data Analytics</u> to find out more.

The Fort team partnered with **Teletrac Navman** to improve customer lifetime value and utilization of the platform to track and manage on-road vehicles, equipment, and light assets. The team developed a data science model to identify customers that are not realizing the full benefits of Teletrac Navman's solution. While The Fort's model enabled Teletrac Navman to predict customer retention issues, the team was more focused on maximizing customer success and value. The Fort aggregated multiple data sets to develop models and—through close collaboration with Teletrac Navman—tuned, deployed, and operationalized insights for customers to ensure they were getting full value from their investment.

We Are More Together

Inclusive places to work and diverse points of view are the lifeblood of innovation, growth, and sustained success. In 2019, we continued to make significant strides to reflect the needs, priorities, and experiences of our global team and strengthen our culture of inclusion and diversity (I&D).

Our I&D Vision

We all play a role in building a community grounded in inclusion and diversity. Inclusion means that everyone belongs, feels comfortable being themselves, and has what they need to do their best work. Diversity values the richness of different experiences, perspectives, and voices. Both are essential to achieving our shared purpose in a strong, supportive culture.

Strategic Pillars and Objectives	How We Advanced I&D in 2019	Highlights
I&D Matters: Increase overall representation of diverse talent.	Created I&D plans focused on unique operating company needs and challenges.	**5** targeted I&D plans created. **22%** increase in women hired at our Coimbatore operations team at Gilbarco Veeder-Root India. Achieved through gender neutral job descriptions and blind resume reviews.
	Continued our unconscious bias learning efforts.	**3,000+** employees participated in Blind Spots, our unconscious bias digital learning, which became mandatory in 2020. Launched our Diverse Slates pilot programs to improve our efforts to build the most expansive and talented candidate slates for Director-level and higher positions. ASP achieved a **50/50** gender split across 300 new hires.
Everyone Owns Inclusion: Develop tools and resources to drive inclusive behavior.	Built employee awareness of basic principles and value of I&D.	Launched the I&D site on Fortive.com and InsideFortive.
	Supported our operating companies and employees to develop our Employee Resource Group (ERG) network.	Deployed guidelines and a playbook to encourage our employees to start up ERGs. **9** ERGs created in 2019, a **3x** increase from 2018.
	Provided leadership experiences to strengthen capabilities.	**850** managers completed our Leading Inclusion Workshop, focused on insider-outsider dynamics and the impact of micro-messages. Embedded building an inclusive and diverse culture into all leadership experiences.
I&D in Our DNA: Build processes and systems to drive actions for an inclusive environment.	Embedded I&D into our Talent Management Processes.	Embedded I&D into all talent processes, including breaking bias job aides for performance and career development processes.

Building a Diverse Community of Belonging

Our Employee Resource Groups (ERGs) are important elements of our I&D structure. These employee-led groups are driven at the operating company level utilizing resources developed by the Fortive I&D team. In 2019, the ERG network expanded with new groups launching across geographies and focus areas, including women in technology, LGBTQ+, and veterans. These groups are an important part of the Fortive culture and drive meaningful impact for all of us.

A perfect score in the Corporate Equality Index for the third consecutive year
Fortive has again scored a perfect 100% in the Human Rights Campaign Corporate Equality Index, a leading, independent evaluation that recognizes our corporate policies pertinent to lesbian, gay, bisexual, transgender, and queer employees.

CEO ACTION FOR DIVERSITY & INCLUSION

In January 2019, our President and CEO, Jim Lico, signed the CEO Action for Diversity and Inclusion Pledge, a commitment to advancing I&D in the business workplace. Fortive delivered on the initial requirements of the commitment in 2019: We continued unconscious bias education through our Blind Spots digital learning, shared lessons learned and best practices among CEOs, and continued to foster an environment where conversations about inclusion and diversity are not only welcomed, but encouraged.

Watch our CEO Carpool with Shinder Dhillon—VP Inclusion & Diversity to learn more.

Employee Experience and Engagement

In our annual Employee Experience Survey, we ask employees to evaluate us on meeting our promise to provide workplaces where great people can thrive. The survey revealed a positive, long-term trend for engagement in 2019, and many indicators were at or above global and regional benchmarks. We also identified areas where we can build and strengthen.

2019 Employee Experience Survey Results
(parentheticals represent the employee sentiment score relative to 2018)

90%
My work area is safe (+5%)

85%
Employees at my operating company are treated equally (level/0%)

86%
At my operating company, safety in the workplace is as important as quality, delivery, and productivity (+1%)

86%
I receive adequate training to do my job safely (+2%)

73%
Overall employee engagement—up 8% since 2017, although down 2% in 2019 from 2018

In the spirit of kaizen, we will continue to focus on ways to improve our employee experience by applying key learnings to 2020 and beyond.

Our priority issues

– Community service and giving

PILLAR 2

Create Positive Impacts in Our Communities

We operate on a global scale, but we also work to be a powerful force for active service and positive change in our local communities. Through new and evolving initiatives like the Fortive Foundation and the employee-led Fortive Day of Caring, we give our time, resources, and talents generously to support the causes we care about most.

The Fortive Foundation

In 2019, we established the Fortive Foundation to accelerate our philanthropic efforts and corporate giving. The Foundation provides grants to support charitable initiatives globally and in the communities where our team members live and work.

Fortive Scholarship Program

We believe that great minds can realize a positive future. It begins with our young people: it is their optimism, their ingenuity, and their ambition that will shape a more sustainable, just future. The Fortive Foundation funds the Fortive Scholarship Program, supporting children of our employees in their undergraduate and graduate studies through scholarship funds. We award the scholarships based on academic performance, leadership potential, and economic need. Each scholarship is renewable for up to three years. In 2019, Fortive received 183 applications and awarded 43 scholarships as well as 23 renewals. Among the recipients, 23% are from locations outside the United States.

"

The Fortive Scholarship has helped me in my pursuit of becoming a physician assistant and my journey of becoming a physician assistant would have been so much more difficult if it were not for the help of Fortive."

Morgan, Fortive Scholarship recipient

Fortive Day of Caring

From day one, we have worked to empower our team members in their desire to have direct and meaningful impact in their communities across the globe. Our annual Fortive Day of Caring harnesses our shared energy to support organizations and initiatives that align with the team's interests. During the month of October, each operating company selects a day for their teams to contribute time, skills, experience, and resources to help these organizations and their causes.

In 2019, employees contributed approximately 64,000 hours of community service through Day of Caring. Day of Caring inspires our people to stay involved with these charities throughout the year and to pursue other causes they care about. Employees consistently report that participating in Day of Caring is a positive, transformative experience.

Day of Caring 2019 Highlights

100% Operating company participation

64,000 Hours of community service

250 Communities

30 Countries

300 Team events, and numerous personal projects

Watch our Day of Caring video to see our employees putting their passion for communities into practice.

The **Industrial Scientific** team in Singapore put their spirit of friendly competition to work for the Red Cross Singapore by hosting a "Beat the Boss" 3.5K walk/run event. The team raised SGD5,547.85 (equivalent to USD 4,000) for Red Cross Singapore.

PILLAR 3

Provide Innovative Products and Services That Make the World a Better Place

Our customers are making the world stronger, safer, and better by powering clean energy, reducing water waste, keeping critical infrastructure up and running, and ensuring safe, sterile healthcare environments. They count on Fortive's innovative products and services to accelerate progress toward these ambitious, world-shaping goals. Together, we are partnering for safer hospitals and highways, renewable energy solutions, and smarter use of precious natural resources.

Our priority issues

– Sustainable products and technologies
– Safety as a service
– Saving lives and improving health
– Protecting critical infrastructure

Innovating for Patient Care

Fortive products and services are at the core of the next wave of digital transformation across a range of industries, and the potential impact in health and safety is significant.

ASP's sterilization and disinfectant products process medical equipment quickly, meaning doctors and nurses can diagnose and treat more patients. AEROFLEX™ AER with AUTOSURE™ MRC Monitor disinfects different types of medical endoscopes, including an ASP-exclusive cycle for high-risk scopes. This helps endoscopy suites be more efficient and accurate and, in turn, decreases healthcare workers' exposure to disinfectant chemicals.

Setra's FLEX™ instrument and particle counters help monitor critical hospital zones for dangerous pathogens, helping to keep operating rooms, patient rooms, pharmacies, cleanrooms, and other critical care environments safe for healthcare professionals and patients.

Censis's inventory management software tracks surgical instruments with lifecycle traceability, ensuring doctors and surgeons have the right tools on hand, so they can focus on their patients.

## Tomorrow's Transportation Today

GTT supports its customers' goals in line with Vision Zero requirements for safer transportation on roadways across the globe. A pioneer of vehicle-to-infrastructure (V2I) communications, GTT is the market leader in smart mobility solutions. GTT's traffic-sensing systems keep cities moving, reducing congestion and greenhouse gas emissions. First responders use GTT's Opticom™ traffic signal priority control system to get a green light before they even reach an intersection, helping them travel to emergencies quickly and safely.

Driven by fuel economy standards and consumer demand, the automobile industry worldwide continues to innovate in the electric and hybrid segments. Anticipating these changes, **Matco** has adjusted its automotive diagnostics product portfolio. Matco tools such as high-voltage test equipment and tire pressure monitoring systems help automakers monitor increasingly complex vehicle systems and maintain peak fuel efficiency and performance standards.

Protecting the Frontline Against Radiation Exposure

LANDAUER's products alert staff of high radiation levels, helping to protect the health and safety of more than 1.8 million frontline workers around the world—in healthcare, emergency services, the energy industry, and the military. Landauer's dosimeters are small yet effective, measuring radioactive or ionizing radiation levels in the immediate environment and alerting the wearer when levels approach health and safety regulatory limits.

LANDAUER's products continuously enable organizations in critical industries to focus on patient care, field work, national security, and commercial activities while running smoothly and meeting all compliance requirements.
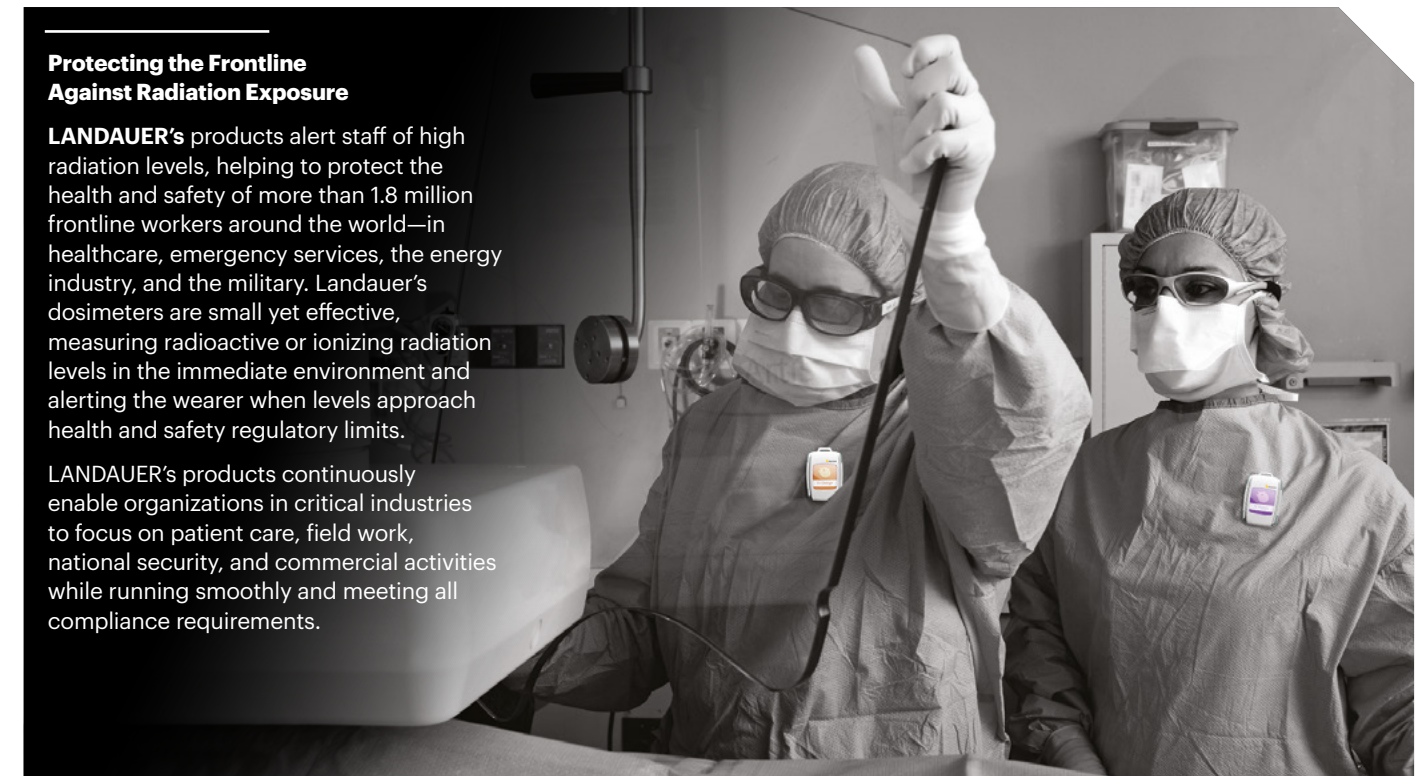
Innovations for the Environment

Fortive's innovative technologies protect precious natural resources while minimizing environmental impacts. Our products maximize energy efficiency, monitor resource use, and prevent pollution. Inspired by our customers' needs, we create breakthrough solutions that power communities, protect water supplies, and ensure safer, more efficient workplaces.

Powering Clean Energy

Customers use **Tektronix** oscilloscopes, analyzers, signal generators and meters to characterize, test, and create a variety of alternative energy sources such as solar cells, LED lighting, wind turbines, hybrid/electric vehicles, batteries, and fuel cells.

Performance measurement is a must for clean technology applications such as solar farms and electric vehicles. **Fluke's** Norma 6000 series of portable power analyzers enable customers to measure voltage, current, and active and reactive power using precise calculations of the energy used to improve energy conversion. This solution addresses consumer and customer demands for more energy efficient business operations and infrastructure, especially in fast-growing markets like China.

Qualitrol's new DGA-LT1 wireless digital gas analyzer monitor continuously tracks failure indicators in wind turbines. This helps to prevent unexpected outages and ensures a steady supply of clean energy to the grid.

Accelerating Transportation's Transition

Through its partnership with Tritium, **Gilbarco Veeder-Root** is helping petrol station customers across Europe access and install Tritium's Veefil-RT electric vehicle (EV) charging station, the world's smallest footprint DC fast charger. The compact size of the Veefil-RT chargers enables customers to install EV charging stations even where space is limited. The charging speed enables EV owners to expand their range to 100 km after 20 minutes at 45kW or use the ultra-fast charging to reduce charging time 10x to about 2 minutes.

Improving Water Efficiency
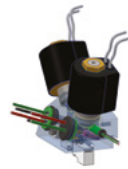
Gems Sensors & Controls water monitoring products are supporting the United Kingdom Environment Agency's objectives to reduce long-term demand, improve water efficiency, and halve leakage rates. The company's hydrostatic level and pressure sensors help monitor the U.K. water network, contributing to continuity of supply and leak reductions.

Anderson Negele's ITM-51 sensor has been developed to reduce water and chemical usage in dairy, food and beverage production. The sensor monitors turbidity and actively alerts customers when the rinse water in clean-up applications has flushed out a sufficient amount of soil. The result is a reduction in consumables, costs and wastewater discharge.

Supporting Sustainable Operations

Accruent's integrated facilities management software supports ongoing operational efficiency for more than 10,000 customers in 150 countries. The software helps customers monitor building systems and physical resources, reducing damage, extending lifespan, and managing assets. Positive outcomes include an average 2–5% reduction in refrigerant usage and 15% reduction in energy costs. Key application developments were completed in 2019:

- **vxSustain** supports refrigeration efficiency and temperature control, critical for food safety and quality. vxSustain enables customers to calculate maintenance costs, receive real-time energy use data, and track refrigerant use and asset location.

- **vxObserve** enables customers to control heating, ventilation, air conditioning, and lighting use based on occupancy and demand at the enterprise level, driving greater energy efficiency. Through advanced IoT remote monitoring, the platform alerts customers the moment equipment begins to fail.

Having completed over 500 sustainability analyses and carbon emissions inventories, **Gordian's** Sightlines Campus Sustainability platform supports college and university customers with their sustainability goals by quantifying sustainability performance across a wide range of metrics, providing benchmarking data, and aligning data collection and reporting to external certification programs.

SPT's Venture Measurement business has launched AccuBin™ Inventory Management System, a game-changer for the dry bulk industry. The silo-level monitoring system enables customers to track and manage the level of material in a vessel, allowing them to reduce waste and save costs.

Intelex offers multiple applications that help organizations manage their EHS requirements and go beyond compliance.

- Customers use Intelex's award-winning **EHSQ platform** to manage the full range of their environmental, health, safety and quality programs, data collection, and reporting. The platform is fully configurable to accommodate the highly variable compliance and reporting requirements, addressing a common pain point for customers whose programs and related data vary by industry, priority, and geographies.

- The **Assets and Compliance Tracking System** (ACTS) environmental management platform helps customers monitor their regulated sources of air emissions by importing data from external sources, process data at a rate of 1 million calculations per hour, and automatically trigger non-conformance alerts, corrective workflows, and reports to relevant regulatory agencies.

- The **Sustainability Performance Indicators** (SPI) application enables customers to collect, analyze, and report on key sustainability metrics, such as traditional and clean energy use and related greenhouse gas (GHG) emissions. SPI provides customers with real-time insights into their sustainability performance and models scenarios to assess potential external factor impacts.

PILLAR 4
Safeguard the Environment

Our company-wide commitment to *kaizen*, a philosophy of continuous improvement, is a powerful tool for reducing our footprint, measuring our results, and conserving natural resources. We hold ourselves to high standards for operating as efficiently as possible, and we continually challenge ourselves to identify what works and scale our successes.

Our priority issues

– Environmental footprint
– Sustainable manufacturing
– Employee safety and well-being

Goals

100% of operating companies

achieve U.S. Occupational Safety and Health Administration top quartile for **Total Recordable Injury Rate** based on their industry classification by 2019
2019 Progress: 47%

100% of operating companies

achieve U.S. Occupational Safety and Health Administration top quartile for **Days Away Restricted Time Rate** based on their industry classification by 2019
2019 Progress: 55%

Reduce average EHS Risk Score

year over year
2019 Progress: Maintained performance at 57.1

Reduce GHG Intensity 40%

Reduce Scope 1 and 2 GHG emissions intensity* by 2030, relative to 2017 base year
2019 Progress: -28.6% from 2017 base year

*metric tons of carbon dioxide equivalent per U.S. dollar revenue (MTCO$_2$e/$ revenue)

Environmental, Health and Safety Program

Our vision is to maintain a world-class environmental, health, and safety (EHS) program rooted in the spirit of kaizen. We aim to proactively identify and mitigate EHS risks for our employees, advance operational efficiency, reduce our carbon footprint, and eliminate waste.

Our EHS policy aligns with ISO 14001 and reflects our commitment to conducting business in an environmentally responsible and sustainable manner that extends beyond applicable laws and regulations. We leverage data and FBS tools for EHS management across all our operating companies, making EHS compliance our standard practice.

Across Fortive, 37 of our 98 EHS Significant Sites[1] are certified to ISO-14001, OHSAS-18001 (ISO-45001) and/or International Contractors Safety Rating System.

Ensuring Employee Safety and Well-being

As part of our commitment to a safe, secure workplace, our operating companies manage and track progress toward our goals using FBS tools.
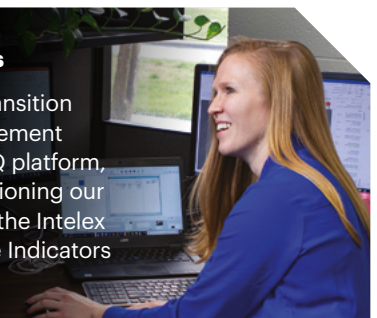
Our operating companies have robust EHS programs to identify, prevent, and reduce harm to our employees and the planet. Where Days Away Restricted Time Rate (DART) and Total Recordable Injury Rate (TRIR) performances were outside the top quartile, the root causes were a variety of non-systemic conditions, such as isolated, non-job task related injuries, ergonomics, and for some, the residual effects of long-term injuries. Our EHS teams implemented corrective actions such as redesigning workplaces to eliminate health and safety risks, conducting ergonomic assessments, conducting task-specific refresher education, and introducing Active Release Technique (ART®) to reduce soft tissue impacts associated with repetitive tasks.

To quantify and drive continuous improvement, our operating companies assess the EHS Risk at each of our EHS Significant Sites and report the 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. We weight the EHS Risk Score based on site population, and our goal is to reduce the average EHS Risk Score across the company by implementing EHS programs and initiatives tailored for our workplaces. In 2019, we maintained our average at 57.1, relative to an average EHS Risk Score of 57.0 in 2018.

Every year, Fortive recognizes the best performing operations in the area of EHS through the EHS Awards program. Two operations are recognized each year, based on site-specific EHS Risk Scores. In 2019, the Best EHS Program was awarded to our **Gilbarco Veeder-Root** site in Coimbatore, India, based on having the lowest EHS Risk Score in Fortive and successfully improving their safety culture through employee engagement activities. The Most Improved EHS Program was awarded to our **ANGI Energy** site in Janesville, Wisconsin for their significant EHS Risk Score reduction (83 in 2018 to 50 in 2019) and site-wide initiatives including a site-wide stand down, and numerous employee engagement programs.

Leveraging Our Strengths

In 2019, we initiated the transition of our internal EHS management system to the Intelex EHSQ platform, and in 2020, we are transitioning our CSR data management to the Intelex Sustainability Performance Indicators (SPI) platform.

1 EHS significant sites are those with 50 or more employees that have any level of manufacturing or light assembly operations. EHS significant sites represent over 65% of our global facility portfolio.

Employee Engagement Powers Continuous Improvement

We also highlight and share proven best practices that raise EHS awareness and performance. Examples of particularly effective safety programs across our operating companies have a common denominator—employee engagement and empowerment.

Gems Sensors' 8th Annual Safety Awareness Program is a six-week program of activities and challenges, including 48 safety-related toolbox talks and 48 safety audits of the entire facility. In the 2019 campaign, employees submitted 812 near miss/hazard identifications, and 591 were closed.

Hennessy's Yellow Card safety initiative is designed to encourage employees to proactively identify and prevent workplace hazards and signal near miss/hazard identifications that will initiate maintenance work orders. This employee empowerment has resulted in a 54% year over year increase in maintenance work orders, and a near-zero safety incident report rate.

Our commitment to safety received public recognition in 2019, with the appointment of **Industrial Scientific** President Justin McElhattan to the US National Safety Council's "Work to Zero" initiative advisory board, which is driving promising technological innovations to eliminate workplace fatalities.

Reducing Our Footprint

Climate change and its impacts affect all of us. As a global company, we are aware of our impact on customers, communities, and the planet. In 2019, we announced our first GHG emissions goal—a 40% reduction in GHG emissions intensity[2] by 2030 relative to the 2017 base year.

While we are just getting started, we have made real progress: from our base year of 2017, we reduced our GHG emission intensity by 28.6%, and our absolute emissions by 8.5%. From 2018 to 2019, Fortive reduced its emissions intensity by 14.5%. The results reflect facilities and operational energy efficiency projects, facilities modernization projects, utility balancing, and organic sales growth.

Our GHG intensity reduction goal is data-driven and informed by public disclosure frameworks, including the Global Reporting Initiative (GRI), CDP, and the Sustainability Accounting Standards Board (SASB).[3]

We actively seek opportunities to reduce energy use, improve energy efficiency, and integrate sustainability principles into everyday operations. Our energy kaizen program equips and empowers employees to review operations and identify opportunities to save energy (and thereby reduce costs) which ultimately contribute toward our GHG emissions intensity goal. Energy kaizen teams and corporate leaders share action plans with the site management and operating company leadership teams for strategic action.
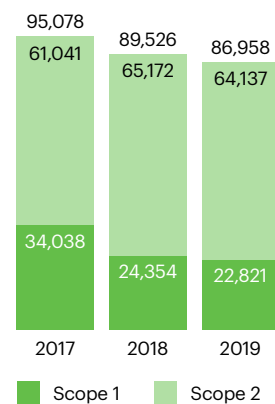
→ Read more in our GRI Index.

In 2019, **Fluke** released its ii900 Sonic Industrial Image. This instrument visually pinpoints the location of compressed air, gas, and vacuum leaks by transforming the soundwaves from air leaks into visual heat map images. With an average leak rate of 30%,[4] identifying leaks in compressed air systems enables maintenance teams to identify common and wasteful leaks within minutes without disrupting operations. Reducing compressed air leaks reduces utility bills, equipment maintenance time and costs, and GHG emissions.

As a result of their energy kaizen conducted in 2019 at the Fairport, CT site, the **Qualitrol** team converted the warehouse lighting to low-emitting diodes (LEDs), reducing energy use by over 40% and electricity costs by approximately 30%. By identifying leaks through the Fluke ii900 Sonic Industrial Imager, the site is optimizing its air compressor operation and correcting air leaks throughout the facility, enabling the site to reduce air pressure from 115 psi to 100 psi.

### GHG Emissions 2017–2019

Scope 1 + 2 GHG Emissions (MTCO$_2$e)

	2017	2018	2019
Scope 2	61,041	65,172	64,137
Scope 1	34,038	24,354	22,821
Total	95,078	89,526	86,958

Year over Year Reduction in GHG Emissions

↓16.4%
2018

↓14.5%
2019

↓28.5%
2017–2019

■ Scope 1   ■ Scope 2

2 Metric tons of carbon dioxide equivalent per U.S. dollar revenue (MTCO$_2$e/$ revenue)

3 In 2019, we submitted the CDP Climate Change disclosure privately for the first-time. As a result, the report was not eligible for scoring. We will complete a public submission in 2020 for the 2019 reporting year.
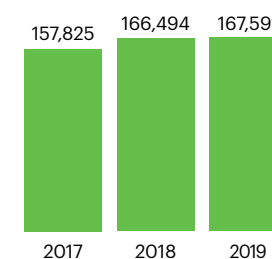
4 Compressed Air and Gas Institute.
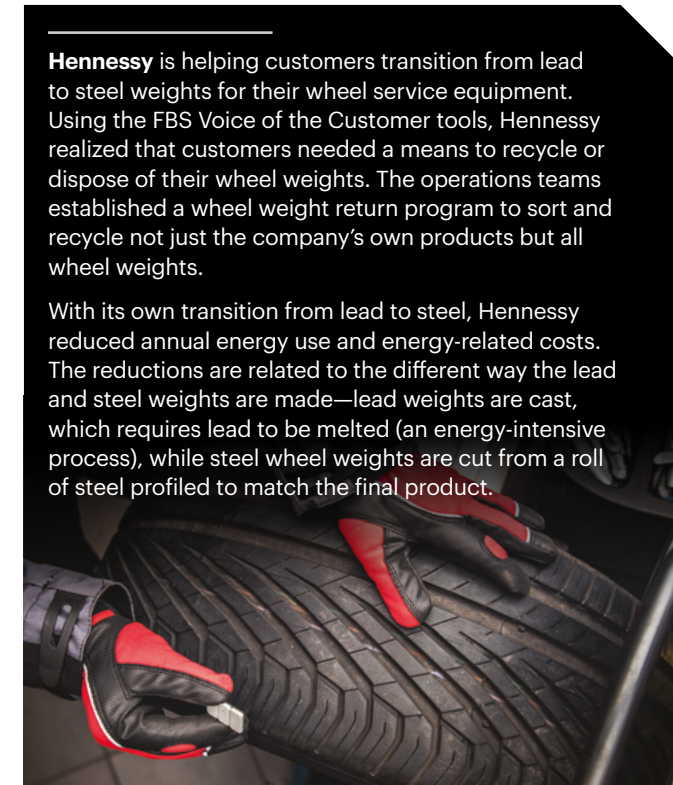
Hennessy is helping customers transition from lead to steel weights for their wheel service equipment. Using the FBS Voice of the Customer tools, Hennessy realized that customers needed a means to recycle or dispose of their wheel weights. The operations teams established a wheel weight return program to sort and recycle not just the company's own products but all wheel weights.

With its own transition from lead to steel, Hennessy reduced annual energy use and energy-related costs. The reductions are related to the different way the lead and steel weights are made—lead weights are cast, which requires lead to be melted (an energy-intensive process), while steel wheel weights are cut from a roll of steel profiled to match the final product.
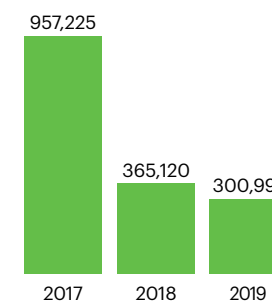

Energy Consumption 2017–2019

Total Consumption— Electricity ('000kWh)

2017	2018	2019
157,825	166,494	167,591

Total Consumption— Natural Gas (MMBTu)

2017	2018	2019
456,714	388,503	371,991
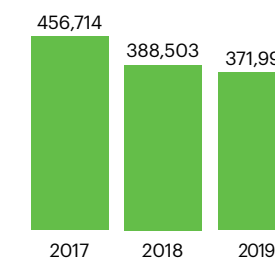
Total Consumption— Diesel Fuel (liters)

2017	2018	2019
957,225	365,120	300,991

The use of FBS tools and processes will be instrumental in how we achieve our GHG goal and establish sustainable operational practices. From Standard Work to the Problem Solving Process and more, leveraging the FBS tools will enable energy kaizen teams, site management and leadership to apply rigor, accountability, and innovation tools to all of our sustainability opportunities.

Eliminating Waste

A central concept in kaizen is eliminating waste in all forms, which is aligned with sustainability principles. This can include physical waste, overproduction, or time wasted in process or movement. Sustainable systems, by definition, are those where all waste has a purpose and a mechanism to fulfill that purpose. Fortive is committed to sustainable manufacturing. That means using natural resources and precious metals responsibly and maximizing recycling and/or reuse of materials where possible.

Gems Sensors reduced their total landfill disposal to just 9% through composting and recycling efforts, diverting more than 180 tons of waste material from landfill. A new composting scheme in their cafeterias and offices alone generated 3.3 tons of composted food waste.

In 2019, **SPT** improved manufacturing processes at their North Carolina site, including an expanded recycling program. The site added battery collection and now uses a regrinding process to process the reclaimed plastic scrap for reuse. STP has also replaced its air compressor, resulting in a more efficient system that uses less energy.

Our **Veeder-Root** Altoona, PA site implemented several waste reduction initiatives in 2019, including composting food waste, switching to compostable paper goods, and reusing packaging from returned goods and suppliers. The site diverted 135 tons of cardboard, wood, plastic, and paper from landfill disposal to recycling, accounting for 58% of the total waste generated on-site. Through these and other efforts, the site reported a 56% overall reduction in landfill waste and a 67% reduction in waste disposal costs since 2017—illustrating that sustainable solutions also drive business results.

Our priority issues

– Supply chain standards
– Fair labor standards

PILLAR 5

Source Responsibly

Our commitment to responsibility extends to the partners, suppliers, and materials we choose as well as how those materials get to us, every step of the way. We strive for the highest standards of ethical, socially responsible business practices across our supply chain.

Goal

50% Completion Rate

Annual completion rate of questionnaires and scheduled audits, pro-rated for August–December timeframe. **2019 Progress: 56% of questionnaires completed, 38% of supplier audits completed**

Our Approach

We are committed to conducting all of our operations with integrity and respect for people and our planet. We expect suppliers and permitted subcontractors who do business with Fortive and its operating companies to share these same commitments and to take a stand against corruption, labor violations, and human trafficking.

Up to and through 2019, our goal was to increase our spend with preferred suppliers, who were required to demonstrate their commitment to meet our rigorous business performance criteria and to fully comply with our Supplier Code of Conduct. In 2019, approximately 38% of our spend was with preferred suppliers, an annual increase of 5.3%. The planned separation to create Vontier will have a significant effect on Fortive's business focus areas and supply base. This, coupled with our continued growth, makes 2020 the ideal time to ensure we are focused on the priorities relevant to the Fortive business and stakeholders.

In 2020 and beyond, we will expand our focus to ensure that all of our suppliers understand and comply with our Supplier Code of Conduct. To do this, we will request all suppliers complete questionnaires and scheduled audits. Our supplier audits cover a wide range of topics, including corruption, trade practices, EHS compliance, human rights, labor rights, and data privacy. These activities will be coordinated with our Supplier Risk Assessment process. The Supplier Risk Assessment process incorporates elements from the Corruption Perception Index (CPI) developed by Transparency International to determine the frequency of audit needs. Our goal is to see 100% annual completion of distributed questionnaires and scheduled audits.

Supplier Assessment

We recognize the serious nature of the impact that suppliers could have on our business, and the world, if they do not operate in alignment with the standards outlined in our Supplier Code of Conduct. In 2019, we revised our auditor training to ensure quality and consistency. We completed auditor training for 35 employees and continue to develop more auditors. Each auditor must successfully complete and pass the revised training program in order to conduct further supplier audits.

Our internal Supply Base Management application drives our efforts to strengthen our supply chain in accordance with the Supplier Code of Conduct. Suppliers are classified according to the GMTE (Grow, Maintain, Transition, Exit) classification, which enables us to identify risk and maintain critical supplies for our companies. Operating company leaders can access any supplier's GMTE status at any time, informing strategic direction and giving a holistic view of the suppliers' status.

Auditing Progress

The revised program was launched in August 2019. With less than half the year left, we targeted 50% completion rates of the questionnaires and scheduled audits. At year-end 2019, we had surpassed our goal for questionnaires (56%) and almost reached our target of completed audits, completing 38% of our supplier audits.

Conflict Minerals

We are committed to continuously advancing standards for human rights, integrity and environmental responsibility throughout our operations. As part of this commitment, we communicate to our suppliers our expectation that they source only from conflict-free smelters.

⤓ More information is detailed in our Conflict Minerals Policy Statement.

Upholding Labor Standards Across Our Supply Chain

We uphold fair labor standards for all employees across all of our operating companies and create a culture of respect, integrity, fairness, and employee well-being. We extend this approach across our supply base.

We strongly oppose all forms of forced, involuntary or child labor, and we expect all our suppliers to meet the same standards. This is set out in our Supplier Code of Conduct, where we also require suppliers to treat each employee with dignity and respect at all times, including their right to associate freely, and to ensure they are not subject to threats, harassment, or discrimination.

⤓ Read more about our Standard Code of Conduct.

Our priority issues

– Customer and
  employee privacy
– Compliance
  programs
– Enterprise Risk
  Management
– Escalation and
  disclosure
  process

PILLAR 6
Operate With Integrity and Minimize Risk

Integrity and compliance are integral to our culture and our success. When we do the right thing by acting in accordance with our Code of Conduct and our values, we deepen the trust and respect of our colleagues, our customers, our business partners, and our shareholders.

The Fortive Compliance Program

Our global compliance program is based in our shared purpose and values, created to prevent, correct, and remediate risk. It is a key part of our value proposition for employees, customers, shareholders, and business partners.

High expectations of integrity and compliance are embedded throughout our organization at all levels. For example, we provide regular education on topics such as anti-bribery, fair competition, and modern slavery, and we ensure that all managers and leaders exemplify our compliance expectations and commitment. Compliance and integrity are key topics in our Executive Champion Orientation, FBS Leadership Orientation, and our People Leadership Experience program.

Our Standards of Conduct (SoC) is a key part of our compliance program and evolves alongside our business to remain relevant and effective. In 2019, we conducted a global analysis and revision of our SoC through a review of external standards, as well as focus groups of over 200 employees worldwide. The new SoC (known simply as "The Code" now) upholds the highest ethical standards and clearly reflects our Fortive values. It also reaffirms our expectation that all employees and operating companies, as well as those who do business with us or on our behalf, conduct business in compliance with applicable policies, laws, and regulations globally and conduct themselves with honesty, fairness, and transparency.

The new Code, available in 22 languages, will be launched in 2020. As part of that launch, employees will participate in live or online learning and certify that they have read, understood and commit to following The Code. Employees will be re-trained and re-certified annually.

We leverage our FBS mindset and toolkit to continuously improve our compliance program as well. Two major initiatives this year were to partner with The Fort to improve our access to and to leverage data analytics for our compliance program. In 2020, we are undertaking improvements to our annual risk assessment process.

Speak Up! Program

Our Speak Up! Program provides multiple avenues for our employees and business partners to raise questions or integrity concerns. Fortive operates a phone hotline and web reporting tool in over 20 languages that allow for anonymous reporting and has leaders in Legal, Compliance, HR, Finance and Internal Audit available to resolve concerns.

SPEAK UP!

Enterprise Risk Management

We proactively approach risk management by identifying and evaluating key risks through an annual program of standardized and comprehensive assessments. Business and functional leaders evaluate the risks inherent in their operations on topics including:

- International dynamics
- Human resources
- Regulatory and industry standards
- Finance and accounting compliance
- Product safety and security
- Sales and marketing
- Data protection and cybersecurity
- General and internet technology
- Environmental, health and safety
- Supply chain

We use the results to inform business decisions around topics such as our workplaces, infrastructure investments, regulatory regimes, supplier and commodity sourcing, compliance, EHS programs, and climate change planning.

Our climate change resiliency plans cover our readiness and response to scenarios including drought, flooding, and heat waves. In-depth details about our climate change risks and opportunities will be communicated in our 2020 CDP Climate Change response.

We engage employees from representative geographies and operations (at both company and Fortive levels) to inform and evaluate all risk assessments and company-level risk prioritization. The Fortive Risk Committee reviews and develops the Fortive-level risk assessment based on these company prioritizations, combined with broader corporate-level risks. The Risk Committee reports the results to the Board of Directors annually, with our audit committee overseeing our Enterprise Risk Management process.

Customer and Employee Privacy

Fortive continues to foster a culture that values customer and employee privacy beyond adherence to the EU's GDPR and the CCPA.

Fortive welcomed the stringent requirements set by the CCPA, and together with our operating companies we voluntarily adopted California's requirements to operations across the U.S. Fortive established a toll-free number to enable all U.S.-based customers and employees to exercise their data privacy rights and submit an inquiry. This includes access to personal information and the right to receive a copy, the right to deletion and erasure of all data on an individual, and the right to rectification or the correction of incorrect or incomplete data. These rights are extended to all our employees and consumers in Europe as well.

→ More information is in our GRI Index.

PILLAR 7

Compete for Shareholders

We value our shareholders' commitment to our purpose, and we know that how we do business is as important as what we do. We dedicate ourselves to earning their loyalty every day through strong leadership, robust corporate governance, and transparent communications.

Our priority issues

– Board and
  governance practices
– Shareholder engagement
– CSR oversight

> 🖥 **More Information at Fortive.com**
>
> Corporate governance policies and framework
>
> Fortive leadership team
>
> Annual reports

Engaging With Our Investor Community

Investors increasingly look for evidence that companies are managing risks and opportunities in order to maintain responsible, sustainable business growth and long-term success.

Our work on environmental, social, governance and corporate citizenship are of interest to a greater cross-section of investors. We host regular meetings with shareholders to update them on our CSR-related initiatives and address their questions. These meetings are invitational and open, as we value the feedback, critiques, and engagement with shareholders.

Governance

Our Board consists of seven directors, six of whom are independent as defined by New York Stock Exchange rules. All members of our Audit, Compensation, and Nominating and Governance Committees are also independent. Our Chairman and CEO positions are separate, and we maintain an independent Chairman of the Board. The Nominating and Corporate Governance Committee charter includes responsibility for CSR reporting and making recommendations to the full Board of Directors regarding the process.

CSR Oversight

In 2019, Fortive's CSR process was overseen by the CSR Steering Committee comprised 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 EHS Leadership Council. In 2019, Mr. Underwood engaged the EHSLC and CSR Committee to develop Fortive's first greenhouse gas (GHG) emissions goal analysis and recommendations. The final recommendations were submitted to the Board, which confirmed that Fortive will reduce GHG emissions intensity by 40% by 2030 relative to the 2017 baseline.

In recognition of the increasing importance of CSR, Fortive created two new positions to bolster 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 position, responsible for driving our global sustainability efforts.

Responding to COVID-19

Forged by an unwavering commitment to keep our employees safe, and enabled by the power of FBS, Fortive mounted a massive global response to the COVID-19 pandemic. We moved quickly to limit and then ban business travel. We ensured pay continuity for quarantine periods across the globe. We quickly enabled and mandated remote work for the vast majority of our global population, while ensuring that our essential manufacturing employees and leaders had the education, tools, and support needed to stay safe on the job. We flexed shifts to accommodate childcare needs and reduce building intensity loads. Using virtual project management tools, our Fortive COVID-19 response teams collaborated daily to create hundreds of pieces of standard work to keep our employees safe and our essential customers up and running.

Our agile FBS and Learning & Development teams innovated to create virtual leadership experiences, kaizens, and events like our 2020 FBS Hackathon. Challenge became opportunity as we found ways to further strengthen these experiences and events, even from afar. And through it all, we managed to innovate and care for our customers and communities. We supported healthcare professionals and first responders. We delivered essential equipment like ventilator components and PPE. We provided free access to software to support hospitals and critical infrastructure. Our extraordinary teams will continue to harness FBS and Fortive's spirit of generosity and optimism to support our employees, our customers, and our communities as we face this challenge together.

▼ **Gems** stepped up ventilator component manufacturing more than tenfold, supporting its customers who were producing these units.

▶ **Fluke** designed, produced, and donated face shields for those on the front lines of virus response, and Fluke Biomedical's Gas Flow Analyzers ensured ventilators were working properly.

▲ **ASP** secured emergency use authorization approval in the U.S. and globally for use of their STERRAD® Systems to disinfect compatible single-use N95 respirator masks at healthcare facilities on the front lines. Reprocessing triples the usable lifespan of these masks, and a single ASP STERRAD® System can reprocess over 400 masks per day; supplying healthcare professionals with hundreds of thousands of reprocessed masks around the globe, every day, as they combat the spread of coronavirus.

▲ **Accruent** developed a free predictive app to enable hospitals to know what replacement parts for ventilators they should keep in stock and offered cloud-based deployment of their Maintenance Connection's desktop and mobile solutions to public sector organizations, helping them mitigate risk and better protect their staff and the public.

▲ **SPT** supplied urgent equipment to two U.S. Navy hospital ships, and distributed handwritten thank-you notes from employees.

Gilbarco Veeder-Root and **Hennessy Industries** supplied and serviced fuel stations, stores, and repair shops to help keep emergency vehicles and commercial vehicles carrying essential products on the move, while **Teletrac Navman** provided fleet management equipment and services to support the operation of emergency service fleets.

▼ **Gordian's** Job Order Contracting (JOC) helped agencies across the U.S. quickly complete COVID-19-related work with pricing control and auditability.

Intelex provided free access to components of its Environment, Health, Safety, and Quality software platform to those on the front line of fighting COVID-19, helping them publish vital information and updates.

Matco Tools donated three Jamestown Service Carts 450 to healthcare units to aid at their COVID-19 mobile testing stations.

▲ **Anderson-Negele** enabled food and beverage (F&B) industries to keep supplies on store shelves by ramping up production. Through automation of in-line refractometer sensors, Anderson-Negele helped F&B customers reduce changeover time between product types. This efficiency enabled a product run increase of 13%.

The **Setra** Lite™ Room Pressure Indicator helped hospitals monitor the air quality of intensive care units, operating theaters, and isolation rooms.

GTT provided critical services and products to support first responders and essential healthcare infrastructure.

Our COVID-19 Response Pillars

Safety
The health and safety of our employees, their families, our customers, and our communities is our number one priority.

Transparency
We will communicate with our employees frequently and be transparent about what we are doing and why.

Empathy
The uncertainty, fear, and real-life impact caused by this epidemic may be causing anxiety and hardship for our colleagues.

Science
We have and will continue to base our decisions on data and expert public health guidance, so those decisions are responsible and sound.

Employee Trust
We trust you to make decisions that are right for you based on your personal circumstances, and to do the right thing.

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	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Corporate Responsibility Report > Pillar 7, Compete for Shareholders p. 28 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. Boundary: Internal: Global Operations External: Customers, Suppliers, Shareholders, Prospective Employees
103-2	The management approach and its components	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
103-3	Evaluation of the management approach	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
201-1	Direct economic value generated and distributed	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
201-2	Financial implications and other risks and opportunities due to climate change	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 Details about Fortive's climate change risks and opportunities will be disclosed in our 2020 CDP Climate Change response.
201-3	Defined benefit plan obligations and other retirement plans	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
GRI 202 Market Presence (2016)		
103-1	Explanation of the material topic and its Boundaries	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 Boundary: Internal: Global Operations External: Customers, Suppliers, Shareholders, Prospective Employees
103-2	The management approach and its components	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

GRI Disclosure		Company Response
103-3	Evaluation of the management approach	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 2–7 2020 Proxy Statement > Corporate Governance p. 17–32 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 Governance Documents: Corporate Governance Guidelines; Audit Committee Charter; Nominating and Governance Committee 2020 Corporate Responsibility Report > Governance p. 29
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	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Fortive Supplier Code of Conduct Boundary: Internal: Global Operations External: Customers, Suppliers, Distribution Providers, Shareholders
103-2	The management approach and its components	2020 Corporate Responsibility Report > Pillar 5, Source Responsibly p. 24 Fortive Supplier Code of Conduct 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. 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. 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).
103-3	Evaluation of the management approach	2020 Proxy Statement > Corporate Governance > Corporate Social Responsibility p. 29–32 Governance Documents Fortive Supplier Code of Conduct
204-1	Proportion of spending on local suppliers	2019 Annual Report on Form 10-K > Part 1, Item 1. Business p. 5 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. 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.
GRI 205: Anti-corruption (2016)		
103-1	Explanation of the material topic and its Boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Fortive Standards of Conduct > Avoiding Bribes and Improper Payments p. 20 Boundary: Internal: Board, Management, Employees External: Customers, Suppliers, Regulators, Governments, Local Communities, Shareholders

GRI Disclosure		Company Response
103-2	The management approach and its components	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
		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.
		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.
103-3	Evaluation of the management approach	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
205-1	Operations assessed for risks related to corruption	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.
205-2	Communication and training about anti-corruption policies and procedures	Fortive Standards of Conduct Charter of the Audit Committee of the Board of Directors Fortive Supplier Code of Conduct
		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.
		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.
		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.

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, *kaizen* 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	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 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. 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. 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.
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > Compete for Shareholders > Governance p. 29 Fortive manages every aspect of our business using the FBS process and tools. Inherent to FBS is the spirit and practice of continuous improvement.
301-3	Reclaimed products and their packaging materials	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 302: Energy (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Energy, specifically where it relates to energy's contributing role in climate change, was identified as material during the 2017 materiality assessment. 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 > Supporting Sustainable Operations p. 19 2020 Corporate Responsibility Report > Pillar 4, Safeguard the Environment p. 20 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.
103-3	Evaluation of the management approach	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

GRI Disclosure		Company Response
302-1	Energy consumption within the organization	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 Fortive does not sell energy; thus, its total electricity, heating, cooling, and steam sold is zero. *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
302-3	Energy intensity	2020 CDP Climate Change Disclosure (will be publicly available in September 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
302-4	Reduction of energy consumption	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 *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
GRI 303: Water and Effluents (2018)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 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. 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 Fortive Environmental, Health and Safety Policy 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. 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.
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > Governance p. 29 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. 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.
303-1	Interactions with water as a shared resource	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 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 *A Corporate Accounting and Reporting Standard*, 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 *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*

GRI Disclosure		Company Response
305-2	Energy indirect (Scope 2) GHG emissions	2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
305-3	Other indirect (Scope 3) GHG emissions	2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables Biogenic CO_2 emissions are not a component of Fortive's GHG inventory. *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
305-4	GHG emissions intensity	2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
305-5	Reduction of GHG emissions	2020 CDP Climate Change Disclosure (expected publication in Q4 2020*) 2020 Corporate Responsibility Report > Reducing Our Footprint p. 22 GRI Data Tables *CDP's timeline may be impacted by the COVID-19 pandemic. Refer to the CDP website for updates.*
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	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 Intelex for EHSQ and Sustainability data management, we will improve and expand our data accessibility.
GRI 306: Effluents and Waste (2016)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 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. At Fortive, *kaizen* is our overarching approach to continuous improvement. A core principle of kaizen is the elimination of waste, in all its forms, which aligns with sustainable principles. It is through kaizen that we continually take actions to reduce our footprint and operate more efficiently in all we do. Boundary: Internal: Employees, Leadership, Board External: Regulatory Agencies, Customers, Communities, Prospective Employees, Standards Organization, Shareholders

GRI Disclosure		Company Response
103-2	The management approach and its components	2020 Corporate Responsibility Report > Eliminating Waste p. 23 2020 Corporate Responsibility Report > Innovations for the Environment p. 18 Fortive Environment, Health and Safety Policy
		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.
		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.
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Governance p. 29
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	2020 Corporate Responsibility Report > Materiality Assessment p. 7 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 > 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
		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.
		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.
		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.
103-3	Evaluation of the management approach	2020 Corporate Responsibility Report > Environmental, Health, and Safety Program p. 21 2020 Corporate Responsibility Report > Ensuring Employee Safety and Well-being p. 21

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	2020 Corporate Responsibility Report > Materiality Assessment p. 7 2020 Proxy Statement > Executive Compensation Tables > Pay Ratio Disclosure p. 74–75 Fortive Standards of Conduct Boundary: Internal: Board, Employees External: Prospective Employees
103-2	The management approach and its components	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
103-3	Evaluation of the management approach	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
402-1	Minimum notice periods regarding operational changes	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.
GRI 403: Occupational Health and Safety (2018)		
103-1	Explanation of the material topic and its boundaries	2020 Corporate Responsibility Report > Materiality Assessment p. 7 Boundary: Internal: Board, Management, Employees External: Contractors, Suppliers, Regulators, Shareholders
103-2	The management approach and its components	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 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. 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. 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.

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: • 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	2020 Corporate Responsibility Report > Pillar 2, Create Positive Impacts in Our Communities p. 14 2020 Corporate Responsibility Report > The Fortive Business System p. 6
		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.
		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.
103-3	Evaluation of the management approach	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.
		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.
413-1	Operations with local community engagement, impact assessments, and development programs	2020 Corporate Responsibility Report > Fortive Day of Caring p. 15
		Fortive Day of Caring takes place at 100% of our operating companies, and employees are empowered to support their local communities through development programs.
GRI 414: Supplier Social 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.
414-1	New suppliers that were screened using social criteria	100% of new suppliers were sent the supplier audit, which includes the CSR criteria in the reporting period. Refer to 103-3 above.

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 Fortive Standards of Conduct 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 Fortive Standards of Conduct 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	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. 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.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	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.

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 Föderverien – Association for the promotion of medium-sized private breweries
ASHRAE – American Society of Heating, Refrigeration and Air Conditioning Engineers	ISA – Industrial Supply Association	Profibus Nutzeroganisation
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$_2$e)	34,038	24,354	22,821	-33.0%
Scope 2 GHG Emissions (MTCO$_2$e)	61,041	65,172	64,137	5.1%
Scope 1 + 2 GHG Emissions (MTCO$_2$e)	95,078	89,526	86,958	-8.5%
GHG Emissions Intensity (MTCO$_2$e /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%

FORTIVE

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Fortive Investor Relations

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