



GALLAGHER SUSTAINABILITY STATEMENT V 1.0 – 22 MAY 2022

1. Purpose, Scope, and Users of this document

This document sets out the principles by which we integrate sustainability into our strategic purpose at Gallagher to enable us to create a positive impact on our people and their communities, promote the protection of our environment, and contribute to the responsible growth of our economy. The Sustainability Statement applies to all Gallagher employees and covers the global business activities and operations of the Gallagher Group. Since Gallagher is made up of diverse businesses across several international geographical locations, it is the responsibility of each local business to implement the Statement in a way that accounts for the risks and opportunities particular to their market.

2. Business Context

We are a global leader in the innovation, manufacture and marketing of Security, Animal Management and Contract Manufacturing technology solutions. Our customers and their needs inspire us to create new possibilities that add value to their business and protects what matters most.

Security

Keeping people and businesses safe is the cornerstone of what we do. Our focus on business efficiency and continuity ensures that core operations are effectively managed with total economy, providing a return on investment greater than any other security platform.

Animal Management

Since 1938, we have been helping farmers to harness the power to farm by delivering world-leading agricultural management solutions, that enable customers to operate responsibly, productively, and profitably. We lead the market in electric fencing, weighing and electronic identification (EID), data collection, and wireless water monitoring systems.

3. Sustainability Drivers

Sustainability at Gallagher is considered important in the context of what we are reasonably affected by and able to positively influence through the core activities of our core business.

We consciously adopt a business approach to creating long-term value by taking into consideration how Gallagher operates in the ecological, social, and economic environment relevant to our sphere of influence.

Our approach to Sustainability is built on the assumption that developing such strategies foster resilience and longevity for our people, our economy, and our environment.

4. Sustainability Framework

Our Sustainability Framework identifies clear opportunities to have a positive impact on the world across three broad areas of focus: Our Economy (Sustainable Growth, Innovation, Trade and

Enterprise), Our People (Gallagher Family and Community) and Our Place (Energy Efficiency and Waste Reduction).

The impact of selected initiatives and activities within each area of our business, will have a significant impact on how we increase our sense of responsibility and add to the purpose of our existence.

We recognise that Sustainability needs to be closely integrated with our core business strategy to enable collaboration with business functions and connection to our customers. We are committed to developing a centre of excellence that helps guide, facilitate and coach the delivery of strategic initiatives, outcomes and actions and communicates

5. Our Story

As a company, we are on an exciting journey to create an even better future workplace that we can all be proud of. Following on from the “Future of How We Work Expo” in 2019 and 2020, Gallagher made a formal commitment to evolving a collaborative sustainable strategy.

A new Executive Leadership role was created to build capacity at all levels of the organisation, communicate and coordinate with the Board of Directors, Executive Management, Shareholders, Employees and Customers to promote positive sustainability issues, create and implement strategic and tactical objectives, and develop innovative solutions that support responsible business growth.

Foundation elements were identified and partially implemented prior to COVID-19, which form the basis of a Sustainable Framework. Key sustainable themes were discovered through a collaborative process of engagement across the business and validated with reference to the Colmar Brunton (NZ) Better Futures Annual Survey and the United Nations Sustainable Goals.

Many volunteers were identified, who expressed interest in the implementation of potential sustainable activities within our business-as-usual activity and through creation of proactive project groups.

6. Areas of Influence

Gallagher recognises that our three broad areas of focus simply provide a tangible link to opportunity, beyond which we can connect multiple layers of impact that link to the products and services we offer to the market and the way in which we work.

Positively impact Our Place:

Increase Resource Efficiency – a commitment to delivering more for less, with a focus on promoting energy efficient initiatives that contribute to the reduction of greenhouse gas emissions and our carbon footprint.

Reduce Waste Generation – supporting a proactive waste reduction program by tracking the volume of waste produced, focusing on waste prevention initiatives that save on natural resources, energy and other costs and ensure responsible disposal of anything that cannot be reduced, reused, or donated.

Promote Responsible Production and Consumption – minimise the use of new resources by exploring circular economy principles and seeking opportunities to reduce, redesign, reuse, repair, remanufacture and recycle existing materials and products for as long as is reasonably possible.

Positively impact Our People:

Living Our Values – provide an employee value proposition that is meaningful and fulfilling for our people. Engage them with sustainable future that aligns to our core purpose and values.

Meet Our Community's Needs – supporting community engagement to act as a catalyst for expanding social and economic opportunity that will uplift the quality of life, increase a sense of belonging and build meaningful social networks.

Enhance Our Reputation - align our sustainability strategy to our core business activities and connect our purpose and values to what matters most to our key stakeholders (internal/external).

Positively impact Our Economy:

Deliver Procurement Expectations – establish supply chain transparency to ensure that we are promoting and supporting human rights, fair labour practices, environmental progress, and anti-corruption policies.

Meet Consumer Demand - differentiate our business from the competition, align our expectations to create enduring partnerships, provide better value in cost, increase customer loyalty, and turn market share into equitable wealth creation.

Stimulate Innovation - social and environmental issues present new business opportunities for Gallagher to develop customer centric solutions to the challenges they face, with a focus on technology and innovation to create new markets.

Promote Business Continuity – we aim to protect the business today, while ensuring that we respond to the challenges and opportunities of tomorrow and appreciate the support of shareholders who take a long-term view.

Creating Inclusive Trade – contribute to strong economic growth to generate increased wealth and opportunity, drive innovative solutions with technology enhancements, improve resource efficiency and productivity, and create more opportunities for our people and their communities.

7. Reference Documents

Gallagher Sustainability Framework

8. Validity and Document Management

This document must be reviewed for adequacy and accuracy at least once per each 12-month period. When evaluating this document, the following criteria need to be considered:

- Any changes in strategic focus
- Any changes to internal or external issues which impact the risk appetites
- Any new or changed risk categories which should be reflected and articulated here