markem·imaje
a DOVER company

ESG in Action

Our commitment to the environment, sustainability and corporate social responsibility

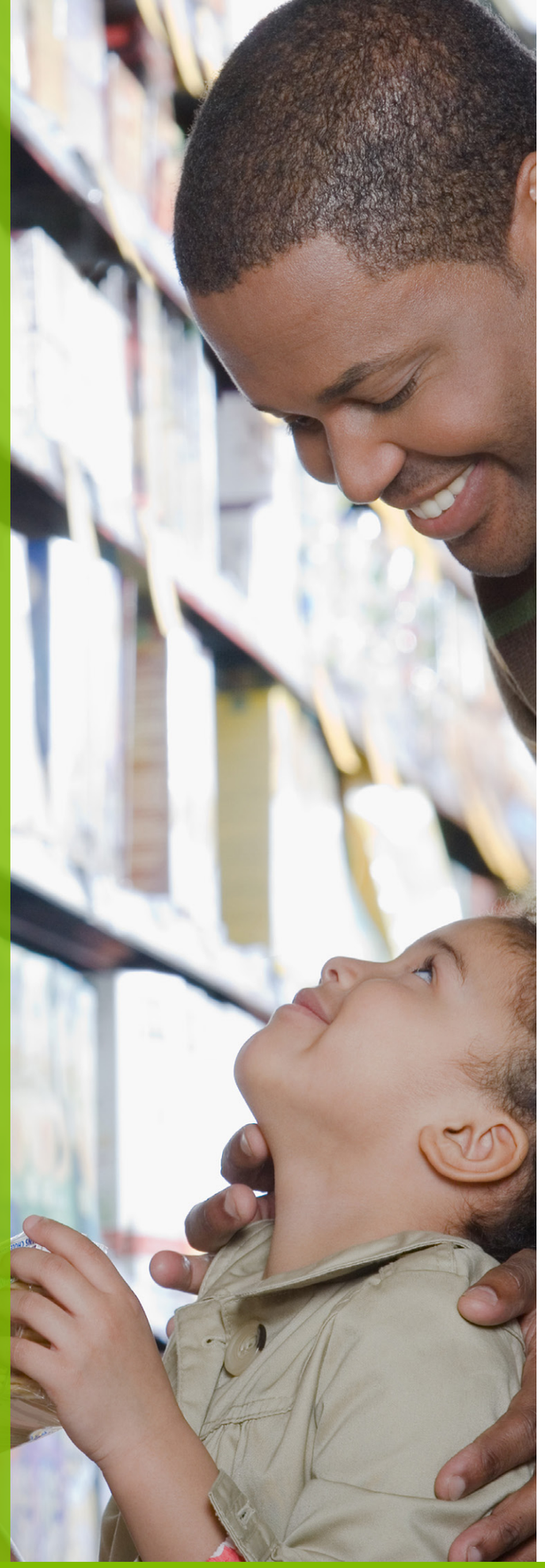
Environmental | Social | Governance | Innovation | Solutions

About Markem-Imaje

Your single source for end-to-end supply chain traceability solutions

We empower our customers worldwide to:

- Optimize marking and coding processes
- Achieve compliance
- Connect their products and protect their brands
- Gain actionable data and real-time business insight



Welcome

Sustainability at Markem-Imaje defines our commitment to integrate solutions for social and environmental challenges into our operations and business model, whilst continuing to deliver strong financial performance. Sustainability is not a new concept to us, we have been recognized for our strong ethical values for decades. We are now excited to launch our 'Sustainability in Action' program, which will accelerate our efforts across all three dimensions of sustainability: environmental, social and governance (ESG).

Vincent Van Der Poel
Markem-Imaje CEO

Our Commitments

The sustainability in action program addresses issues of critical environmental and social concern, builds upon our strong ethical and compliance foundation and is an integral part of our business strategy.

Environmental

- Energy and water consumption
- Waste management
- Greenhouse gas emissions

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Social

- Occupational health and safety
- Human rights
- Diversity, equity and inclusion

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Governance

- Legal and trade compliance
- Business ethics
- Data privacy and security

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Low-Impact Coding

- Remote diagnostic
- Design for repair
- Quality, reliability and safety

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Sustainability Solutions

- Waste prevention
- Consumer safety
- Coding on sustainable packaging

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We are Dover

Dover is a diversified global manufacturer and solutions provider with annual revenue of over $7 billion. We deliver innovative equipment and components, consumable supplies, aftermarket parts, software and digital solutions, and support services through five operating segments: Engineered Products, Clean Energy & Fueling, Imaging & Identification, Pumps & Process Solutions and Climate & Sustainability Technologies. Dover combines global scale with operational agility to lead the markets we serve. Recognized for our entrepreneurial approach for over 65 years, our team of over 24,000 employees takes an ownership mindset, collaborating with customers to redefine what's possible. Headquartered in Downers Grove, Illinois, Dover trades on the New York Stock Exchange under "DOV."

Markem-Imaje represents the Imaging and Identification segment and has been part of the Dover Corporation since 2007. We share the Dover values and deep sense of accountability in everything we do.

As a Dover operating company, Markem-Imaje is focused on further embedding its corporate responsibility priorities into its business strategy and pursuing sustainability initiatives that support its employees, customers, and communities to ensure its business continues to create long-term value.

Alongside Dover, we are working to reduce our environmental impact to support the global economy's transition to net zero. We are also creating greater transparency regarding our actions.

In accordance with its sustainability policy, Dover and its operating companies are committed to:

- Managing the potential physical, regulatory, operational and financial risks and opportunities to our businesses related to climate change.
- Monitoring, reviewing and improving the energy and greenhouse gas efficiency of our products, services and operations.
- Communicating and engaging with customers, shareholders and employees regarding our energy and greenhouse gas performance.

For more information about Dover's sustainability initiatives, please visit the Dover website at www.dovercorporation.com/sustainability/overview .

Our company priorities

We carefully identified our priorities by undertaking a materiality assessment

A materiality assessment is a structured process that is used to identify the most important sustainability risks and opportunities for a company. It looks at it in two ways: the importance of these issues to the company's stakeholders, and their potential to impact on the business. The outcome is a materiality matrix that depicts the material topics and their relative importance.

Scoping

Our materiality assessment covered all global operations and all product lines.

Topic selection

We selected 31 relevant topics from a review of reporting frameworks (e.g. GRI & SASB) and ESG rating systems.

Consultations

We consulted a large panel of stakeholders including customers, investors, employees, suppliers, distributors and 3rd party logistic partners.

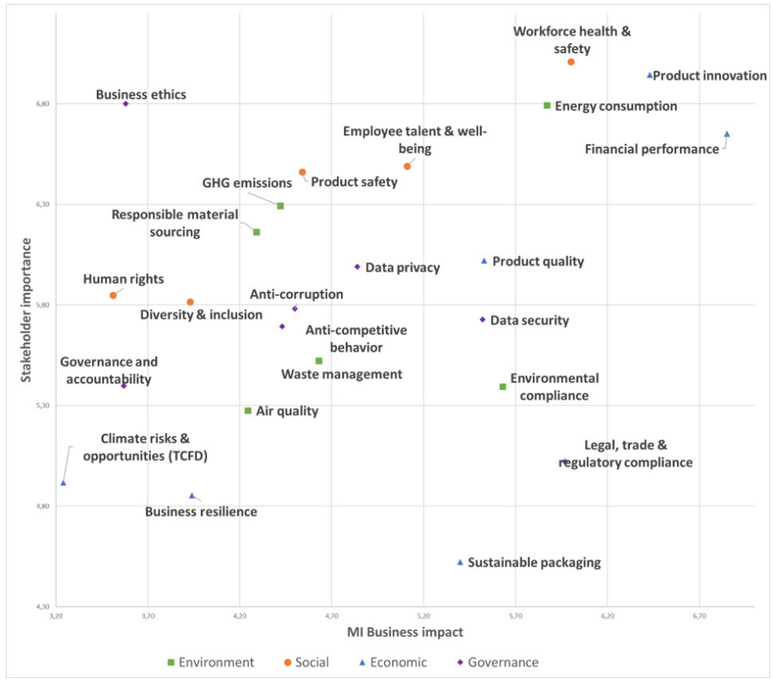
Consolidation

All diverse input from consultations has been consolidated into a single matrix reviewed with the leadership team.

Communication

The outcome of this materiality assessment was presented both internally and externally.

Our materiality matrix



The materiality matrix will be updated regularly to incorporate significant changes in consumer behavior, customer and investor expectations, IPCC reports, etc.

Our contributions to the UN Sustainable Development Goals SDGs

What are the UN SDGs?

The 2030 Agenda for Sustainable Development, adopted in 2015 by the member states of the United Nations, is an action plan for people, planet and prosperity. Sustainable Development Goals (SDGs) are a collection of 17 goals and 169 targets.

What does it mean for us?

At Markem-Imaje, we consider that the SDGs constitute a great compass for all businesses to detect operational risks, identify emerging market demand, anticipate regulatory changes, attract talent and create more resilient supply chains.

We believe in a sustainable future for all, where consumers are safe, brands are protected, waste is avoided, value chains are efficient and natural resources are preserved. In coherence with our mission, we focus our efforts on the two SDGs upon which our solutions can have the most significant impact:

Responsible Consumption and Production. We help build more sustainable supply-chains with end-to-end traceability solutions and deliver safer consumption with trusted best before dates and serialization. We also protect their brands with anticounterfeiting solution.

Industry, Innovation and Infrastructure. We work with our customers and business partners in every corner of the world to create innovative marking, coding and traceability solutions. We deliver novel hardware and software solutions that support the transition of the entire Industry in its 4th revolution. To find out more, see more pages 11 to 14.

We also ensure, throughout our day-to-day business operations that we contribute to the SDGs that are connected with our most material topics.

- We protect the health of all people interacting with our products and promote the well-being of all our employees.
- We choose to challenge the status quo, promote equal access to all opportunities and fight prejudice and discrimination.
- We continuously reduce our energy intensity and increase our use of renewable electricity.
- We strive to create productive employment and decent working conditions for all, and work to protect human rights throughout our supply chain.
- We quantify our scope 1 and 2 greenhouse gas emissions and continue to take actions to fight climate change.
- We follow high ethical standards, comply with regulations everywhere we operate and combat corruption and bribery.

We recognize that contributing to the SDGs requires collaboration with our suppliers and customers as well as engaging with civil society. We therefore support SDG 17, Partnerships for the Goals.

Our commitment to the environment

We take our responsibility as a manufacturer very seriously and are conscious that what we do within our business can have knock-on effects on the environment.

Our 2030 Goals

Greenhouse Gas Emissions (GHG)

Reduce scope 1 & 2 direct greenhouse gas emissions (in tCo2e) by **30%** from 2019 baseline

Waste

0% of global waste production increase (in metric t) by 2030 from 2019 baseline

Water

Reduce by 50% the water consumption (in m3) by 2030 from 2019 baseline

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Energy efficiency

Energy is a precious resource which promotes health, well-being and prosperity. Fossil fuel resources on Earth are limited, and their combustion generates problematic greenhouse gases. We commit to reduce our overall energy consumption and increase our share of renewable energy. We have already reduced our consumption by 14% by optimization actions and dedicated investments.

Greenhouse gas emissions

Climate change is one of the most pressing issues of our time. We are committed to measure and reduce our greenhouse gas emissions to limit global warming to well below 2 degrees Celsius, but preferably to 1.5 degrees Celsius. We have already achieved 26% improvement by dedicated actions in line with Dover's program.

Waste management

Any waste that cannot be repurposed is a loss of precious resources and a potential threat to the environment. We are committed to minimize our operational waste and maximize the share that is reused, recycled or where energy is at least recovered. Markem-Imaje has a 0% increase of global waste production by developing processes and practices in waste management.

Water consumption

Freshwater is a scarce and precious resource. We commit to reduce the water consumption of our global operations. Improving our manufacturing processes and managing our water discharges our goal is to reduce by 50% the water consumption (in m3) by 2030 from 2019 baseline.

Our commitment to the environment

CASE STUDY

Solar Energy installations at our plants

Our manufacturing operations in Bourg-les-Valence (in France) already benefits from renewable energy produced by 2,000 square meters of photovoltaic panels installed over the parking lot. It generates 17% of the site's energy needs.

Another similar investment was made at our Bhiwadi facility (in India). The project is to install 619 solar panels that will generate up to 200kW of renewable energy. The solar panel installation will be tightly integrated with the existing electricity grid system. The total energy requirement for our site will be delivered by the local grid and our own solar plant. Since the grid electricity at Bhiwadi mostly originates from a coal thermal energy plant, our installation will directly reduce our scope 2 greenhouse gas emissions. In event of short-term electricity shortage from the grid, it will also improve the resilience of our operations.

We estimate that this installment will save approximately 30% of our grid electricity bill.

Our social commitment

We place our employees safety at the heart of all of our operations. We aim to foster their physical and mental health, build a diverse workforce, respect human rights and care for the communities in which we operate.

Health & Safety

By 2030
Reduce annual total recordable incident rate (TRIR) by **20%** from baseline in 2019

Employee Assistance Program (EAP)

100% of employees have access to the Employee Assistance Program

Value Based Leadership

Increase the participation to the Value Based Leadership training modules to **90%** by 2027

From 84% completion rate 2025 baseline

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
4 QUALITY EDUCATION
10 REDUCED INEQUALITIES

Occupational health and safety

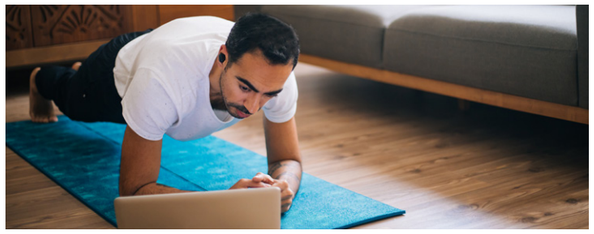
Markem-Imaje, as part of Dover, is committed to providing a healthy environment and safe workplace for all employees. Dover operates under a prioritization framework that puts safety first, always. To further embrace our commitment to safety, we have created the Zero Harm Program, which is designed to provide guidance on a safe working environment and knowledge of potential life-threatening safety conditions.

Diversity, equity and inclusion

Respecting and valuing people in our actions and behaviors is integral to our strong ethical culture. The diversity of our workforce enables us to attract new talent, keeps our employees engaged and productive, helps us better serve our diverse customers and markets, and advances innovation.

Human rights

Respecting Human Rights—and holding our business partners throughout the value chain similarly responsible entitles everyone to work in just and favorable conditions, to have an adequate standard of living and to benefit from the highest attainable standards of physical and mental wellbeing.



Employee health and wellness

As our health and safety policy testifies, employee's physical and mental health is critical! Our employee health and wellness program offers a wide range of benefits as well as a variety of wellness programs. We help our employees balance their work and life responsibilities.

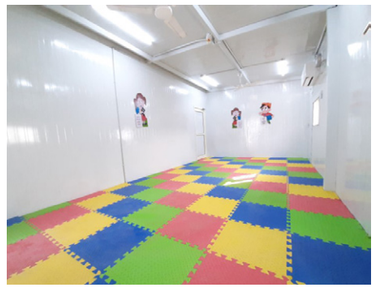
Community engagement

We encourage our employees to get involved in the communities in which we operate and to support local charitable and philanthropic efforts. Community involvement extends our ability to make a positive impact on our local communities beyond our operations.

Our social commitment

CASE STUDY

Crèche project in Markem-Imaje India



Markem-Imaje has provisioned an on-site crèche for children up to 6 years of age, at the Markem-Imaje Bhiwadi site in India. The holistic concept for this crèche will provide economic, social and environmental benefits to its various stakeholders. The creche will allow our employees to have their children safely looked after during their entire working hours, directly on company premises. The social benefit will include enhanced employee work-life balance and the ability for women to enter or to return to work and advance in their careers. The value women can bring to the workplace is immeasurable and many studies have shown that gender diversity is good for business.

The crèche will fully comply with the national guidelines for setting up and running Crèches under the 'Maternity Benefit Act 2017' and it will exceed these minimum standards in some areas, such as nanny-child ratio, safety, hygiene, quality of food and educational program.

The project will integrate two key sustainability concepts with significant environmental benefits:

- Sustainable building and surroundings concept
- Educational concept for sustainable development in early childhood

Markem-Imaje will be using an existing building and will integrate passive energy-saving technologies, such as a vertical garden on the walls for solar protection. We will equip the crèche with ecofriendly furniture, paints, flooring and toys. We will be working towards zero waste by keeping the crèche free of plastic and disposable dishes, we will also be avoiding food waste wherever possible. Finally, in order to preserve biodiversity at the site, Markem-Imaje will be planting local trees and bushes on the empty dry land surrounding the crèche buildings and throughout the site.

Our social commitment

CASE STUDY

Human Rights

At Markem-Imaje, we recognize that it is fundamental for our employees to prosper, to protect the environment and to meet the goals of our many stakeholders. We recognise that we must take action in a sustainable and responsible manner.

Connecting with our stakeholders, establishing trust with them and acting with purpose is core to Markem-Imaje's Sustainability in Action program. This is the framework under which Markem-Imaje is driving its sustainability efforts.

As part of this program, we have released our Markem-Imaje Global Labor and Human Rights Policy. Respecting Human Rights—and holding our business partners throughout the value chain similarly responsible—is essential to the Environmental, Social and Governance aspects of our corporate activities, underpinning our vision of building a better tomorrow. Human Rights entitles everyone to work in just and favorable conditions, to have an adequate standard of living and to benefit from the highest attainable standards of physical and mental well-being, among other criteria.

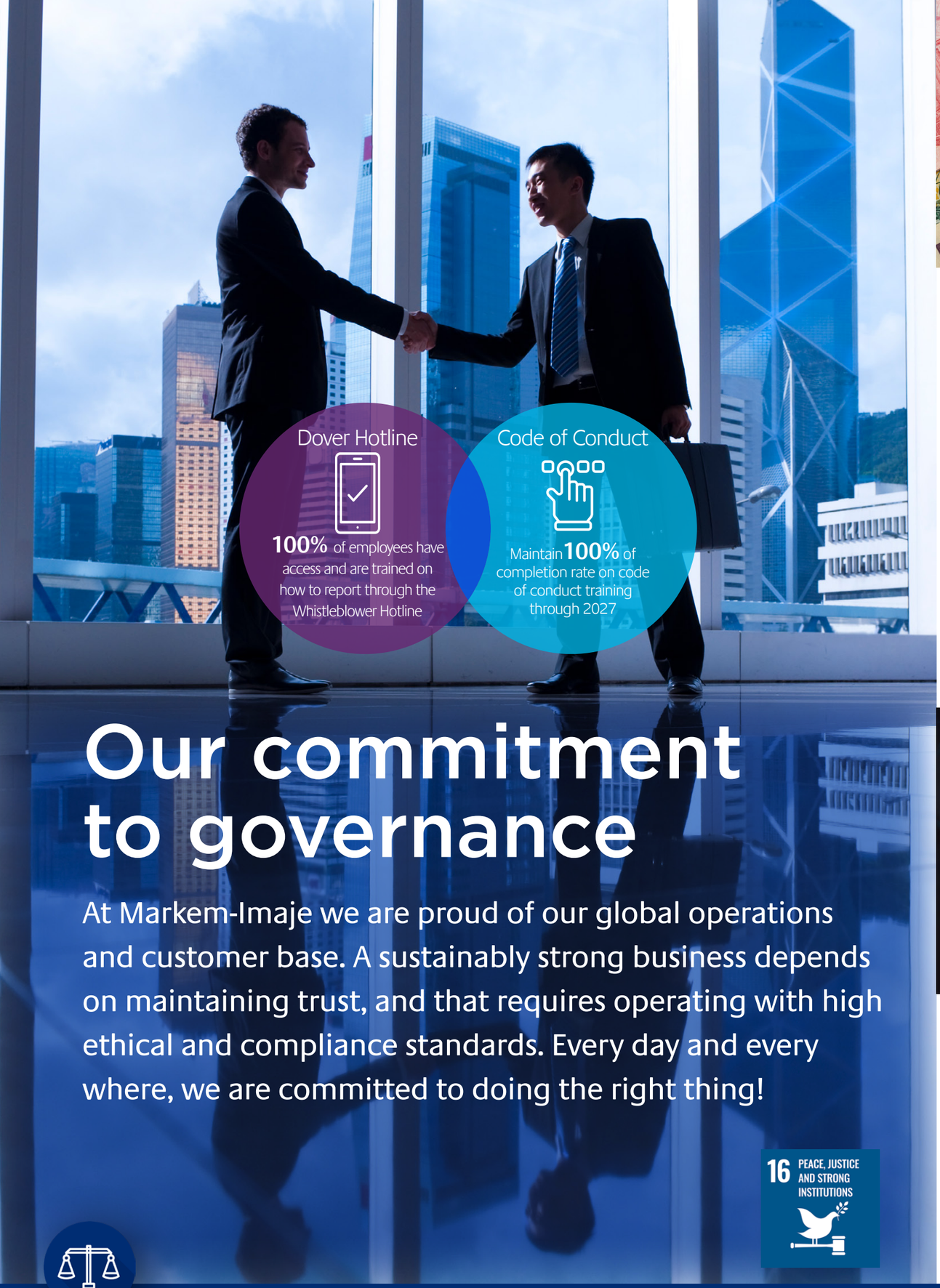
Human Rights must not be taken for granted but in many countries Human Rights are still violated.

Writing this policy gave us the framework to determine which principles are important for Markem-Image and what level of involvement is required from our multiple cross-functional departments. The collaborative, global approach with which this policy was written, helped us to address human rights concerns everywhere Markem-Imaje operates. Our mission is now to promote this Human Rights policy and to create awareness—both internally and throughout our supply chain, that the global fight for Human Rights is not over. Our Company principle is that where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

Markem-Imaje has appointed Human Rights Champions in all key locations; they are local ambassadors playing a key role in the deployment of our policy. One important step towards ensuring everyone in the organization understands their rights and obligations under this policy is to translate it into local languages. The roll-out of our policy is further supported by training which will help integrate Human Rights principles in our actions. In order to ensure compliance with our policy, Markem-Imaje will include adherence to the standards we are setting in its internal and external auditing processes.

I am proud of this important initiative, the global collaboration and the highest-level of leadership support that makes it all possible!

Sabrina Vosdey, Markem-Imaje Global Human Rights Officer



Our commitment to governance

At Markem-Imaje we are proud of our global operations and customer base. A sustainably strong business depends on maintaining trust, and that requires operating with high ethical and compliance standards. Every day and every where, we are committed to doing the right thing!

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Legal and trade compliance

As a global supplier, directly or through our distributor partners, present in over 60 countries, compliance with laws, regulations and requirements in all relevant jurisdictions is fundamental to our continued ability to operate worldwide. Operating in compliance with all legal principles, is the cornerstone of Markem-Imaje's corporate culture and provides the ground rules for global operations.

Hotline

Markem-Imaje, as part of Dover, has established a hotline, operated by EthicsPoint, an independent third party, to provide all employees and business partners with a means to ask questions and voice concerns relating to ethical matters or Dover/Markem-Imaje policies.

Data privacy and security

Markem-Imaje, as a Dover operating company, adheres strictly to the principles of the Dover Global Privacy Policy, through which it has adopted the core principles of GDPR and a companywide commitment to best data privacy practices in processing employee, customer and third-party data.

Anti-corruption

Markem-Imaje will not tolerate corruption in any form.

It is the responsibility of everyone at Markem-Imaje to strictly adhere to the Dover/Markem-Imaje Global Anti-Corruption Policy and all applicable regulations everywhere we operate, and we expect the same of our business partners who are expected to comply with our policy.

Our commitment to governance

CASE STUDY

Our ethical foundation

At Markem-Imaje our reputation for performing with integrity is the cornerstone of our success. We are determined to demonstrate an unwavering commitment to high ethical standards—everywhere and every day. These standards are at the heart of the Dover/Markem-Imaje Code of Business Conduct & Ethics. The code is disseminated every year to all Markem-Imaje employees through training followed by a written certification from each employee that its content has been understood and will be adhered to. The Dover/Markem-Imaje Code of Business Conduct and Ethics can be found on our company website and it applies to Markem-Imaje business partners too. Further, the Dover/Markem-Imaje Supplier Code of Business Conduct is shared with our suppliers as part of our Third-Party Due Diligence – TPG process. We are convinced that our Dover/Markem-Imaje values must be shared along our entire supply chain and that our continued business success depends on it.

Our Global Compliance and Human Resources team is responsible for continuously strengthening and driving the Markem-Imaje Ethics- and Compliance Culture and the strict adherence to the Code.

A copy of the Code of Business Conduct and Ethics can be found HERE, the Supplier Code of Business Conduct can be found HERE.

Our values

Our values reinforce our commitment to ethical conduct.

- Collaborative, entrepreneurial spirit
- Winning through customers
- Respects and values people
- Expectations for results
- High ethical standards, openness, and trust

Our commitment to low-impact marking and coding

We strive to deliver innovative marking & coding solutions that meet the needs of our customers, while protecting people and our planet.

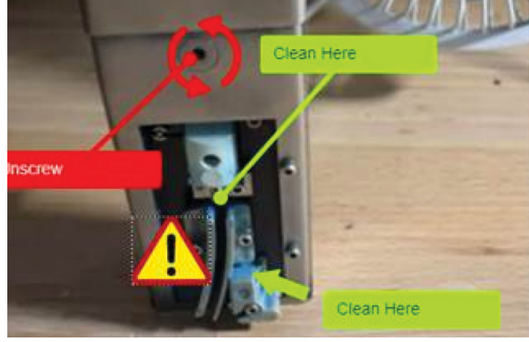
3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Remote monitoring and diagnostic

A sustainable world is one where waste is reduced to a minimum; incorrect or unreadable coding leads to costly rework and/or product wastage. Markem-Imaje remote monitoring and diagnostic solutions enable rapid detection, troubleshooting and resolution of potential issues affecting the marking and coding equipment on a packaging line.



Design for repair and refurbishing

A sustainable world is one where the useful life of all non-renewable materials is extended as much as possible; marking and coding equipment is made of a complex blend of metallic, plastic and electronic parts. Markem-Imaje extends the useful life of its equipment for as long as feasible through superior repair and refurbishing services.

Sustainable consumable production

A sustainable world is one where the use of hazardous materials is avoided as much as possible and very carefully managed otherwise. Markem-Imaje consumables adhere to an internal chemical-restriction list, which helps control and limit the use of chemicals that may pose hazards even when they are not subject to lawful restrictions.

Product quality and reliability

A sustainable world is one where manufactured products keep their economic value for as long as possible. Marking and coding equipment that fails too often or too early is a missed opportunity to minimize environmental impact. Markem-Imaje products and solutions are developed with durability in mind from day one.

Product safety and regulatory compliance

A sustainable world is one where people can trust that products are safe and comply with all applicable regulations. All Markem-Imaje solutions undergo a stringent regulatory compliance program to help guarantee the occupational health and safety of packaging line operators.

Our commitment to low-impact marking and coding

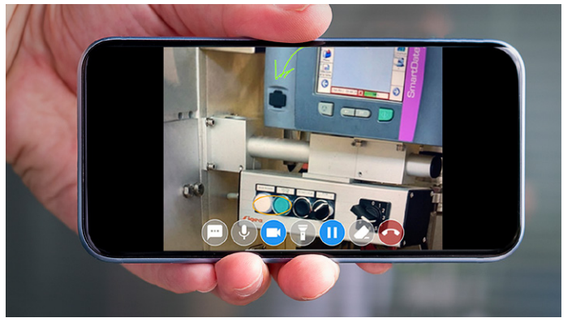
CASE STUDY

Online troubleshooting and remote video support

With our Connected Services, customers can troubleshoot and resolve technical issues themselves, through an online support tool powered by Artificial Intelligence.

With our remote video support, customers can quickly connect with our Markem-Imaje helpdesk remotely and benefit from live video guidance.

These two innovative solutions help customers to recover quickly from unexpected technical issues, without the need for a field service engineer. This is good for your business and good for our planet!



Our commitment to sustainability solutions

We partner with our customers to help them deliver the most sustainable solutions in their industry.

Waste prevention

A sustainable world is one where waste is reduced to a minimum. According to a study by the WWF, 11% of all greenhouse gas emissions that come from our food system could be avoided if we stopped wasting food. Markem-Imaje customers can eliminate coding errors to reduce product waste on their food packaging lines. With the right code on the right package, they minimize waste in their logistics and retail channels thanks to selective product recalls and advanced inventory management.

Consumer safety

A sustainable world is one where people can trust that their products are safe and comply with all applicable regulations. Thanks to Markem-Imaje marking and coding solutions, brand owners can inform their consumers with anything from a simple best-before date to advanced digital twins of any object created behind a unique code.

Coding on sustainable packaging

A sustainable world is one where packaging solutions protect the people and do not harm the environment. Packaging materials play an essential role in protecting the product from exposure to light, temperature, mechanical exposure, or rough handling. Markem-Imaje customers benefit from a wide range of marking and coding solutions to code on emerging renewable, reusable or recyclable packaging solutions.

Our commitment to sustainable solutions

CASE STUDY

Coding on reusable beverage packaging

Markem-Imaje has developed solutions for coding on a very large variety of packaging substrates: paper, cardboard, aluminum, steel, glass, PET, PE, PP, etc.

We are proud to help our customers deliver more responsible consumption and production (SDG#12) with innovative solutions to print on their more sustainable packaging solutions.

For instance, our FB234 ink—developed for use with our 9450 continuous inkjet printer—is dedicated to refillable Polyethylene terephthalate (PET) and Polycarbonate (PC) bottle applications, a good alternative to reduce the footprint of single-use PET bottles.

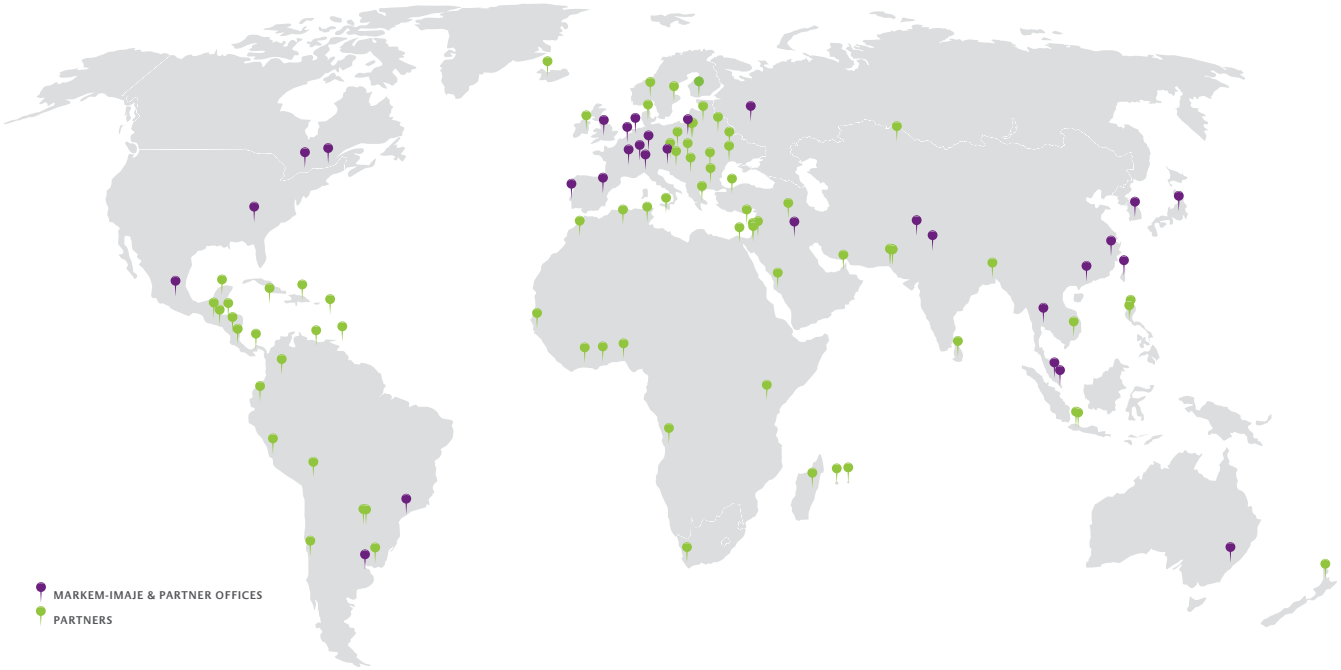
Likewise, our MB243 ink is dedicated to returnable glass bottle applications, a good alternative to reduce the footprint of single use glass bottles.

Our **SmartLase**® F250 Fiber laser printer can print complex codes on high-speed aluminum can applications, a good alternative to plastic packaging for certain applications.

About Markem-Imaje

Markem-Imaje, a wholly owned subsidiary of Dover Corporation, connects products and protects brands through intelligent identification, traceability and consumer engagement solutions. We offer the industry's most comprehensive range of marking and coding systems seamlessly integrated with trusted software, services and consumables. Over 50,000 customers worldwide partner with us to help them unlock the power of information in codes.

With decades of proven expertise provided through the most extensive global network, we empower our customers to optimize supply chain efficiencies, achieve sustainability and compliance objectives, keep products safe and engage their consumers. This is intelligence, beyond the mark.



Corporate Social Responsibility (CSR) Certifications and Associations

	ecovadis	Sedex	EuPIA
China	•	•	
France	•	•	•
India	•	•	
USA	•	•	

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