

# Our Governance Strategy

Galvin Engineering is a family business with a Board of Advisors. Our Board of Advisors work closely with the Key Leadership Team to ensure good governance practices, ethical decision making and strategy alignment to our vision, purpose and values.

- Phase 1
- Phase 2
- Phase 3



## Governing Purpose

**GOAL: Build Stakeholder Engagement**

Track net promoter score (NPS) to measure stakeholder understanding of our stated purpose.

**PHASE 1**



## Board Composition

**GOAL: Ensure Quality of Governing Body**

Manage skills matrix and report against alignment of skills.

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Consider diversity of composition of board members.

**PHASE 3**



## Ethical Behaviour

**GOAL: Prevent Unethical and Unlawful Decisions and Actions**

Sustain ethical behaviour training for all BoA and KLT members in induction training.

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Maintain quarterly incident reporting of ethical behaviour occurrences.

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Report on uneithical and unlawful behaviour or organisational integrity and track actions taken.

**PHASE 3**



## Risk and Opportunity Oversight

**GOAL: Integrate Risk and Opportunities into Business Processes**

Monitor principal company specific risks.

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Assess internal operational risks against strategic risk framework and report above the threshold risk appetite to the BoA.

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Monitor cyber security risks and data privacy risks.

**PHASE 3**