CORPORATE SOCIAL RESPONSIBILITY
Responsibility and sustainability means built to last. It’s about organizations that can stand the test of time. We’re a global technology company that’s been around for over 75 years, and so innovation is in our DNA. However, we need to ensure we’re here well into the future – which is where sustainability stems from.

Our purpose is to redefine what’s possible for our customers and with more than 1,000 employees in countries all over the world we are striving daily to bring that vision to life.

“I guess that’s a privilege of being successful. We give back to the community because New Zealand’s been good to us, the world’s been good to us”

-Sir William Gallagher
Chairman and Chief Executive Officer

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We are committed to employing a diverse workforce throughout the world and to providing all employees with learning and development opportunities to reach their potential and contribute to the communities we serve – diversity is also a source of our innovation as we look for new ways to create ingenious solutions for our customers.

We value diversity because it allows us to use the different experiences and insights of a range of staff to help Gallagher make the world a better place. Our commitment to diversity helps us to create not only a great place to work, but an environment where our employees, our customers and our communities can reach their goals and connect with each other.

We uphold equal opportunity among our staff, regardless of the colour of their skin, gender, age, nationality, social origin, handicap, or sexual preference.
We encourage our staff to partake in ongoing training and development to enhance their specialist know-how.

We are committed to upskilling our manufacturing staff and encourage participation. For example, our New Zealand based manufacturing staff are provided with the opportunity to upskill in the New Zealand Qualifications Authority (NZQA) approved programmes through our onsite NZQA approved trainer such as the National Certificate in Competitive Manufacturing (up to level 4). The Certificate provides staff with knowledge on reducing waste, improving quality, as well as knowledge about root cause analysis. In addition, our more senior management level Operations staff complete training to a higher level (level 5) which is accredited through an external source.

We support future talent that are working towards gaining qualifications in manufacturing related fields that benefit Gallagher. As such, we currently have apprentices in Electronics, Tool Making, and Plastic Engineering.

Where English is a second language we are able to provide numeracy and literacy training through an external source.

Gallagher complies with national standards globally for a safe and hygienic working environment. We have an established Health & Safety Committee and have conducted numerous site safety audits. Our Health and Safety Administrator regularly publishes health and safety blogs on our internal communications page, providing clear and easily accessible information and resources about occupational health and safety.

Employee Wellness

To establish uniform standards for evaluation, Gallagher requires staff to report occupational injuries. In New Zealand, Gallagher has achieved the extremely high accolade of a Tertiary Accredited workplace through the Accident Compensation Corporations Worksafe Audit Programme and we actively maintain this accreditation. A tough and involved auditing process, this accreditation is testament to the extreme level of focus the whole company culture places on maintaining a safe working environment.

Occupational Health & Safety

Safety at work and the physical well-being of our staff is a top priority.

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Employee Wellness

We are committed to providing our employees with access to our quality health check programme as well as First Aid training that is accredited to relevant local market bodies.
Environmental Sustainability

Plastics, Electronics, and Tool and Die, are a large part of our manufacturing processes and as such we place a great deal of importance on sustainability that will benefit the environment now and in the future.

Key Points about our Environmental Footpath

Building enduring partnerships doesn’t just relate to people or business. We understand that it’s also about our partnership with the environment and creating long-term environmentally friendly strategies particularly with waste.

- We recycle seven different Polymers by grinding down the plastic, re-palletising it, and then on selling it to be used again.
- We recycle paper and card on our sites.
- We recycle offcuts of aluminium, copper, and steel.
- We recycle the hydraulic oil from our injection moulding machine.
- We recycle offcuts of aluminium, copper, and steel.
- We recycle the metal components on unused Printed Circuit Boards.
- We have invested in six, new, more environmentally friendly Arburg machines which has reduced power by savings of almost $40,000 NZD.
- We have installed a range of light sensors throughout our manufacturing and head office buildings to reduce power consumption.
- We recycle all shrink wrap from pallets that are delivered to our site.
- Our solder waste will be reduced to a paltry 50 gram per machine per day by 2016.

Philanthropic Investments

Being part of Gallagher means being part of an enduring partnership with the community we work and play in around the globe.

We’re proud of our partnerships with a variety of sporting, arts and community events. Whilst we support many initiatives all over the world, a large percentage of our sponsorship dollar goes to the local communities in which the lion’s share of our workforce is based.
Inquisitive minds have kept Gallagher humming for over 75 years, so we understand the importance of inspiring and preparing the next generation of leaders.

As such, Gallagher are proud to support numerous schools to help students. The company has provided modern technology, sporting equipment, educational materials/tools and clothing to lower socio-economic schools. For example, Pinewood Elementary School, Florida who was able to provide students with many positive educational differences as a result of Gallagher funding.

We also support tertiary institutes and are particularly keen to support those in the construction, electrical, engineering, plumbing and gas fitting trades. In our home town of Hamilton, NZ we are a major supporter of the local University and Technical College through the sponsorship of a high-tech hub facility that includes a library, study rooms, reading rooms and the latest self-check technology as well as a café and multiple student support services.

The Gallagher Academy of Performing Arts at The University of Waikato is home to four top class venues including the purpose built Concert Chamber designed specifically for acoustic chamber music along with performing arts & dance studios and a spectacular outdoor amphitheatre.

At Gallagher, we like to produce benefits that extend beyond building our business. We must also address the difficult challenges that many people in our further afield communities face.

As such, Gallagher is a supporter of ChildFund which aims to improve the circumstances of the world’s most deprived, excluded and vulnerable children and their communities.

Based in the home town of Gallagher’s headquarters, this hospice provides essential care and support for people with a life limiting illness and their families and friends - completely free of charge. It also has a paediatric service, Rainbow Place, which supports children, young people and their families through serious illness.

Westpac rescue helicopters and air ambulance services provide a dedicated 24 hour, seven day a week service that makes a life or death difference for many New Zealanders.

If an injured person is transferred to hospital within an hour of an accident their chance of survival increases from 30 to 60 percent. Helicopters’ manoeuvrability mean they can get to places that road and sea rescue vehicles can’t reach and they can get there quickly.

Image courtesy of ChildFund New Zealand

Image courtesy of Waikato Times (Peter Drury)

Image courtesy of the Philips Search & Rescue Trust
Gallagher is a major sponsor of the 2012 and 2013 International Super 15 rugby champions, Chiefs. The Super 15 is the largest professional rugby union football competition in the Southern Hemisphere. The Chiefs franchise, based in Hamilton, encompasses players from the greater Waikato, Bay of Plenty and Counties-Manukau.

In 2016 we grow our relationship with the Chiefs, which will be formally known as the Gallagher Chiefs.

Gallagher is a sponsor of the Avantidrome. The Avantidrome is a centre of cycling excellence, a world class environment where NZ track cycling world and Olympic champions inspire participation from all New Zealanders.

Gallagher is the major sponsor of The Gallagher Great Race Festival. The festival began in 2002 and is an annual rowing regatta on a 4.2km upstream course on the Waikato River through central Hamilton.

The penultimate race of the festival is the “Gallagher Great Race” between the University of Waikato Senior Men’s 8 crew and an international University crew (previously Cambridge, Oxford, Harvard and Washington Universities) who are invited to New Zealand to compete.

We are a major contributor to the further improvement and sustainability of living conditions in communities in which we operate. The following two examples focus on the local region where our World Head Office is based:

Waikato River Care: The Waikato River is the longest river in New Zealand and its eight power stations are responsible for approximately 13% of New Zealand’s total electrical power generating capacity. We’re proud to provide funding to ensure the health and longevity of the river, as well as to ensure that the river retains its position of priority with the indigenous Maori community.

Whenuaakite Kiwi Care Group: As New Zealand’s iconic national bird the Kiwi continues to be in danger most particularly from the introduced Possum population. Gallagher provides assistance to ensure the long term survival of the wild Kiwi population because we can’t imagine New Zealand without Kiwi.
PHILANTHROPIST INVESTMENTS

Business

Gallagher (and indeed New Zealand) has been built on the spirit of entrepreneurship and a passion for taking ideas that make a significant difference to the world. As such the company strongly supports Soda Inc., a local organisation that provides start-up businesses with confidence, connections and capability to grow fast and to export globally.

Image courtesy of the Foundation of Youth Development

Other Initiatives

Gallagher also endeavours to provide support for as wide a variety of community initiatives as is possible and has proudly sponsored other organisations, events and facilities such as:

Women’s Refuge | Waikato Breast Cancer | Drop your Boss | Rowing High Performance Centre
Gallagher Aquatic Centre | New Zealand Police
Numerous individuals with disabilities

In addition, we support our own staff in their endeavours to make a difference through projects and activity that has personal significance to them.

SECURITY

2014
NZ Engineering Excellence Awards
Winner - NZ Engineering Innovator of the Year Award
Design Institute of NZ
Bronze Award - T20 Terminal
NZ Plastics Industry Design Awards
Gold for Co Moulded Injection Moulding - T20 Terminal
NZ Plastics Industry Design Awards
Silver for Industrial Product
NZ Plastics Industry Design Awards
Gold for Tool Making - T20 Terminal
NZ Security Association
Innovative Security Product of the Year - Z10 Tension Sensor
Government Security Awards
Gold Award Integrated Perimeter Security Solution

ANIMAL MANAGEMENT

2014
Design Institute of NZ
Gold Award - Ring Top Post
NZ National Fieldays
International Innovation Award - Ring Top Post
2013
NZ National Fieldays
International Innovation Award - HR4
Design Institute of NZ
Gold Award - HR4

GROUP

2014
NZ Innovations Awards
Sustained Innovation Excellence Award
2010
Wellington Chamber of Commerce
International Innovation Award Exporter of the Year

FUEL SYSTEMS

Our innovative solutions win the hearts and minds of our customers every day. But it’s what we do and how we do it that makes us a winning team, as proven by Gallagher’s array of awards over the years.

Awards Cabinet

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THE GALLAGHER WAY

We are CUSTOMER INSPIRED
Our customers are the focus of all our decisions and actions. Our goal is to provide them with the best products, service and profitability.

We are RELENTLESS INNOVATORS
We strive for excellence through continuous improvement. We constantly explore ways to ensure our long term competitive advantage with the lowest cost structure.

We are committed to OUTSTANDING QUALITY
To achieve customer satisfaction - quality, fit for purpose, innovative products and services are our committed priority. We make hard decisions in the best interests of the Company and its stakeholders in line with The Gallagher Way.

We build ENDURING PARTNERSHIPS
Integrity is never compromised. All of our conduct must be personally and socially responsible. We treat each other with trust and respect. Staff empowerment, responsibility and progression are core to our success.

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