

Sustainability Policy

Purpose

This Policy sets sustainability priorities across ROCKWOOL Group, reinforcing our commitment to internationally recognised standards and best practices. Our commitments include, but are not limited to:

- 2015 Paris Agreement on Climate Change
- UN Sustainable Development Goals (SDGs)
- Greenhouse Gas Protocol
- UN Guiding Principles on Business and Human Rights
- The 10 Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises
- International Bill of Human Rights
- ILO Conventions and Declaration on Fundamental Principles

Our commitment

Sustainability is central to our business model. We aim to turn sustainable development challenges into opportunities by providing innovative, safe products based on the versatility of stone wool, a non-combustible, durable and recyclable material.

Scope of policy

This Policy applies to ROCKWOOL Group: all operations, employees, interns, and contracted workforce. It also extends to relevant partners in our value chain for Scope 3 emission reductions.

How we work

- **Health & safety:** Workplace safety is our top priority, governed by our [Policy for Safety Health and Environment](#).
- **Human rights & inclusion:** We respect all internationally recognised human rights and promote an inclusive, non-discriminatory culture. Our commitment to HR is stated in our [Human Rights Policy](#) & [Diversity, Equity and Inclusion Policy](#).
- **Climate change mitigation and energy:** We are committed to net-zero greenhouse gas emissions by 2050 through energy efficiency, electrification, renewables, new technologies, and circularity.
- **Climate adaptation:** Climate-related risks are regularly assessed and managed to protect facilities.
- **Pollution and water management:** We reduce air pollution and water use, and we comply as a minimum with local, national and international legislation. See our [Policy for Safety Health and Environment](#).
- **Circular economy & waste:** We minimise waste and strive to use non-virgin materials, expanding our Rockcycle take-back scheme to incorporate reclaimed products into new production. See our [Circular Economy & Waste Policy](#).

- **Business conduct:** We prohibit funding climate denial and oppose anti-climate lobbying. Engagement with stakeholders is managed through annual materiality assessments. We uphold zero tolerance for fraud, corruption, bribery, and facilitation payments.

Sustainability reporting & governance

- Sustainability performance is reported in line with the Corporate Sustainability Reporting Directive and European Sustainability Reporting Standards.
- Communication is coordinated by Group Sustainability; only authorised data and materials may be used externally.
- Group Sustainability are responsible for the development of targets; entities develop implementation plans and allocate resources, with investments managed by the investment governance manual.

Policy ownership

Group Management owns this Policy.

Regional Managing Directors and Technical Directors implement it.