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GRI Standard Reference Index 2018



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ROCKWOOL Group's reporting is informed by the Global Reporting Initiative (GRI) Standards. The Standards highlight a number of material topics across three categories: economic, environmental and social, which are material to our business.

For our Sustainability Report (SR) 2018, please visit www.rockwoolgroup.com/sustainability

Our Annual Report (AR) 2018 can be found at www.rockwoolgroup.com/investors/financial-reports

The Code of Conduct and Tax Policy for ROCKWOOL Group is available at www.rockwoolgroup.com/about-us/corporate-governance/business-ethics

Our Slavery and Human Trafficking Statement for the Financial Year 2018 was published in February 2019, please visit www.rockwool.co.uk

Our performance on CO₂ emissions is regularly disclosed to stakeholders and through the Carbon Disclosure Project (CDP). Please visit www.cdp.net to see our latest disclosure and score.

| Indicator | Description | Value | Reference |
|---------------------------|--|---------------------|--|
| General disclosure | | | |
| 102-1 | Name of the organisation | | AR: p.110-111 Group companies |
| 102-2 | Activities, brands, products, and services | | AR: p.22-31 Business updates SR: p.2 Who we are |
| 102-3 | Location of headquarters | Hedehusene, Denmark | |
| 102-4 | Location of operations | | AR: p.4-5 ROCKWOOL Group at a glance AR: p.110-111 Group companies |
| 102-5 | Ownership and legal form | | AR: p.110-111 Group companies |
| 102-6 | Markets served | | AR: p.4-5 ROCKWOOL Group at a glance AR: p.110-111 Group companies |
| 102-7 | Scale of the organisation | | AR: p.4-5 ROCKWOOL Group at a glance AR: p.6 Five-year overview AR: p.110-111 Group companies |
| 102-8 | Information on employees and other workers | | AR: p.4-5 ROCKWOOL Group at a glance |
| 102-9 | Supply chain. | | AR: p.37 Due diligence in our supply chain SR: p.37 Operating as an ethical business |
| 102-10 | Significant changes to the organisation and its supply chain | None | |
| 102-11 | Precautionary Principle or approach | | SR: p.14-15 Minimising our operational climate impact SR: p.22-23 Towards a smaller footprint |
| 102-12 | External initiatives | | SR: p.6 The global goals steer our ambitions SR: p.39 Aligning with leading global standards |
| 102-13 | Memberships of associations | | SR: p.9 Beating the 2°C challenge SR: p.12 City collaboration for climate SR: p.18 Solutions for a circular society SR: p.26 Collaborating for fire safety SR: p.29 Building real benefits SR: p.32-33 Helping communities thrive |
| 102-14 | Statement from senior decision-maker | | AR: p.8-9 Message from the Chairman and CEO SR: p.4 Welcome to ROCKWOOL's 2018 Sustainability Report |
| 102-15 | Key impacts, risks, and opportunities | | AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.16-20 Market review, outlook 2019 and trends over the business cycle AR: p.40-41 Risk management SR: p.6 The global goals steer our ambitions SR: p.36 Materiality |
| 102-16 | Values, principles, standards and norms of behaviour | | AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.36-37 Business integrity AR: p.45 Responsible tax SR: p.3 A positive impact for all SR: p.7 Committed, together SR: p.37 Operating as an ethical business |
| 102-17 | Mechanisms for advice and concerns about ethics | | AR: p.36 Whistleblower system SR: p.37 Operating as an ethical business |

| Indicator | Description | Value | Reference |
|-----------|---|-------|---|
| 102-18 | Governance structure | | AR: p.40-41 Risk management AR: p.42-45 Corporate Governance SR: p.35 Governing our sustainability |
| 102-19 | Delegating authority | | AR: p.42-45 Corporate Governance SR: p.35 Governing our sustainability |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | | AR: p.42-45 Corporate Governance SR: p.35 Governing our sustainability |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | | SR: p.35 Governing our sustainability SR: p.36 Materiality |
| 102-22 | Composition of the highest governance body and its committees | | AR: p.42-45 Corporate Governance SR: p.35 Governing our sustainability |
| 102-23 | Chair of the highest governance body | | AR: p.42-45 Corporate Governance |
| 102-24 | Nominating and selecting the highest governance body | | AR: p.42-45 Corporate Governance |
| 102-25 | Conflicts of interest | | AR: p.42-45 Corporate Governance AR: p.36-37 Business integrity ROCKWOOL Code of Conduct |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | | AR: p.42-45 Corporate Governance SR: p.35 Governing our sustainability |
| 102-27 | Collective knowledge of highest governance body | | AR: p.42-45 Corporate Governance |
| 102-28 | Evaluating the highest governance body's performance | | AR: p.42-45 Corporate Governance |
| 102-29 | Identifying and managing economic, environmental, and social impacts | | AR: p.34 Stakeholder engagement AR: p.42-45 Corporate Governance AR: p.40-41 Risk management SR: p.35 Governing our sustainability SR: p.36 Materiality |
| 102-30 | Effectiveness of risk management processes | | AR: p.36-37 Business integrity AR: p.40-41 Risk management SR: p.35 Governing our sustainability |
| 102-31 | Review of economic, environmental, and social topics | | AR: p.34 Stakeholder engagement AR: p.36-37 Business integrity AR: p.40-41 Risk management SR: p.35 Governing our sustainability SR: p.36 Materiality |
| 102-32 | Highest governance body's role in sustainability reporting | | SR: p.35 Governing our sustainability |
| 102-33 | Communicating critical concerns | | AR: p.36-37 Business integrity AR: p.40-41 Risk management SR: p.35 Governing our sustainability |
| 102-34 | Nature and total number of critical concerns | | AR: p.34 Stakeholder engagement AR: p.36-37 Business integrity SR: p.37 Operating as an ethical business |
| 102-35 | Remuneration policies | | AR: p.46-47 Remuneration report |
| 102-36 | Process for determining remuneration | | AR: p.46-47 Remuneration report |
| 102-37 | Stakeholders' involvement in remuneration | | AR: p.46-47 Remuneration report |
| 102-38 | Annual total compensation ratio | | AR: p.46-47 Remuneration report |
| 102-39 | Percentage increase in annual total compensation ratio | | AR: p.46-47 Remuneration report |
| 102-40 | List of stakeholder groups | | AR: p.34 Stakeholder engagement SR: p.18-19 Solutions for a circular society SR: p.9-13 Beating the 2°C challenge SR: p.26 Collaborating for fire safety SR: p.36 Materiality |
| 102-41 | Collective bargaining agreements | | ROCKWOOL Code of Conduct |
| 102-42 | Identifying and selecting stakeholders | | AR: p.34 Stakeholder engagement SR: p.36 Materiality |
| 102-43 | Approach to stakeholder engagement | | AR: p.34 Stakeholder engagement SR: p.23 Being a good neighbour SR: p.36 Materiality |
| 102-44 | Key topics and concerns raised | | SR: p.23 Being a good neighbour SR: p.26 Enabling safe spaces SR: p.36 Materiality |

| Indicator | Description | Value | Reference |
|-----------|--|---|-------------------------------|
| 102-45 | Entities included in consolidated financial statements | | AR: p.110-111 Group companies |
| 102-46 | Defining report content and topic Boundaries | | SR: p.36 Materiality |
| 102-47 | List of material topics | | SR: p.36 Materiality |
| 102-48 | Restatements of information | No | |
| 102-49 | Changes in reporting | No | |
| 102-50 | Reporting period | 1st January 2018 – 31st December 2018 | |
| 102-51 | Date of most recent previous report | The previous report covered financial year 2017 and was published in April, 2018. | |
| 102-52 | Reporting cycle | Annual | |
| 102-53 | Contact point for questions regarding the report | Director of Group Sustainability Anthony Abbotts: sustainability@rockwool.com | |
| 102-55 | GRI indicators | Our GRI index is published in a separate document at www.rockwoolgroup.com/sustainability | |
| 102-56 | Assurance | The AR is externally verified. | |

Management Approach

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|-------|--|--|--|
| 103-1 | Explanation of the material topic and its Boundary | | AR: p.40-41 Risk management SR: p.6 The global goals steer our ambitions SR: p.36 Materiality SR: p.38 2030 sustainability goals |
| 103-2 | The management approach and its components | | AR: p.36 Whistleblower system SR: p.15, 19, 22 Progress on our sustainability goals SR: p.35 Governing our sustainability SR: p.36 Materiality SR: p.37 Operating as an ethical business SR: p.38 2030 sustainability goals |

Economic performance

| | | | |
|-------|--|--|--|
| 201-1 | Direct economic value generated and distributed | | AR: p.65-72 Financial statements |
| 201-2 | Financial implications and other risks and opportunities due to climate change | | SR: p.9-15 Combating climate change Disclosure to Carbon Disclosure Project (CDP) |

Indirect Economic Impacts

| | | | |
|-------|---------------------------------------|--|--|
| 203-2 | Significant indirect economic impacts | | AR: P.3 Our impact on society SR: p.3 A positive impact for all SR: p.6 The global goals steer our ambitions SR: p.10-12 Renovate today to reshape tomorrow SR: p.28-29 Solutions for a circular society SR: p.21 Regenerating food supplies SR: p.28-29 Enhancing acoustic performance SR: p.32-33 Helping communities thrive SR: p.39 Product impact metrics |
|-------|---------------------------------------|--|--|

Anti-corruption

| | | | |
|-------|---|--|---|
| 205-1 | Operations assessed for risks related to corruption | | AR: p.36-37 Business integrity SR: p.37 Operating as an ethical business |
| 205-2 | Communication and training about anti-corruption | | AR: p.36-37 Business integrity SR: p.37 Operating as an ethical business |
| 205-3 | Confirmed incidents of corruption and actions taken | | AR: p.36-37 Business integrity SR: p.40-41 Operational metrics |

Anti-competitive Behavior

| | | | |
|-------|---|--|---------------------------------|
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | | SR: p.40-41 Operational metrics |
|-------|---|--|---------------------------------|

Materials

| | | | |
|-------|--|--|---|
| 301-2 | Recycled input materials used | | SR: p.28-29 Solutions for a circular society SR: p.40-41 Operational metrics |
| 301-3 | Reclaimed products and their packaging materials | | SR: p.28-29 Solutions for a circular society SR: p.40-41 Operational metrics |

| Indicator | Description | Value | Reference |
|--|---|--|---|
| Energy | | | |
| 302-1 | Energy consumption within the organisation | | SR: p.40-41 Operational metrics |
| 302-2 | Energy consumption outside of the organisation | | SR: p.40-41 Operational metrics |
| 302-3 | Energy intensity | | SR: p.14-15 Minimising our operational climate impact SR: p.40-41 Operational metrics |
| 302-4 | Reduction of energy consumption | | SR: p.14-15 Minimising our operational climate impact SR: p.40-41 Operational metrics |
| 302-5 | Reductions in energy requirements of products and services | | SR: p.9-15 Combating climate change |
| Water and Effluents | | | |
| 303-1 | Interactions with water as a shared resource | | SR: p.22-23 Towards a smaller footprint SR: p.40-41 Operational metrics |
| 303-3 | Water withdrawal | | SR: p.22-23 Towards a smaller footprint SR: p.40-41 Operational metrics |
| 303-5 | Water consumption | | SR: p.22-23 Towards a smaller footprint SR: p.40-41 Operational metrics |
| Emissions | | | |
| 305-1 | Total direct and indirect greenhouse gas emissions | | SR: p.14-15 Minimising our operational climate impact SR: p.40-41 Operational metrics Disclosure to Carbon Disclosure Project (CDP) |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | SR: p.14-15 Minimising our operational climate impact SR: p.40-41 Operational metrics Disclosure to Carbon Disclosure Project (CDP) |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | | SR: p.11 Supporting better air quality SR: p.39 Product impact metrics SR: p.40-41 Operational metrics |
| Effluents and Waste | | | |
| 306-2 | Waste by type and disposal method | | SR: p.28-29 Solutions for a circular society SR: p.40-41 Operational metrics |
| Environmental Compliance | | | |
| 307-1 | Non-compliance with environmental laws and regulations | | SR: p.40-41 Operational metrics |
| Supplier environmental assessment | | | |
| 308-1 | Percentage of new suppliers that were screened using environmental criteria | | AR: p.37 Due diligence in our supply chain SR: p.37 Operating as an ethical business |
| Occupational Health and Safety | | | |
| 403-1 | Occupational health and safety management system | | SR: p.30-31 Doing more for the people behind our products SR: p.40-41 Operational metrics |
| 403-2 | Hazard identification, risk assessment, and incident investigation | We operate a Group wide system for the reporting of good catches, near misses and incidents, and for creation of inspections, risk assessments/job safety assessments and to conduct and follow-up root cause analysis and the implementation of corrective actions. We have guidelines and best practices for incident investigation and risk/job safety assessments. | |
| 403-5 | Worker training on occupational health and safety | | AR: p.34 Safety first SR: p.30-31 Doing more for the people behind our products |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | | AR: p.37 Due diligence in our supply chain SR: p.37 Operating as an ethical business |
| 403-9 | Work-related injuries | | AR: p.34 Safety first SR: p.30-31 Doing more for the people behind our products SR: p.40-41 Operational metrics |

| Indicator | Description | Value | Reference |
|--|--|-------|--|
| Training and education | | | |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | | AR: p.38-39 Our people SR: p.30 Engaging our global workforce |
| Diversity and Equal Opportunity | | | |
| 405-1 | Diversity of governance bodies and employees | | AR: p.38-39 Our people SR: p.30 Creating a more diverse industry |
| Forced or Compulsory Labor | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | ROCKWOOL UK Modern Slavery Act Statement |
| Local Communities | | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | | SR: p.22-23 Towards a smaller footprint SR: p.32-33 Helping communities thrive SR: p.36 Materiality |
| Supplier social assessment | | | |
| 414-1 | New suppliers that were screened using social criteria | | AR: p.37 Due diligence in our supply chain SR: p.37 Operating as an ethical business |
| Customer health and Safety | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | | SR: p.20 Innovation for better buildings SR: p.26-27 Enabling safe spaces SR: p.28-29 Enhancing acoustic performance |
| Socioeconomic Compliance | | | |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | | SR: p.40-41 Operational metrics |

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