



#ThisFutureRocks

GRI Standard Reference Index 2019



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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) 2019, please visit www.rockwoolgroup.com/sustainability

Our Annual Report (AR) 2019 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 Human Rights Commitment; Policy for Safety, Health and Environment; and Quality Policy are available at www.rockwoolgroup.com/sustainability

Our Modern Slavery Statement for the Financial Year 2019 was published in March 2020, please visit www.rockwool.co.uk

As part of our support for the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, ROCKWOOL comprehensively reports on both business opportunities and risks related to climate change through the Climate Disclosure Project (CDP).

Indicator	Description	Value	Reference
General Disclosures			
102-1	Name of the organisation		AR: p.112-113 Group companies
102-2	Activities, brands, products, and services		AR: p.20-29 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.112-113 Group companies
102-5	Ownership and legal form		AR: p.112-113 Group companies
102-6	Markets served		AR: p.4-5 ROCKWOOL Group at a glance AR: p.112-113 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.112-113 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.39 Supply chain due diligence SR: p.30 Operational performance: Business ethics
102-10	Significant changes to the organisation and its supply chain	None	
102-11	Precautionary Principle or approach		AR: p.32-35 Sustainability SR: p.33-34 Operational performance: Environmental management
102-12	External initiatives		SR: p.7 Making the Global Goals happen SR: p.38 COP Statement to UNGC SR: p.38 Growing focus on ESG performance
102-13	Memberships of associations		SR: p.38: Selected partnerships within Climate and Sustainability
102-14	Statement from senior decision-maker		AR: p.8-9 Good results, challenging conditions SR: p.5 Progress in 2019, optimism for the future
102-15	Key impacts, risks, and opportunities		AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.14-17 Market review, outlook 2012 AR: p.42-43 Risk management SR: p.7 Making the Global Goals happen SR: p.37 Materiality Disclosure to Carbon Disclosure Project (CDP)
102-16	Values, principles, standards and norms of behaviour		AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.38-39 Business integrity AR: p.47 Responsible tax SR: p.4 Building a better future SR: p.7 Making the Global Goals happen SR: p.30 Operational performance: Business ethics

Indicator	Description	Value	Reference
102-17	Mechanisms for advice and concerns about ethics		AR: p.38 Whistleblower system SR: p.30 Operational performance: Business ethics
102-18	Governance structure		AR: p.42-43 Risk management AR: p.44-47 Corporate governance SR: p.29 Governing sustainability
102-19	Delegating authority		AR: p.44-47 Corporate governance SR: p.29 Governing sustainability
102-20	Executive-level responsibility for economic, environmental, and social topics		AR: p.44-47 Corporate governance SR: p.29 Governing sustainability
102-21	Consulting stakeholders on economic, environmental, and social topics		SR: p.29 Governing sustainability SR: p.37 Materiality
102-22	Composition of the highest governance body and its committees		AR: p.44-47 Corporate governance SR: p.29 Governing sustainability
102-23	Chair of the highest governance body		AR: p.44-47 Corporate governance
102-24	Nominating and selecting the highest governance body		AR: p.44-47 Corporate governance
102-25	Conflicts of interest		AR: p.44-47 Corporate governance AR: p.38-39 Business integrity ROCKWOOL Code of Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy		AR: p.44-47 Corporate governance SR: p.29 Governing sustainability
102-27	Collective knowledge of highest governance body		AR: p.44-47 Corporate governance
102-28	Evaluating the highest governance body's performance		AR: p.44-47 Corporate governance
102-29	Identifying and managing economic, environmental, and social impacts		AR: p.34 Stakeholder engagement AR: p.44-47 Corporate governance AR: p.42-43 Risk management SR: p.29 Governing sustainability SR: p.37 Materiality
102-30	Effectiveness of risk management processes		AR: p.38-39 Business integrity AR: p.42-43 Risk management SR: p.29 Governing sustainability
102-31	Review of economic, environmental, and social topics		AR: p.34 Stakeholder engagement AR: p.38-39 Business integrity AR: p.42-43 Risk management SR: p.29 Governing sustainability SR: p.37 Materiality
102-32	Highest governance body's role in sustainability reporting		SR: p.29 Governing sustainability
102-33	Communicating critical concerns		AR: p.38-39 Business integrity AR: p.42-43 Risk management SR: p.29 Governing sustainability
102-34	Nature and total number of critical concerns		AR: p.34 Stakeholder engagement AR: p.38-39 Business integrity SR: p.30 Operational performance: Business ethics
102-35	Remuneration policies		AR: p.48-49 Remuneration report
102-36	Process for determining remuneration		AR: p.48-49 Remuneration report
102-37	Stakeholders' involvement in remuneration		AR: p.48-49 Remuneration report
102-38	Annual total compensation ratio		AR: p.48-49 Remuneration report
102-39	Percentage increase in annual total compensation ratio		AR: p.48-49 Remuneration report
102-40	List of stakeholder groups		AR: p.34 Stakeholder engagement SR: p.38 Selected partnerships within Climate and Sustainability SR: p.37 Materiality
102-41	Collective bargaining agreements		ROCKWOOL Code of Conduct Our Human Rights Commitment

Indicator	Description	Value	Reference
102-42	Identifying and selecting stakeholders		AR: p.34 Stakeholder engagement SR: p.37 Materiality
102-43	Approach to stakeholder engagement		AR: p.34 Stakeholder engagement SR: p.33 Operational performance: Environmental management SR: p.37 Materiality
102-44	Key topics and concerns raised		SR: p.33 Operational performance: Environmental management SR: p.20 Building safer cities and communities everywhere SR: p.37 Materiality
102-45	Entities included in consolidated financial statements		AR: p.112-113 Group companies
102-46	Defining report content and topic Boundaries		SR: p.37 Materiality
102-47	List of material topics		SR: p.37 Materiality
102-48	Restatements of information	No	
102-49	Changes in reporting	No	
102-50	Reporting period	1 January 2019 – 31 December 2019	
102-51	Date of most recent previous report	The previous report covered financial year 2018 and was published in April, 2019	
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	A large proportion of our Scope 1 and 2 CO ₂ emissions are externally verified.	

Management Approach

103-1	Explanation of the material topic and its Boundary		AR: p.42-43 Risk management SR: p.7 Making the Global Goals happen SR: p.37 Materiality SR: p.27 Measuring our progress against the Global Goals
103-2	The management approach and its components		AR: p.38 Whistleblower system SR: p.32, 33, 35 Progress against our sustainability goals SR: p.29 Governing sustainability SR: p.37 Materiality SR: p.30 Operational performance: Business ethics SR: p.27 Measuring our progress against the Global Goals

Economic Performance

201-1	Direct economic value generated and distributed		AR: p.60-67 Financial performance
201-2	Financial implications and other risks and opportunities due to climate change		SR: p.9-11 Action for a new climate era SR: p.12-23: ROCKWOOL to cut its Danish CO ₂ emissions by 80+ percent SR: p.14-15 Decarbonising our operations SR: p.32-33 Operational performance: Climate and energy Disclosure to Carbon Disclosure Project (CDP)

Indirect Economic Impacts

203-2	Significant indirect economic impacts		AR: p.13 Our impact on society SR: p.8-25 Creating impact SR: p.18-19 Creating local jobs and growth SR: p.28 Product impacts and other indirect impacts
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Anti-corruption

205-1	Operations assessed for risks related to corruption		AR: p.38-39 Business integrity SR: p.30 Operational performance: Business ethics
205-2	Communication and training about anti-corruption		AR: p.38-39 Business integrity SR: p.30 Operational performance: Business ethics

Indicator	Description	Value	Reference
205-3	Confirmed incidents of corruption and actions taken		AR: p.38-39 Business integrity SR: p.30 Operational performance: Business ethics
Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		SR: p.30 Operational performance: Business ethics
Tax			
207-1	Approach to tax		AR: p.47 Responsible tax AR: p.105 Tax on profit for the year AR: p.106 Income tax receivable and payable AR: p.106-107 Deferred taxes SR: p.30 Responsible tax
Materials			
301-2	Recycled input materials used		SR: p.16-17 Providing circular solutions for complex challenges SR: p.35 Operational performance: Waste and recycling
301-3	Reclaimed products and their packaging materials		SR: p.16-17 Providing circular solutions for complex challenges SR: p.35 Operational performance: Waste and recycling
Energy			
302-1	Energy consumption within the organisation		SR: p.32-33 Operational performance: Climate and energy
302-2	Energy consumption outside of the organisation		SR: p.32-33 Operational performance: Climate and energy
302-3	Energy intensity		SR: p.32-33 Operational performance: Climate and energy
302-4	Reduction of energy consumption		SR: p.32-33 Operational performance: Climate and energy
302-5	Reductions in energy requirements of products and services		SR: p.14-15 Decarbonising our operations
Water and Effluents			
303-1	Interactions with water as a shared resource		SR: p.24-25 Sustainable food for the future SR: p.33-34 Water management
303-3	Water withdrawal		SR: p.24-25 Sustainable food for the future SR: p.33-34 Water management
303-5	Water consumption		SR: p.24-25 Sustainable food for the future SR: p.33-34 Water management
Emissions			
305-1	Total direct and indirect greenhouse gas emissions		SR: p.14-15 Decarbonising our operations SR: p.28 Product impacts and other indirect impacts SR: p.32-33 Operational performance: Climate and energy Disclosure to Carbon Disclosure Project (CDP)
305-2	Energy indirect (Scope 2) GHG emissions		SR: p.14-15 Decarbonising our operations SR: p.28 Product impacts and other indirect impacts SR: p.32-33 Operational performance: Climate and energy Disclosure to Carbon Disclosure Project (CDP)
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		SR: p.28 Product impacts and other indirect impacts SR: p.33-34 Operational performance: Environmental management Disclosure to Carbon Disclosure Project (CDP)
Effluents and Waste			
306-2	Waste by type and disposal method		SR: p.16-17 Providing circular solutions for complex challenges SR: p.35 Operational performance: Waste and recycling
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations		SR: p.33-34 Operational performance: Environmental management SR: p.18-19 Creating local jobs and growth SR: p.37 Materiality
Supplier Environmental Assessment			
308-1	Percentage of new suppliers that were screened using environmental criteria		AR: p.39 Supply chain due diligence SR: p.30 Operational performance: Business ethics

Indicator	Description	Value	Reference
Occupational Health and Safety			
403-1	Occupational health and safety management system		SR: p.31-32 Operational performance: Safety and social issues SR: p.33-34 Operational performance: Environmental management
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.	SR: p.33-34 Operational performance: Environmental management
403-5	Worker training on occupational health and safety		AR: p.34 Health and Safety SR: p.31-32 Operational performance: Safety and social issues SR: p.33-34 Operational performance: Environmental management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		AR: p.39 Supply chain due diligence SR: p.30 Operational performance: Business ethics
403-9	Work-related injuries		AR: p.34 Health and Safety SR: p.31-32 Operational performance: Safety and social issues SR: p.33-34 Operational performance: Environmental management
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs		AR: p.40-41 Our people SR: p.18-19 Creating local jobs and growth SR: p.31-32 Operational performance: Safety and social issues
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees		AR: p.40-41 Our people SR: p.18-19 Creating local jobs and growth SR: p.31-32 Operational performance: Safety and social issues
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.33-34 Operational performance: Environmental management SR: p.18-19 Creating local jobs and growth SR: p.37 Materiality
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria		AR: p.39 Supply chain due diligence SR: p.30 Operational performance: Business ethics
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories		SR: p.16-17 Providing circular solutions for complex challenges SR: p.20-21 Building safer cities and communities everywhere SR: p.22-23 A sound future
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		SR: p.30 Operational performance: Business ethics SR: p.33-34 Operational performance: Environmental management

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