



GRI Progress Report 2014

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Production: Sustainalize.

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Foreword

Dear stakeholder,

We are committed to utilizing stone wool properties because of their double impact: they provide benefits to individuals (such as lower energy bills) and simultaneously help address universal challenges such as climate change. This double impact is reflected in our Sustainability Built In concept. With this GRI progress Report, we would like to inform you on the progress we have made.

2014 has been a successful year for the ROCKWOOL Group. We grew in terms of sales, have expanded our production footprint with a new US factory in Mississippi and, yet we have managed to improve our energy efficiency and reduced our direct CO₂ emissions by 8%. Regarding safety, the number of accidents have already significantly decreased compared to our baseline. However, we still need further improvements if we want to achieve all our ambitions for next year.

One of the key priorities of the ROCKWOOL Group in the coming period will be to review our global business strategy, in order to secure a solid future foundation. This goes hand in hand with the topic of sustainability and improvement of our own operations. The more efficient we are, the less resources we consume. This will improve both the profitability and our environmental foot print. Thus, we do not see sustainability as a separate aspect, but as an intrinsic part of our company. The stone wool properties utilized in our products and services directly help combat climate change, make our society resilient to changing climate patterns, make the building envelope safer and more sustainable. We know our products and solutions have a crucial role to play in these transitions around the world. Sustainability is something that is built in.

In broader sense, we are not only looking at energy efficiencies but also taking safety and social aspects into consideration. On top of the fire safety, comfort is essential to increase productivity in offices; learning capacity in schools; recovery time in hospitals. Last but not least, our products are based on abundant natural raw materials (basalt), making them an even more sustainable option.

What can you expect from us in the coming year? We will keep on working to reach our targets and start up new programs focusing on safety as well as energy- and resource efficiency. Additionally, we will introduce our new strategy and, on the basis of this, would like to intensify the dialogue with our stakeholders. In terms of reporting, we will finalize the transition towards the GRI G4 guidelines and will enhance our external reporting based on our strategic ambitions.

Concluding, I would like to wish you a pleasant read. We welcome your feedback on this report as this will help us take the right directions in our sustainability journey. We also invite you to visit our Sustainability Built In website.

Jens Birgersson,

CEO & President, ROCKWOOL International A/S

Profile

ROCKWOOL Group

Profile of the company

The ROCKWOOL Group, which was founded in 1909 and started with stone wool production in 1937, is improving the environment and the quality of life for millions of people. With more than 11,031 employees in over 35 countries, the ROCKWOOL Group is the world's leading supplier of innovative products and systems based on stone wool. In 2014, the ROCKWOOL Group generated a profit of EUR 112.6 million from a total turnover of EUR 2,180.4 million. With its 28 stone wool factories in 18 countries, the ROCKWOOL Group has a large presence in Europe and is expanding its production, sales and service activities in Russia, North America and Asia. In June 2014, the first US factory was opened, in Marshall County, Mississippi. The Group's head office is located close to Copenhagen and is listed on the NASDAQ Copenhagen stock exchange. Its largest shareholder is the benevolent ROCKWOOL Foundation.

How to make stone wool

Every day, ROCKWOOL specialists work to 'tame the volcano', a process in which basalt, slag, recycled stone material and by-products from other industries are melted at 1,500°C.

The liquid rock mass (the lava) is spun into fibers as it cools. Binding agents and water-repellent oil are added during the spinning process. After that, the material is cured in an oven, a process that solidifies the thermosetting resin. Finally, the stone wool is processed into the desired product and cut. Off-cuts are recycled directly on site.

Main trade marks	Core products	Main sectors served
ROCKWOOL®	Insulation	Construction wholesalers Construction companies
ROCKFON®	Ceiling solutions	Construction wholesalers Construction companies
ROCKPANEL®	Exterior cladding	Construction wholesalers Construction companies
ROCKWOOL® Technical Insulation (RTI)	Industrial and Marine & Offshore insulation	Offshore industry Oil & Gas industry Energy & Utilities industry Process industry
GRODAN®	Growing media	Horticulture industry
RockDelta®	Noise and vibration control underneath rails used for trains, trams and metros	Rail transport industry
LAPINUS® Fibres	Precision-engineered mineral fiber products	Automotive industry Process industry

Our approach to sustainability

Countries, companies and individuals around the world are faced with a range of challenges that need to be tackled in both the long and the short run. Resource strains, climate change, urbanization and energy dependency are some of the issues that will rapidly change the way we need to reorganize our society. Such issues also challenge the entire ROCKWOOL workforce in the way we think about how our products and solutions help reduce CO₂ emissions, fight energy poverty and help nation states become less dependent on energy imports. These issues characterized the situation in 2014, and will continue to do so in the years to come. Even though stone wool is just one of the materials used in the building envelope, it is a key element and has an excellent sustainability profile.

AWARDS

The French product ROCKCOMBLE® and the REDAir®/REDArt® systems were elected "Products of the Year" by the customers of Sageret, a company that establishes the list of industrialists and products within the construction sector in France. This label considers innovation, sustainability and quality as the major criteria.

Features of ROCKWOOL Group - Sustainability Built-In!

The core business of ROCKWOOL Group goes hand in hand with the topic of sustainability. We strive to provide responsible and sustainable products that have a positive impact on our society. ROCKWOOL insulation helps to protect the environment and contributes to creating a safe and comfortable living and working environment, in cold as well as hot climates. Our focus lies within five areas, together referred to as Sustainability Built-In.

Sustainability Built-In



Energy efficiency

One of the unique features of ROCKWOOL thermal insulation is that it saves more energy and CO₂ than it requires for its manufacture. A Danish study showed that over a 50-year period, a traditional 250mm ROCKWOOL insulation product can save 128 times more primary energy than has been used for its manufacture. The energy balance will be positive just five months after installation, and the CO₂ balance will be positive after only 4 months¹.

¹ This study was for an unisolated loft calculation in a Danish climate environment. Reference: <http://link.springer.com/article/10.1007%2F978-94-007-5711-1#page-1>



Given environmental advantages

While producing our products, we are taking water efficiency and waste management aspects into consideration as much as possible. Moreover, our actual products are made from abundant volcanic rock. Stone wool is made of crustal rocks such as basalt, limestone, and anorthosite. A 2009 study showed that the crustal inventories of these rock types are so large that they could supply current human demand for millions of years². Furthermore, our stone wool products need only a minimal amount of binders to secure the right properties. Additionally, we produce stone wool made of natural stone and recycled material by using waste others do not want.



Positive social impacts

Not only is 23% of our revenue geared to ROCKWOOL Foundation activities and research, our products also actively help to counter issues such as fuel poverty, and play key roles in social regeneration schemes around the world.



Combined health benefits

ROCKWOOL stone wool products can help absorb noise, thereby improving quality of life. Noise can affect our ability to learn, be productive or relax, and may even cause stress or impact our health. Our ROCKWOOL products may result in a sound insulation index (Rw value) of up to 20dB higher than a poor construction without insulation. A 10dB

² Tais W. Dahl, Anders U. Clausen, Peter B. Hansen, *The human impact on natural rock reserves using basalt, anorthosite, and carbonate as raw materials in insulation products*, International Geology Review, 30 October 2009.

difference is perceived by the human ear as a doubling (or halving) of the audible sound. Furthermore, ROCKWOOL products are complying with various third-party certificates that ensure it is healthy and safe to use the products in all their intended applications. We also ensure a high safety standard in our own processes.

ROCKWOOL Solutions provide health benefits to a Dutch hospital

Staying in contact with the outside world is one of the most important aspects during the healing process. OD205 Architectuur received the order for a large renovation project in the Amsterdam Emma Children's hospital, part of the Amsterdam Medisch Centrum (AMC). The project was called the Metamorphosis. The architect used large windows and daylight as major architectural tools. A 2,000 m² monolithic acoustical ceiling of ROCKFON® reflects the daylight through the corridors perfectly and also ensures fire safety and the right acoustical atmosphere. This is especially important due to the many hard surface materials and the high risk of reverberation.

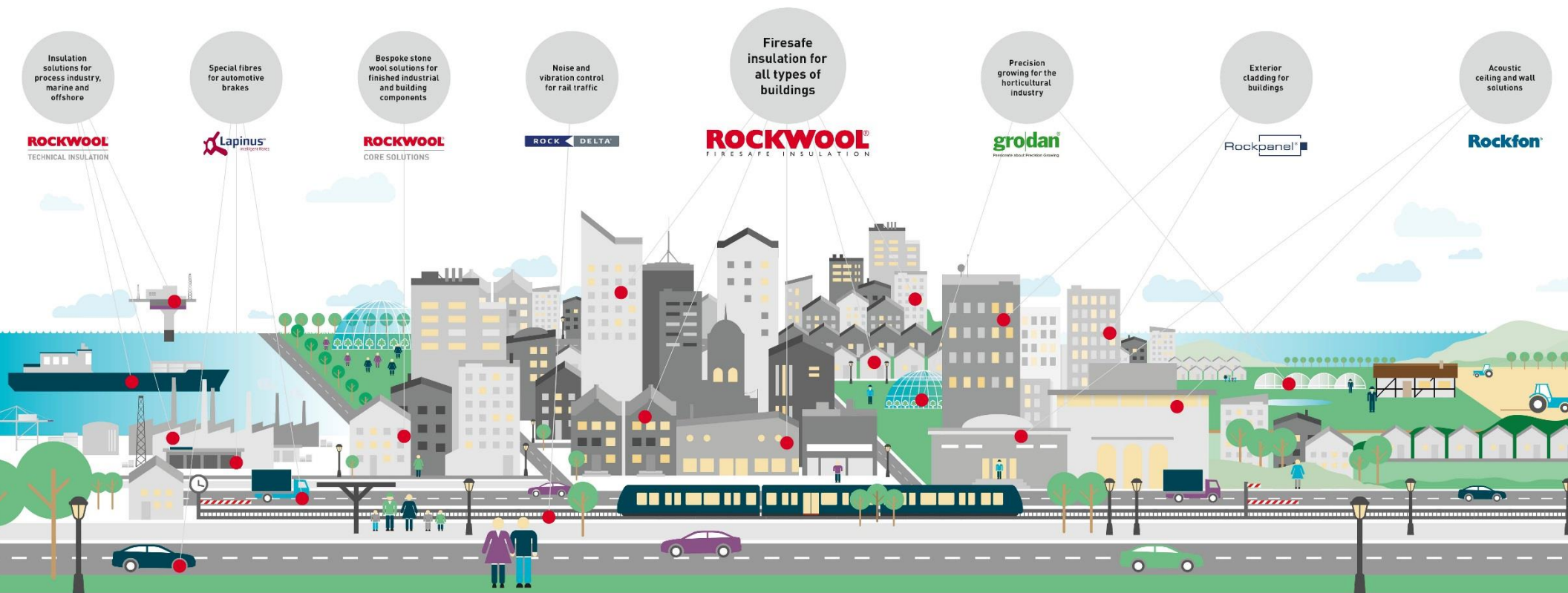


Fire protection

Being non-combustible, our insulation products can prevent fire from spreading and withstand temperatures of up to 1,000°C. While the composition of our products ensures minimal emissions of dangerous, toxic smoke during a fire. Stone wool can therefore be used as a fire barrier, for instance in walls, doors, around ventilation ducts and load-bearing constructions, and in marine and offshore applications.

Considering the multi-faceted benefits of our stone wool products, we understand that the environmental and social performance of our products are our main focus. We do acknowledge, however, that our operations have some negative impacts on the environment. Being committed to operating in a responsible and sustainable way, we are striving to reduce this impact.

The following chapter highlights how our operations performed in 2014 with respect to sustainability.



Our Performance

In our operations

Environmental performance in our operations

In order for us to limit our negative impact on the environment, we focus on our energy and water efficiency, reducing our emissions of CO₂ and other substances, and minimizing our waste. As shown in the table below, out of our 12 environmental key performance indicators (KPIs), we have improved in 4 indicators between our baseline year (2009) and 2014.

Environmental indicators (2009 = index 100)	2009	2010	2011	2012	2013	2014	2009 - 2014
CO	100	54	63	68	67	55	-45%
PM ₁₀	100	96	90	88	98	121	+21%
SO ₂	100	87	83	89	99	111	+11%
NO _x	100	96	86	98	103	118	+18%
Binder components	100	105	100	104	124	118	+18%
Energy	100	96	93	95	93	92	-8%
CO ₂ Scope 1	100	92	94	95	92	92	-8%
CO ₂ Scope 2	100	87	100	104	103	104	+4%
Water	100	98	100	106	110	106	+6%
Reclaimed products	100	66	100	103	180	102	+2%
Recycled content	100	93	99	102	109	92	-8%
Waste to landfill	100	159	140	188	108	103	+3%

For definitions, please refer to the "About this report" section of this report. All indicators were calculated per metric ton of stone wool produced.

In 2012, 5 newcomer factories were added, resulting in a total of 27 factories. These 27 factories form the basis of our reported data. The new factory in Mississippi, US, was added to the ROCKWOOL Group during 2014. As a consequence, the data for this factory was not available for the full year. This factory will be included in our next report.

For other air emissions (CO, PM, SO₂, NO_x, binder components), data from 22 and 23 baseline factories are declared in the 2012 and 2013 figures, respectively. For all other indicators, all 27 factories are included in the 2012, 2013 and 2014 figures.

In addition to our environmental KPIs, our factories shall have environmental management systems covering responsibilities and control procedures. This is described in our Group Safety, Health & Environment Management Systems Manual. Most factories have even chosen to have their management systems certified by a third party.

Out of our 27 factories, 25 have implemented at least one certified management system: environmental management (ISO 14001), health and safety management (OHSAS 18001) and/or energy management (ISO 50001). With regard to ISO 14001 certification, we have managed to increase the number of certified factories to 17 (2013: 12). As of January 2015, the four factories in Russia were all certified according to OHSAS 18001 as well as ISO 14001.

AWARDS

In 2014, ROCKWOOL Russia received the prestigious 'Top-100 best companies in Russia - Ecology and ecological management' award as acknowledgement of its achievements in the fields of environmental protection and securing ecological safety of the production process. The award was given to all four ROCKWOOL plants, meaning that each production site of the company in Russia meets the highest ecological standards.

⚡ Energy efficiency

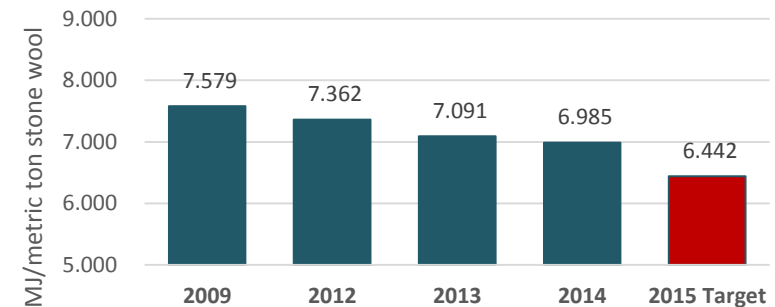
The major energy saving is generated through the utilization of insulation products at the customer end. We are, however, making our production processes less energy dependent.

In our operations, the most energy intensive step is melting our raw materials. In 2014, the melt energy constituted on average 61% of our energy consumption at the production sites. We are therefore looking into possibilities for improved efficiency in the processes and (melting) techniques we use.

The Group energy efficiency target for 2015 is a 15% reduction of MJ/metric ton of stone wool by 2015 compared to our 2009 baseline. In 2014, our energy efficiency improved by 8% compared to our 2009 baseline (including the 5 newcomer factories) and showed a 1.5% improvement compared to 2013. The energy efficiency improvement is the same when only the 22 baseline factories are included.

The Asian factories continued to improve their energy efficiency, and very large improvements were made in China, due to significant improvements in melt efficiency (reduced coke use and district heating activities).

Energy efficiency



Energy efficiency and regeneration with ROCKWOOL stone wool

In 2014, ROCKWOOL UK was involved in several projects related to energy efficiency and regeneration. A good example is the Wilmcote House in Portsmouth. Through the use of external wall insulation, heating systems, roof insulation and high-performance windows, annual heating and hot water costs will be reduced by 90%, saving around GBP 750 per dwelling per year in energy bills. The outcome of this project will be a state-of-the-art retrofit and regeneration project.

Additionally, ROCKWOOL UK was involved in several projects that were part of the Arbed Scheme, which is a strategic energy performance investment program run by the Welsh Government in order to reduce climate change, help eradicate fuel poverty, and boost economic development and regeneration in Wales.

⚡ CO₂ emissions

Our operations emit a certain amount of CO₂. As part of our commitment to produce in a responsible and sustainable way, we try to limit the amount of our CO₂ emissions as much as possible.

We use the Greenhouse Gas Protocol Standard³ to report on our CO₂ emissions, and therefore break down our emissions in scope 1 and scope 2 emissions:

- Scope 1: CO₂ emissions attributable to our direct energy consumption (foundry coke, natural gas and process emissions);
- Scope 2: CO₂ emissions associated with our electricity consumption.

The Group's scope 1 CO₂ efficiency goal (t CO₂/metric ton of stone wool) is a 15% reduction by 2015 compared to our 2009 baseline (22 factories). We have only set a target for our scope 1 emissions, as they are our main source of emissions.

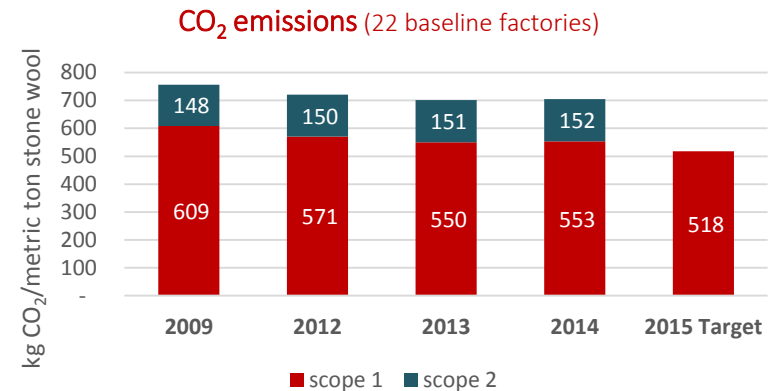
In 2014, we improved our total CO₂ emissions efficiency by 7% compared to our 2009 baseline (22 factories). When including all of our 27 locations, our improvement was 6%.

Looking only at our scope 1 emissions (22 factories), we have already achieved a significant improvement of 9% compared to our 2009 baseline. However, we are still 6% short of our 2015 target.

When including all of our 27 factories, we see an improvement of 8% compared to our 2009 baseline.

³ www.ghgprotocol.org/

Compared to 2013, our scope 1 CO₂ efficiency remained unchanged (-0.2%) and our scope 2 worsened by 0.7% when including 22 factories. Significant steps are to be taken if we indeed want to succeed in reaching our targets. However, our energy efficiency did improve.



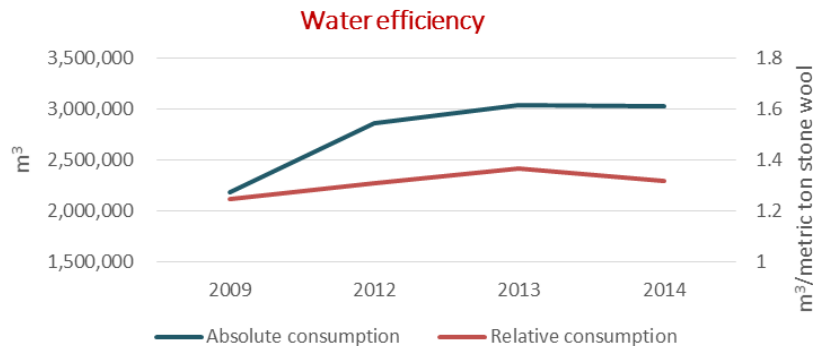
AWARDS

In 2014, ROCKWOOL Benelux received the Lean & Green Star, an award for logistic sustainability. It was the second time that ROCKWOOL Benelux received this award. Lean and Green is a program that encourages the Dutch business community to operate in a more efficient and sustainable way in the area of transport and logistics. The program was established by the Dutch government in cooperation with the transport sector.

Water efficiency

Water is an essential resource in our operations. Most of our operations are not located in water stressed areas. The water we use in our processes comes from different sources: public supply and our own extraction sources, i.e. groundwater, surface water from lakes or streams and collected rain water. Usage of rainwater increased to 7% (5% in 2013). Eight of our factories collect rainwater for their production processes.

In Canada, one factory has re-engineered its storm water system, and started collecting rain water from its outside premises in 2014. 35,000 m³ of rain water was collected. However, rain water accounts for only 7% of total water consumption.



In the past few years, we have seen a stable relative water consumption (m³/metric ton of stone wool). The Group benchmark for water efficiency given in m³/metric ton of stone wool shows that the Asian factories have a higher consumption per metric ton of stone wool produced.

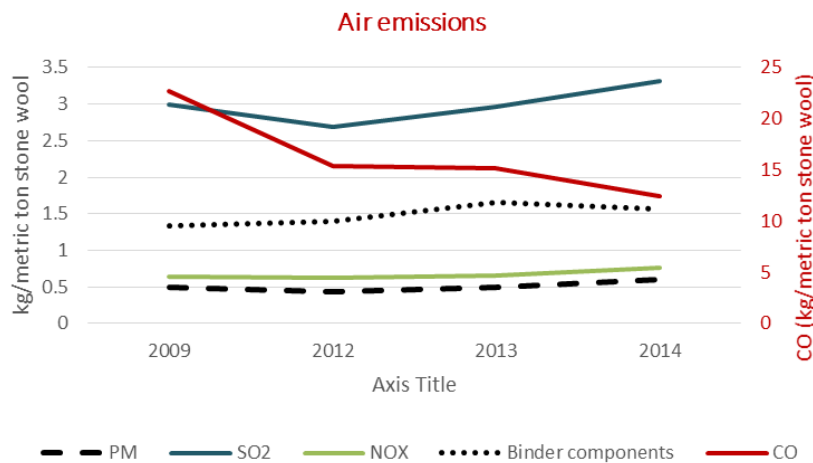
In 2014, 3,018,231 m³ of water was used for our production processes. This amounted to 1.32 m³ water/metric ton of stone wool, which is in line with the 2013 consumption level.

Air quality

CO₂ is the most significant substance we emit into the air, but it is not the only one. Other substances, such as CO, SO₂, NO_x and binder components (phenol, formaldehyde and ammonia), are also emitted during our production processes. CO and SO₂ emissions are the most significant ones after our CO₂ emissions.

Our CO emissions decreased significantly: by 45% compared to our 2009 baseline and by 18% compared to 2013 (from 15 kg/metric ton of stone wool in 2013 to 12 kg/metric ton of stone wool in 2014). Most of our CO emissions can be attributed to three factories. They have a great share in the reduction of CO emissions, and will improve further over the coming years.

With regard to the other emissions, we see increases in SO₂, PM and NO_x emissions.



Note: the 2013 data relates to 23 factories. For the 2014 data, we extrapolated the air emissions to all of our 27 factories (for 5 factories in Asia & China, representative averages were used).

For improved abatement of air emissions, afterburners are upgraded on several lines. This will reduce our emissions of CO and organic pollutants significantly.

⁴ COM (2011) 571 Final:
http://ec.europa.eu/food/safety/food_waste/library/docs/com2011_571_en.pdf

Recycling and waste

Recycling has been part of the ROCKWOOL Group value chain for more than 35 years. We recycle several different waste streams.

Reusing waste from other industries

Reusing materials requires less energy than processing virgin materials. The high temperatures required for the ROCKWOOL Group's production process are ideal for recycling. We are able to recycle materials from other industries that would otherwise end up as waste. The volume of waste from other industries used by us is now three times higher than the volume we dispose of ourselves (185,140 metric tons of generated waste vs. 543,815 metric tons of recycled residue from other industries).

In 2014, 24% of the stone wool produced was derived from secondary melt raw materials.

Using end-of-life stone wool

Stone wool residue from building sites can be easily reused. Considering that the building industry generates about 35% of the total amount of waste generated⁴, it is essential to tackle this aspect.

The ROCKWOOL Group has therefore implemented several reversed logistics loops. This means that stone wool is recovered for recycling into new goods. A good example of this is the recycling of GRODAN stone wool for the horticultural sector.

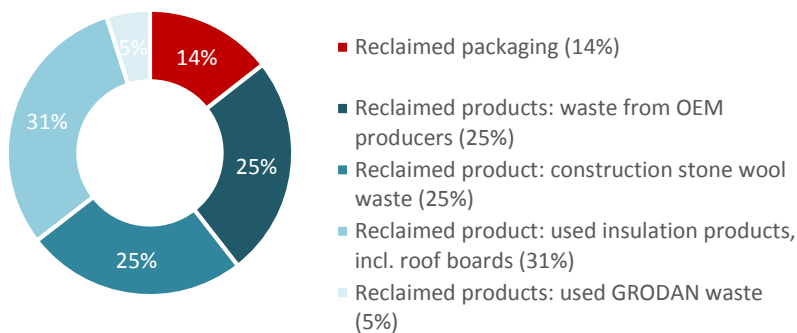
The GRODAN Group already facilitates the recycling of 100% of its sold products in Belgium, the Netherlands, France and Canada, and is aiming to achieve this for all of its global sales in the future.

In 2014, 14 factories received reclaimed products from customers, with 13 of these factories being located in Europe. In 2014, a total of 13,079 metric tons of reclaimed products (against 22,366 metric tons in 2013) and 2,204 metric tons of reclaimed packaging (against 880 metric tons in 2013) was recycled.

The reduction in total amounts between 2013 and 2014 was mainly due to two factories, in Poland and Germany. Especially, the amounts of reclaimed materials from larger refurbishment projects can vary geographically.

Reclaimed packaging mainly relates to customers pallets. These are mostly reused or used as starting fuel in the cupolas. Packaging reclaimed externally in other parts of the value chain is not included in Group figures.

Reclaimed products and packaging (metric tons)

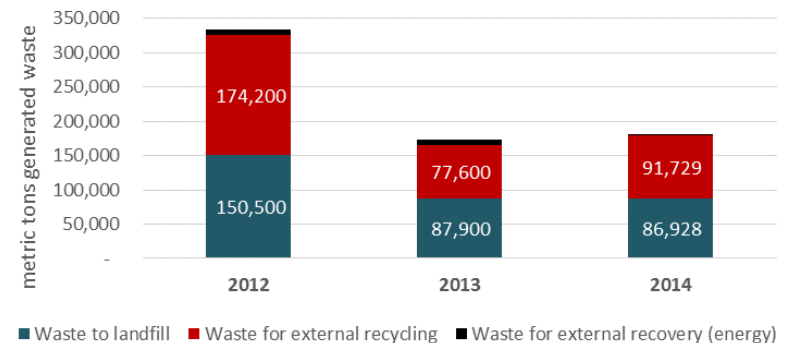


Reducing the waste to landfill

We continue to minimize the amount of waste that goes to landfill as much as possible. By improving our waste management system, we have managed to decrease the amount of waste to landfill for the past two years. In 2014, the waste to landfill per metric ton of stone wool decreased by 5% compared to 2013. In 2012, the amount of waste to landfill was very high, due to challenges regarding the running of production lines.

The distribution of the types of waste landfilled has changed. In 2013, almost 60% of landfilled waste was cured wool waste, compared with 51% in 2014. The amount of fly ash landfilled has been reduced as well, from 11% (2013) to 2% (2014). Both reductions can be contributed to increased efforts to use these materials internally, for instance in briquettes.

Waste generated per disposal method



Valuing people

One of the key capitals of ROCKWOOL Group is its people. We are committed to recruiting highly engaged and skilled individuals who will help make our business a success. For this purpose, we also need to retain the best talent to drive high performance and business growth. "Our people" also refers to the people installing or using our products.

Many factories organize events for their local communities and neighbors. Events with factory tours are organized to show new production lines or upgrades, for example. And in order to present new products, market-oriented meetings with local communities or organizations are organized. In total, 10 factories reported various events that took place in 2014.

Our workforce

In 2014, the ROCKWOOL Group had 11,031 employees, with women accounting for 18%. The total sum paid in wages and salaries in 2014 amounted to DKK 3,967 million, including share options, pension contributions and other social security costs. This makes the ROCKWOOL Group a significant employer, especially in areas outside big cities. We were able to create a healthy growth in the number of jobs, despite the economic crisis and downturn in the construction industry.

As mentioned above, retention of our employees is crucial in order to drive business growth. The turnover rate of our employees helps us monitor this

aspect. In 2014, the turnover was 4.0% (in 2013 4.5%), which is lower than benchmark levels.

Another focus of the ROCKWOOL Group is diversity, and more specifically gender diversity, in our management positions. The ROCKWOOL Group has set a target of women accounting for 15 to 30% of its management teams. In 2014, we achieved 17%. Moreover, within our Board of Directors women account for 22%.



Learning, developing and performing

We believe that highly skilled and trained employees are essential to our business success. In 2014, our office staff and our production staff on average spent 28 and 30 hours on training, respectively. The ROCKWOOL Group not only provides training, but also performs performance reviews. In 2014, 92.5% of office staff completed a performance review (2013: 91%).

We continuously help our staff and their managers improve the quality of dialogue concerning their performance and development. One of our tools is our annual ROCKpulse survey, which is aimed at enhancing performance management, intensifying the dialogue with our employees and driving sustainable engagement. Our survey has seen a consistently high response rate, with 91% in 2013 and 89% in 2014. We have been able to identify positive trends as well as areas that might require some attention.

Ethics and good conduct

The ROCKWOOL Group has a Social Charter that aims to have a positive impact on society and people's health and wellbeing, and to instill responsible behavior and good conduct among employees, in line with the ROCKWOOL Group values of responsibility and honesty.

In 2014, the ROCKWOOL Group also launched a business ethics e-learning program. This helps us increase our employees' awareness of our requirements regarding good conduct and ethics. All management teams have already completed this e-learning program. In 2015, we will

enroll the next level in the organization. With regard to the risks related to corruption, all of our business units (70 legal entities) were assessed for corruption-related risks.

No incidents of anti-competitive behavior were recorded in 2014. Regarding anti-corruption, we have encountered three incidents of anti-bribery policy violations that resulted in dismissed or disciplined employees. For more information on our policies and charters, please refer to the Corporate Governance section of our corporate website (www.rockwool.com/corporate+governance).

Human rights

Human rights are part of the ROCKWOOL Group's Social Charter. Externally, the ROCKWOOL Group supports the UN universal human rights principles, which define a number of rights including freedom of association, non-discrimination, and the abolition of child labor and forced labor.

In 2014, no grievances relating to human rights were filed.

Compliance with human rights is monitored through our HR organization, our general management systems, our risk management process, random checks as part of Group auditing, consultation with employee representatives and our whistleblower scheme.

The ROCKWOOL Foundation

The ROCKWOOL Foundation initiates and implements practical interventions with the aim of developing models for lasting and

sustainable improvements in both rich and poor societies. Almost 23% of the Group's dividend goes to the Foundation's benevolent activities.

A good example of the work performed by the ROCKWOOL Foundation is the RIPAT model (Rural Initiatives for Participatory Agricultural Transformation). In 2014, the ROCKWOOL Foundation launched an innovative project to test whether the RIPAT model can be used as a peacebuilding tool. The project is being piloted in selected agro-pastoral communities in northern Kenya that have been troubled by inter-tribal conflicts. It aims to integrate livelihood development and peacebuilding using a low-tech, sustainable, community-driven approach. The RIPAT model was developed by the ROCKWOOL Foundation and the Tanzanian NGO RECODA.

The ROCKWOOL Foundation also funds a research unit in Denmark that produces new empirically based analysis related to current problems faced by modern society. In total, the ROCKWOOL Foundation donated EUR 6.7 million in 2014 (4.7 million in 2013). For more information, please refer to the ROCKWOOL Foundation's 2014 annual report on our website.

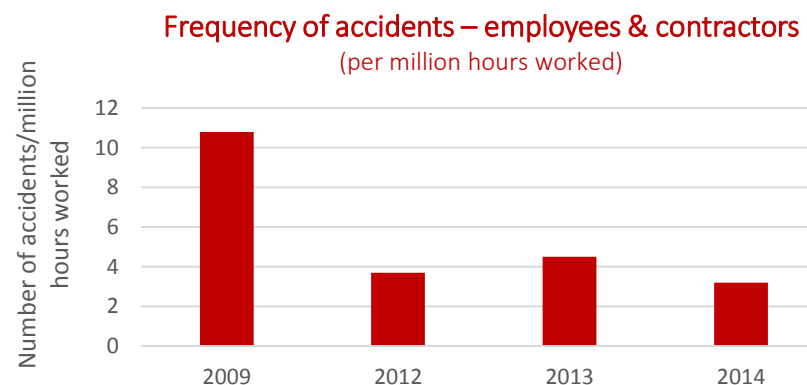
Safe workplace

We are committed to offering our staff a safe and inspiring working environment. This relates to all our people, from production teams in Asia to R&D specialists in our Danish HQ and sales consultants on the front line of customer contact in North America.

One major indicator of our performance in this field is the number of accidents at our production facilities. In 2007, the ROCKWOOL Group set out to reduce the number of accidents to no more than 5 by 2012. Having

reached that goal, we decided on a new ambitious goal of 2 per million working hours by 2017. As shown on the graph, the number of accidents has decreased over the past years.

In 2014, we reached 3.2 accidents per million working hours (including contractors). We are committed to continue this downward trend.



The ROCKWOOL Group increasing safety awareness in India

In 2014, ROCKWOOL India decided to make safety at work much more personal. Safety training took place at employees' homes and a family day at the factory was organized. During this day, employees' families could explore the work place of their husbands or fathers and were introduced to safety policies in place. This has increased employees' awareness. Taking care of their families is essential for Indian employees, but they would no longer be able to do so if they were not around, or were seriously injured at work.

Safe products

The major impact of our business lies in our products. In addition to the positive environmental impact, we also need to ensure the safe use of our products. To this end, we have developed a ROCKWOOL step model (based on the Stage-Gate® model) for assessing safety aspects when we are developing new products. Moreover, a network of local Product Health & Safety officers – under the leadership of the Vice President for Product Safety & Health – is on hand to help our people guide our customers in the safe use of ROCKWOOL Group products.

According to the IARC and EU REACH systems⁵, ROCKWOOL products with stone wool fibers are not hazardous.

Skin and airways

Coarse fibers such as hair (after a haircut), sheep's wool, coarse textiles and mineral wool may cause transient mechanical effects such as itching until they are washed off.

In 2009, the EU decided that the R38 "Irritant" classification should no longer apply to mineral wool, due to animal and human evidence showing no indications of significant irritancy/inflammation or rash.

The mineral wool industry nevertheless introduced a set of recommendations/pictograms about how to handle products in a way that minimizes transient itching of the skin.

According to the WHO⁶, studies into stone wool exposure with adjustment for tobacco smoking have demonstrated no respiratory

diseases or X-ray changes. Nonetheless, installers should always be protected against high concentrations of dust, and therefore our pictograms instruct how to use disposable masks when working in confined and unventilated spaces.

Indoor climate labeling

Tobacco smoke, wood products, glues and paints are major indoor sources of formaldehyde and other VOCs. ROCKWOOL products emit small amounts of formaldehyde. However, these emissions are below the limits set out in the German AgBB, The Blauer Engel Label, the North American Green Guard Gold and other national or international emission labels.

Safe Use Instruction Sheets

All ROCKWOOL insulation products come with a Safe Use Instruction Sheet (SUIS) in the EU and an SDS safety data sheet in other markets. These documents contain information on the safe and proper use and practices for use of our products.

If insulation for industrial use is used during hot processes, with temperatures above 150-200 °C, some of the binder is broken down during the first hours of use. In this period, there should be adequate ventilation and worker access should be restricted until smoking subsides, or adequate protection must be worn.

⁵ The EU REACH system for the Registration, Evaluation, Authorization and Restriction of Chemicals has the objective to ensure a high level of protection of human health and the environment from the risk that can be posed by chemicals

⁶ IARC Monograph vol. 81, p.335-336, 2002, Lyon, France

AWARDS

In September 2014, ROCKWOOL France received the Batiactu Trophy for its initiative with their new event website "More than just a rock" [<http://unesimpleroche.rockwool.fr/>]. With its international campaign "More than just a rock", the ROCKWOOL Group aims to create an emotional connection with Internet users, by overcoming the usual technical jargon. The website explains in a simple and interactive way why the choice of ROCKWOOL insulation goes well beyond thermal insulation, as it also provides security benefits, tranquility and sustainability in housing. The event website offers various videos, play testing and four simulators, thereby enabling online visitors to discover the different rock wool benefits synthesized by the formula "4 in 1".

Supply chain management

As a globally active company with many suppliers, it is essential to have policies in place that formalize our respect for human rights - both for our own company and in dealing with suppliers. We already have several policies in place that cover our ambitions with regard to human rights.

In the course of 2014, we renewed our procurement policy, providing greater opportunity to engage with our suppliers on social and ethical topics.

Supplier Code of Conduct

In 2013, we finalized our Code of Conduct for Suppliers. This document needs to be signed by all our major suppliers - suppliers of raw materials

and equipment for repair, maintenance, operations etc. plus suppliers with whom we spend more than EUR 100,000. Our Code of Conduct addresses topics such as equal opportunities, trade union recognition and fair employment terms. Furthermore, our suppliers are not allowed to use child labor in any form.

With regard to the environmental side of business, we have adopted the ICC "Business Charter for Sustainable Development – Principles for Environmental Management". It identifies responsibilities, requires an Environmental Officer to be appointed, expects companies to have an Environmental Management System with specific three year plans in place, and specifies that all new machinery procured by the ROCKWOOL Group is subject to an environmental risk assessment before coming into operation. In turn, our suppliers are required to ensure their own suppliers meet the same standards.

In the course of 2014, we implemented a renewed procurement policy, which implies that high-risk suppliers will be audited against the Code of Conduct. The risk is determined based on several factors - the spend we have with the supplier, the geographical location of the supplier, and whether or not the supplier has signed the Code of Conduct. When choosing new suppliers, or renewing business with existing ones, the criteria we use are clear, transparent and well documented. Sustainability and environmental aspects, costs, quality and reliability of supply are all important in our decision-making process.

Currently, 75% of our key suppliers, in terms of spend as contracted by Group Sourcing & Procurement, have already signed the Code of Conduct. We aim to increase this percentage in 2015.

Appendices

Appendix A: Overview of our performance data

Category	Indicator	GRI	Value	2012	2013	2014	Note
Production	Stone wool production	2.8	Mt	2.18	2.22	2.29	
	Countries of operation	2.5	Number	38	38	38	
	Business units (controlled legal entities at year-end)	2.8	Number	63	73	70	
Economics	Net income (million DKK)		mDKK	774	863	839	
	Direct economic value generated	EC1					
	Revenues from net sales	EC1	mDKK	14,664	14,903	16,255	
	Revenues from financial investments	EC1	mDKK	12	11	11	
	Revenues from sale of assets	EC1	mDKK	10	-6	-6	
	Total revenues	EC1	mDKK	14,686	14,908	16,260	
	Economic value distributed						
	Payments to suppliers a.o. operating costs	EC1	mDKK	9,066	9,095	9,974	
	Employee wages and benefits	EC1-3	mDKK	3,547	3,663	3,967	
	Dividend to shareholders	EC1	mDKK	207	217	224	
	Interest payments on loans	EC1	mDKK	67	42	85	
	Tax on profit for the year (payments to governments)	EC1	mDKK	324	362	334	
	Community investments	EC1	mDKK	3	5	4	
	Economic value distributed	EC1	mDKK	13,214	13,379	14,588	
	Economic value retained	EC1	mDKK	1,472	1,529	1,672	
	EBIT ratio		%	7.8	8.4	7.4	
	Return on invested capital		%	12.0	16.2	11.5	
	Research and development expenditure		mDKK	226	222	241	
	Patents granted in the year		Number	218	161	98	
	Significant financial assistance received from government	EC4	mDKK		98	89	
Anti-corruption	Business units analyzed for risks related to corruption	SO2	Number	63	73	77	
	% of business units analyzed for risks related to corruption	SO2	%	100	100	100	
	Actions taken in response to incidents of corruption	SO4					
	Incidents of employees dismissed or disciplined for corruption	SO4	Number	-	1	3	
	Incidents of contracts with business partners not renewed due to violations related to corruption	SO4	Number	-	1	0	
Incidents of legal cases regarding corrupt practices	SO4	Number	-	-	2		
Competition	Legal actions on alleged anticompetitive behavior, anti-trust or monopoly practices	SO7	Number	-	-	-	
	Significant fines for non-compliance with laws and regulations – products and services	PR9	mDKK		-	-	
	Significant fines for non-compliance with laws and regulations – societal aspects	SO8	mDKK		0.07	1.00	[1]

Category	Indicator	GRI	Value	2012	2013	2014	Note
	Number of non-monetary sanctions for non-compliance with laws and regulations – societal aspects	SO8	Number		-	-	
	% of purchase on key suppliers having signed code of conduct		%		36	75	
	Confidential whistleblowing system – reports		Number		2	4	
Profile of the workforce	Number of employees	2.8	Number	9,778	10,562	11,031	
	Female	2.8	Number	2,482	1,961	2,012	
	Male	2.8	Number	7,296	8,601	9,019	
	Production staff	2.8	Number		6,714	7,076	
	Office staff	2.8	Number		3,848	3,955	
	Western Europe	2.8	Number		5,178	5,407	
	Female	2.8	Number		838	861	
	Male	2.8	Number		4,340	4,546	
	Eastern Europe (incl. Russia)	2.8	Number		3,221	3,267	
	Female	2.8	Number		642	661	
	Male	2.8	Number		2,579	2,606	
	Rest of world	2.8	Number		2,165	2,357	
	Female	2.8	Number		481	531	
	Male	2.8	Number		1,684	1,826	
Development, retention and absence	Training hours per year – office staff		hours	31	25	28	
	Training hours per year – production staff		hours	26	19	30	
	Ratio of office staff having completed new "ROCKWOOL Way" e-learning		%	16	98	98	
	Number of office staff having completed new "Business Ethics" training		Number			207	
	Performance and development reviews completion rate office staff		%	92	91	93	
	completion rate production staff		%		30	81	
	Employee turnover rate, annual – office staff		%	5.1	4.5	4.00	
	Absence rate – office staff		%	2.1	2.1	2.00	
	Absence rate – production staff		%	3.3	4.0	3.9	
Workplace safety	Fatalities	(LA7)	Number	1	-	-	
	Western Europe	(LA7)	Number	-	-	-	
	Eastern Europe (incl. Russia)	(LA7)	Number	1	-	-	
	North America, Asia a.o.	(LA7)	Number	-	-	-	
	Accidents			48.00			
	Frequency of accidents – employees & contractors (per million hours worked)	(LA7)	no./mill hrs	3.7	4.5	3.2	[2]
	Europe	(LA7)	no./mill hrs		6.3	5.2	
	Asia	(LA7)	no./mill hrs		0.4	0.3	
	Russia	(LA7)	no./mill hrs		0.8	0.5	

Category	Indicator	GRI	Value	2012	2013	2014	Note
	North America	(LA7)	no./mill hrs		3.3	-	
Pension Plans	Coverage in pension plans fund at year-end	(EC3)	mDKK	224	205	301	[3]
	% of salary contributed by employer	(EC3)	%	5.1	4.9	4.5	[4]
Human Rights	Incidents of discrimination	HR4	Number	-	-	-	
	Freedom of association – violations or significant risks identified in operations or at significant suppliers	HR5	Number	-	-	-	
	Percentage of employees covered by collective bargaining agreements	LA4	%		63	53	
	Incidents of child labor identified in operations or at significant suppliers	HR6	Number	-	-	-	
	Incidents of forced or compulsory labor identified in operations or at significant suppliers	HR7	Number	-	-	-	
Diversity	Board of Directors	4.1					
	% female members at year-end	4.1	%	22.00	22.00	22.22	
	Diversity of age	4.1					
	% members below 30 years	4.1	%	-	-	-	
	% of female members below 30 years	4.1	%	-	-	-	
	% of male members below 30 years	4.1	%	-	-	-	
	% members between 30-50 years	4.1	%	22	22	11	
	% of female members between 30-50 years	4.1	%	50	50	-	
	% of male members between 30-50 years	4.1	%	14	50	100	[6]
	% members above 50 years	4.1	%	78	78	89	
	% of female members above 50 years	4.1	%	14	14	25	
	% of male members above 50 years	4.1	%	86	86	75	
	Diversity of nationality	4.1					
	% of female members – Danish	4.1	%	100	100	100	
	% of male members – Danish	4.1	%	86	86	86	
	% of male members – German	4.1	%	14	14	14	
	% of male members – Dutch	4.1	%	-	-	-	
	Management Teams						
	% of members from the under-represented gender (i.e. female) at year-end		%		18	17	
Environmental management	Factories certified to ISO 14001 and/or OHSAS 18001		Number	12	12	18	
	% of factories certified to ISO 14001 and/or OHSAS 18001		%	44	44	67	
	Environmental laws and regulations – non-compliance	EN28					
	Fines – monetary value	EN28	kEUR	0	2	0	
	Non-monetary sanctions	EN28	Number	0	0	0	
	Audits for environment, health, safety		Number	60	65	93	
Energy	Energy consumption (in factories)	EN3	PJ	14.9	15.7	16.0	
	Energy per metric ton stone wool (22 baseline factories)		GJ/t	7.2	7.1	7.0	
	Energy per metric ton stone wool (27 factories)		GJ/t	7.4	7.1	7.0	
Greenhouse gas emissions (GHG)	Impact mitigation of products	EN26					
	Net carbon footprint (lifetime savings of insulation produced that year)	EN26	Mt CO ₂	4,990	5,054	5,504	
	Improvement compared to previous year	EN26	Mt CO ₂	254	64	450	
	Net carbon footprint – saved CO ₂ first year	EN26	Mt CO ₂	221	224	244	

Category	Indicator	GRI	Value	2012	2013	2014	Note
	Total direct and indirect greenhouse gas emissions	EN16	Mt CO ₂	1.6	1.58	1.64	
	CO ₂ direct (Scope 1)		Mt CO ₂	1.26	1.24	1.28	
	CO ₂ indirect (Scope 2)		Mt CO ₂	0.34	0.34	0.35	
	CO ₂ direct (Scope 1) per metric ton stone wool (22 factories)		kg CO ₂ /t	559	550	553	
	CO ₂ direct (Scope 1) per metric ton stone wool (27 factories)		kg CO ₂ /t	585	562	561	
	CO ₂ indirect (Scope 2) per metric ton stone wool (22 factories)		kg CO ₂ /t	151	151	152	
	CO ₂ indirect (Scope 2) per metric ton stone wool (27 factories)		kg CO ₂ /t	155	152	153	
	CO ₂ direct and indirect (Scope 1+2) per metric ton stone wool (22 factories)		kg CO ₂ /t	711	701	705	
	CO ₂ direct and indirect (Scope 1+2) per metric ton stone wool (27 factories)		kg CO ₂ /t	740	714	714	
	Other relevant indirect GHG emissions	EN17	metric tons	75,168	75,462	78,527	
	Transport upstream	EN29	metric tons CO ₂ e	70,000	71,316	73,565	
	Business air travel	EN17	metric tons CO ₂ e	5,168	4,146	4,962	
	Initiatives to reduce GHG emissions and reductions achieved	EN18	metric tons CO ₂ e	55,000	25,000	18,000	
Ozone depletion	Emissions of ozone-depleting substances	EN19	t CFC11 eq	negligible	negligible	negligible	
Air emissions	Significant air emissions (27 factories; representative averages used for Asia & China)	EN20					
	NO _x per metric ton stone wool		kg/t	0.63	0.66	0.76	[5]
	SO ₂ per metric ton stone wool		kg/t	2.69	2.97	3.32	[5]
	CO per metric ton stone wool		kg/t	15.39	15.15	12.45	[5]
	Ammonia per metric ton stone wool		kg/t	1.11	1.41	1.33	[5]
	Phenol per metric ton stone wool		kg/t	0.18	0.18	0.15	[5]
	Formaldehyde per metric ton stone wool		kg/t	0.1	0.06	0.09	[5]
	Particulate matter (PM ₁₀) per metric ton stone wool		kg/t	0.44	0.49	0.6	[5]
Water	Water consumption per metric ton stone wool		m ³	1.31	1.37	1.32	
	Water consumption total	EN8	million m ³	2.86	3.04	3.02	
	Water withdrawal by source						
	Groundwater own abstraction	EN8	million m ³	1.04	0.97	0.96	
	Municipal water a.o. utilities	EN8	million m ³	1.36	1.67	1.61	
	Rainwater own abstraction	EN8	million m ³	0.18	0.16	0.21	

Category	Indicator	GRI	Value	2012	2013	2014	Note
	Surface water own abstraction	EN8	million m ³	0.27	0.25	0.25	
	Waste water from external source	EN8	million m ³	-	-	-	
	Water consumption significantly affecting water resources	EN9	million m ³	-	-	-	
	% of water consumption with significant effect	EN9	%	-	-	-	
Waste Recycling	& Total waste generated	EN22	metric tons	358,200	197,100	185,140	
	Non-hazardous waste generated	EN22	metric tons	335,700	180,100	156,824	
	Hazardous waste generated	EN22	metric tons	22,400	17,000	28,301	
	Total waste per metric ton stone wool		kg/t	164	89	81	
	Waste – by external disposal method	EN22					
	Non-hazardous waste landfilled	EN22	metric tons	143,900	75,000	68,422	[7]
	Hazardous waste landfilled	EN22	metric tons	6,665	13,000	18,506	[7]
	Landfill – total	EN22	metric tons	150,500	87,900	86,928	
	Waste for external recycling	EN22	metric tons	174,200	77,600	91,729	
	Waste for external recovery (energy)	EN22	metric tons	8,300	7,300	2,418	
	Waste to landfill per metric ton stone wool		kg/t	69	40	38	
	Recycling and reclaimed products						
	Recycling of residue from other industries		metric tons	564,900	619,400	543,815	
	% recycled content (secondary melt raw materials per metric ton stone wool)	(EN2)	%	25.9	27.9	23.7	
	Products and packaging reclaimed	EN27	metric tons	12,600	23,200	15,283	
	Products reclaimed by type						
	Waste from OEM producers	EN27	metric tons	4,900	11,300	3,822	[8]
	Construction stone wool waste	EN27	metric tons	2,900	7,400	3,822	
	Used insulation products and roof boards	EN27	metric tons	2,530	2,700	4,671	
	Used GRODAN waste	EN27	metric tons	470	260	750	
	Other products' waste	EN27	metric tons	1,790	670	14	

Category	Indicator	GRI	Value	2012	2013	2014	Note
	Reclaimed packaging	EN27	metric tons		880	2,204	
	% of products and packaging reclaimed	EN27	%	0.58	1.05	0.67	[6]
	Significant spills	EN23	number		1.00	-	
		EN23	volume in liters		200	-	
	Transport – environmental impacts	(EN29)					
	CO ₂ from downstream transportation – European Division	(EN29)	metric tons CO ₂ e		23,162	26,899	

[1] 2013 figure: Fines for administrative violations in four countries (Croatia, Russia, Czech Republic and Italy).

[2] “Lost days” count begins the day after the accident and refers to scheduled work days. Minor (first-aid level) injuries are not included.

[3] Calculated as pension contribution divided by the total wages and salaries, see 2014 Annual Report, note 4.

[4] Further details about pension in Annual Report 2014 note 19.

[5] 2013 figures relate to 23 factories. For 2014, the figures have been extrapolated to all 27 factories (with representative averages used for Asia & China)

[6] 2013 figure has been changed, as it was reported incorrectly in the 2013 report

[7] 2013 data has been revised due to incorrect punctuation in the 2013 report.

[8] Data sources for reclaimed material: reported by factories annually. All reclaimed products are weighed at the entrance to the site. Packaging reclaimed externally in other parts of the value chain is not included in Group figures.

Appendix B: About this report

The ROCKWOOL Group has published annual environmental and sustainability data reports since 1995. It is part of our policy to report annually on our environmental and social performance.

This 2014 GRI progress report was published on May 1st, 2015 (the 2013 Sustainability Report in November 2014). It covers the calendar year 2014 and is in line with the Global Reporting Initiative (GRI) guidelines. It is the third year we report in accordance with GRI 3.1 level C. GRI has performed the Application Level Service on this report. The GRI Application Level Service confirms that a sustainability report has the required set and number of disclosures to meet the organization's self-declared Application Level.

Reporting boundary

The scope of this GRI progress report is ROCKWOOL International A/S and all our mineral wool producing companies of which we hold the majority of shares. This means a total of 70 legal entities in 35 countries and 27 factories in 18 countries. A 28th factory was opened in the US in 2014. We have excluded this factory from this report due to the 2014 data being incomplete. We will start reporting for this location next year. Unlike in our financial report, our three associated companies in France, the Czech Republic and Switzerland do not fall within the boundary of our GRI progress report, as we do not have a controlling share in these joint ventures. However, the environmental figures of the location in France and the Czech Republic are included. Suppliers, leased facilities and agents do not fall within the reporting boundary either.

You can find the list of our companies (including the degrees of ownership) on p.83 of our 2014 Annual Report.

2009 has been the baseline year since 2011, and covers only 22 factories, and therefore does not cover our new acquisitions for facade solutions and for grid manufacturing.

Reporting methodology

Based on our stakeholder dialogue and on the GRI technical protocol, key performance indicators (KPIs) were selected and reported in this GRI progress report in order to provide a balanced and representative picture of our business.

Most of the data in this report was gathered by our business units, and reported to our Group head office. The data was then consolidated and verified internally. Some of the data included in this GRI progress report was derived from our Annual Report, which has been assured by external accountants (with respect to financial data, governance aspects, some of our social data, and to a lesser extent, environmental aspects).

A new Group reporting tool for SHE will be rolled out in 2015. This will improve reporting regarding environmental incidents, and the transparency of management of environmental issues in general. In addition, a project on Reporting of Environmental Performance was initiated, with the purpose of applying automated data for environmental reporting.

CO₂ emissions data

Our methodology for calculating the Group's direct (Scope 1) and indirect (Scope 2) CO₂ emissions is based on 'The Greenhouse Gas Protocol'⁷. We used 'The IPCC Second Assessment Report (SAR – 100 year)' as reference for calculating our global warming potentials. The 2014 data for European factories has not been externally verified due to the timing of this report, which is earlier than in previous years. This report does not cover N₂O emissions, one of the six Kyoto greenhouse gases.

Waste data

The waste volumes are provided by the waste disposal contractors of each operating company. Recycling of stone wool residue from our production takes place internally, but this is not part of the reporting for GRI indicator EN22. Reclaimed products and packaging are reported by the factories and are weighed at the entrance of the sites. Products and packaging reclaimed by external partners are, however, not covered in the Group figures.

Other air emissions

With regard to air emissions, the reported data is the result of periodic performance measurements at the factories, with some of the figures being based on continuous emission measurements made in order to show compliance with requirements from local authorities. EU factories are using the same measurement methods (ISO standard methods being the prevalent methodology) and they are comparable to North American methods. The 2014 Group air emissions were calculated using representative average values for five factories in South Asia and China. The external emission measurement data supplied by these factories

varied from our internal data and experiences, due to local differences in, for example, sampling and analysis methods. In order not to distort the overall emissions picture for the Group, representative data based on data for similar factories in the rest of the Group were therefore used for these five factories, instead of the emissions data supplied by external laboratories.

Restatements

With regard to the other air emissions, the 2013 figures relate to 23 factories. For 2014, the figures were extrapolated to all 27 factories (with representative averages used for Asia & China).

The 2013 figures for the percentage of reclaimed products and packaging and for hazardous and non-hazardous waste were adjusted, as they were reported incorrectly in the 2013 report.

⁷ www.ghgprotocol.org/

Appendix C: Organization of sustainability

The Board of Directors discusses sustainability strategy and sustainability issues on a regular basis, as these topics are intertwined with the Group goals regarding energy and CO₂ efficiency, development of new solutions and processes, factory expansions and corporate reputation. The ROCKWOOL Group has implemented an Advisory Board on Sustainability (ABS) to further explore the possibilities of sustainability for the Group and provide recommendations to Group Management.

The ROCKWOOL Group has designated a Division Managing Director responsible for Group-wide environmental management issues, as well as a Group Director for Safety, Health, Environment & Quality (SHE-Q).

The production line managers in both operating companies and the head office are responsible for managing our impacts on society and implementing good business practices. The responsibility for setting up appropriate Group-wide systems to enhance and secure these practices lies with the Group's CFO and with the Senior Vice President of Human Resources. Measures and systems include performance management systems, regular progress reports from the subsidiaries, as well as providing managers and staff/employees with training in relevant topics such as competition law.

Our stakeholder dialogue

Understanding the stakeholders' expectations and needs is essential for the success of a business strategy. This is the reason why the ROCKWOOL Group regularly engages in an open and honest dialogue with its key stakeholders. We use dedicated communication channels for feedback, such as the "confidential mediator" for our employees or our brochures and websites for our customers. We engage with the local communities and governments through meetings and gatherings.

In this GRI progress report, we report on the topics that are aligned with the assumed and analyzed expectations of our key stakeholders. We have identified our key stakeholders as the following: employees, local communities, national associations and federations, customers, end-users, suppliers, NGOs, government and society. The basis for selecting our key stakeholders is the analysis of our impacts that our activities have on this specific group and the impacts they have on our activities.

Please find on the following page an overview of our engagement with our most salient stakeholder groups.

Stakeholders	How we engage our stakeholders	Expectations of stakeholders	Information included
Employees	<ul style="list-style-type: none"> • Day-to-day contacts • RockPulse survey • Training • Intranet • Unions and committees • Confidential mediators 	<ul style="list-style-type: none"> • Safe workplace • Job security • Development opportunities • Sound working conditions and fair wage package 	Information included on topics such as good employership, gender equality, safety, value-based management and employee satisfaction
Local community	<ul style="list-style-type: none"> • Day-to-day contacts • Advisory boards and official setting • Visits and meetings • Local media 	<ul style="list-style-type: none"> • Job opportunities • Responsible neighbor • Engagement 	Information included on topics such as air emissions, jobs and community investment
National associations and federations	<ul style="list-style-type: none"> • Visits and meetings • Training • Meetings, conferences 	<ul style="list-style-type: none"> • Transparency • Strategic cooperation • Dedicated, committed and trustworthy partner • Level playing field 	Information included on topics such as fair business practices, product performance and stakeholder relations
Customers	<ul style="list-style-type: none"> • Day-to-day contacts • Customers support • Energy Design Center • Dedicated meetings, conferences and workshops • Exhibitions and events • Company visits & facility tours 	<ul style="list-style-type: none"> • Reliable product • Dedicated services • Sustainable product and sustainable advantages • Performance in the field of acoustics, fire safety, safety, protection, durability, ease of installing, etc. • Fair balance in price and quality • Ethical and responsible behavior 	Information included on topics such as product performance, fire safety, durability, noise reduction, energy poverty, sustainability of the production, recycling, waste, etc.
End-users	<ul style="list-style-type: none"> • Product labeling • Information on websites, flyers, etc. • Advertising and promotions • ROCKWORX 	<ul style="list-style-type: none"> • Performance delivered • Sustainable advantages 	Information included on topics such as product performance, fire safety, durability, noise reduction, sustainability of the production, recycling, waste, etc.
Suppliers	<ul style="list-style-type: none"> • Day-to-day contacts • Audits and meetings 	<ul style="list-style-type: none"> • Long-term relationship with the ROCKWOOL Group • Fair price 	Information included on our efforts in the supply chain
NGOs	<ul style="list-style-type: none"> • Meetings, conferences 	<ul style="list-style-type: none"> • Being a promoter of energy efficiency, sustainable solutions, support solutions to mitigate climate change, noise protection • Transparency 	Information included on topics such as product performance, fire safety, durability, noise reduction, energy poverty, energy dependency, safety of the product, sustainability of the production, recycling, waste, etc.
Governments	<ul style="list-style-type: none"> • Meetings, disclosures • Visits • Consultations • Associations 	<ul style="list-style-type: none"> • Compliance • Stay informed on key debates about energy efficiency, safety, etc. • Engagement, commitment • Develop the local economy • Trustworthy knowledge partner 	Information included on topics such as product performance, fire safety, durability, noise reduction, energy poverty, energy dependency, safety of the product, sustainability of the production, recycling, waste, etc.
Society	<ul style="list-style-type: none"> • CSR report • Dedicated communication channels such as: flyers, brochures, press releases, website and complaint procedures 	<ul style="list-style-type: none"> • Act as a responsible company 	Information included on topics such as product performance, fire safety, durability, noise reduction, energy poverty, energy dependency, safety of the product, sustainability of the production, recycling, waste, air emissions, jobs and community investment, etc.

Appendix D: GRI 3.1 content index



No.	Description	Page numbers and remarks	Level of reporting
Strategy and Analysis			
1.1	Statement of CEO about relevance of sustainability to organization and strategy.	SR p.4	Fully
Organizational Profile			
2.1	Name of organization.	SR Back cover	Fully
2.2	Primary products and/or services.	SR p.6	Fully
2.3	Operational structure of organization.	SR p.6	Fully
2.4	Location of headquarters.	SR p.6	Fully
2.5	Number of countries operating in.	AR p.83, SR p.6	Fully
2.6	Nature of ownership and legal form.	AR note 29 p75	Fully
2.7	Markets served.	SR p.6, AR P3, 7-17, 38	Fully
2.8	Scale of organization.	AR p.6, SR p.6	Fully
2.9	Significant changes during reporting time.	SR p.6, 29-30	Fully
2.10	Awards received in the reporting period.	SR p.7, 11, 13, 21	Fully
Reporting Strategy			
3.1	Reporting period.	SR p.29	Fully
3.2	Date of most recent previous report.	SR p.29	Fully
3.3	Reporting cycle.	SR p.29	Fully
3.4	Contact points.	SR p.3	Fully
3.5	Process for defining report content.	SR p.29, 31	Fully

No.	Description	Page numbers and remarks	Level of reporting
3.6	Boundary of report.	SR p.29	Fully
3.7	Specific limitations on scope or boundary.	SR p.29-30	Fully
3.8	Basis for reporting on other entities.	SR p.29	Fully
3.9	Data measurement techniques.	SR p.29-30	Fully
3.10	Explanation of any restatements out of earlier reports.	SR p.30	Fully
3.11	Significant changes from previous report.	SR p.6, 29-30	Fully
3.12	Table identifying location of GRI indicators in report.	SR p.23-28, 33-35	Fully
Governance, Commitments and Engagements			
4.1	Governance structure including committees under governance body.	AR p. 37-42, SR p.31	Fully
4.2	Chair of highest governance body.	AR p. 41-42	Fully
4.3	Number of members, independent and non-executive members for organizations with unitary board structure.	Not applicable. Two-tiered board structure.	Not
4.4	Mechanisms for recommendations by shareholders and employees.	SR p.31-32	Fully
4.14	List of stakeholders.	SR p.32	Fully
4.15	Basis for identification and selection of stakeholders.	SR p.31-32	Fully

No.	Description	Page numbers and remarks	Level of reporting
Economic			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	SR p.23-28	Fully
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	SR p.7-9	Fully
EC3	Coverage of the organization's defined benefit plan obligations.	SR p.23-28	Partially
EC4	Significant financial assistance received from government.	SR p.23-28	Partially
Environment			
EN2	Percentage of materials used that are recycled input materials.	SR p.15-16, 23-28	Fully
EN3	Direct energy consumption by primary energy source.	SR p.12, 23-28	Partially
EN5	Energy saved due to conservation and efficiency improvements.	SR p.12, 23-28	Fully
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	SR p.7-9, 12	Partially
EN8	Total water withdrawal by source.	SR p.14, 23-28	Fully
EN9	Water sources significantly affected by withdrawal of water.	SR p.14, 23-28	Fully
EN16	Total direct and indirect greenhouse gas emissions by weight.	SR p.13, 23-28	Fully
EN17	Other relevant indirect greenhouse gas emissions by weight.	SR p.13, 23-28	Fully
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	SR p.13, 23-28	Fully
EN19	Emissions of ozone-depleting substances by weight.	SR p.13, 14-15, 23-28	Fully
EN22	Total weight of waste by type and disposal method.	SR p.15-16, 23-28	Fully
EN23	Total number and volume of significant spills.	SR p.23-28	Partially

No.	Description	Page numbers and remarks	Level of reporting
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	SR p. 7-9, 11-16, 23-28	Fully
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	SR p.15-16, 23-28	Fully
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	SR p.23-28	Fully
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	SR p.23-28	Fully
Labor Agreements			
LA1	Total workforce by employment type, employment contract, and region.	SR p.17	Partially
LA4	Percentage of employees covered by collective bargaining agreements.	SR p.23-28	Fully
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	SR p.23-28	Partially
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	SR p.17-18	Partially
LA10	Average hours of training per year per employee by employee category.	SR p.18	Partially
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	SR p.17-18	Partially
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	SR p.17-18	Partially
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	SR p.17, 23-28	Partially

No.	Description	Page numbers and remarks	Level of reporting
Human Rights			
HR4	Total number of incidents of discrimination and actions taken.	SR p.18, 23-28	Fully
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	SR p.18, 23-28	Fully
Society			
SO2	Percentage and total number of business units analyzed for risks related to corruption.	SR p.18, 23-28	Fully
SO4	Actions taken in response to incidents of corruption.	SR p.18, 23-28	Fully
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	SR p.18, 23-28	Fully
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	SR p.23-28	Fully
SO9	Operations with significant potential or actual negative impacts on local communities.	SR p.18-20	Partially
Product Responsibility			
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	SR p.7-9, 20	Partially
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	SR p.23-28	Fully

This publication provides an overview of the ROCKWOOL Group's initiatives on Corporate Social Responsibility (CSR), sustainable development, and Environment, Social & Governance (ESG).

For more information, please refer to:

Social Charter: www.rockwool.com/social+charter

CSR progress report: www.rockwool.com/csr+reports

Annual Report: www.rockwool.com/annual+reports

Corporate Governance: www.rockwool.com/corporate+governance

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