



Regenerative by nature

GRI Standard Reference Index 2020

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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) 2020, please visit <https://www.rockwool.com/group/about-us/sustainability/>

Our Annual Report (AR) 2020 can be found at <https://www.rockwool.com/group/about-us/investors/financial-reports/>

The Code of Conduct and Tax Policy for ROCKWOOL Group is available at <https://www.rockwool.com/group/about-us/business-ethics/>

Our public Human Rights Commitment; Policy for Safety, Health and Environment; and Quality Policy is available at <https://www.rockwool.com/group/about-us/corporate-governance/safety-health-environment-policy/>

Our Modern Slavery Statement for the Financial Year 2020 was published on 18th March 2020, 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.

Our Remuneration report is available

https://www.rockwool.com/group/syssiteassets/investors/financial-reports/2020/se-2021-05_remuneration-report-2020.pdf

Indicator	Description	Value	Reference
General Disclosures			
102-1	Name of the organisation		AR: p.105-106 Group companies
102-2	Activities, brands, products, and services		AR: p.20-27 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.105-106 Group companies
102-5	Ownership and legal form		AR: p.105-106 Group companies
102-6	Markets served		AR: p.4-5 ROCKWOOL Group at a glance AR: p.105-106 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.105-106 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.46 Supply chain due diligence SR: p.34 Operational performance: Corporate Governance
102-10	Significant changes to the organisation and its supply chain	None	
102-11	Precautionary Principle or approach		AR: p.30-35 Sustainability SR: p.30 Operational performance: Environmental management
102-12	External initiatives		SR: p.37 GRI statement SR: p.39 COP Statement to UNGC SR: p.39 ESG performance
102-13	Memberships of associations		SR: p.39: Selected partnerships within Climate and Sustainability
102-14	Statement from senior decision-maker		AR: p.8-9 Organisational agility enables strong performance SR: p.5 Despite the challenges we are optimistic about the future
102-15	Key impacts, risks, and opportunities		AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.14-15 Market review, outlook 2021 AR: p.48-49 Risk management SR: p.7 Progress and achievements 2020 SR: p.8 Sustainability focus areas, risks and governance

Indicator	Description	Value	Reference
102-16	Values, principles, standards and norms of behaviour		AR: p.10-11 The ROCKWOOL purpose and strategy AR: p.45 Business integrity AR: p.44-45 Responsible tax SR: p.4 Building a better future SR: p.8 Sustainability focus areas, risks and governance SR: p.9 Our value chain impact SR: p.34 Operational performance: Corporate Governance
102-17	Mechanisms for advice and concerns about ethics		AR: p.45-46 Whistle-blower system SR: p.34 Operational performance: Business ethics
102-18	Governance structure		AR: p.48-49 Risk management AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance
102-19	Delegating authority		AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance
102-20	Executive-level responsibility for economic, environmental, and social topics		AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance
102-21	Consulting stakeholders on economic, environmental, and social topics		SR: p.8 Sustainability focus areas, risks and governance
102-22	Composition of the highest governance body and its committees		AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance
102-23	Chair of the highest governance body		AR: p.41-43 Corporate Governance
102-24	Nominating and selecting the highest governance body		AR: p.41-43 Corporate Governance
102-25	Conflicts of interest		AR: p.41-43 Corporate Governance AR: p.45 Business integrity ROCKWOOL Code of Conduct
102-26	Role of highest governance body in setting purpose, values, and strategy		AR: p.41-43 Corporate Governance SR: p.8 Sustainability focus areas, risks and governance
102-27	Collective knowledge of highest governance body		AR: p.41-43 Corporate Governance
102-28	Evaluating the highest governance body's performance		AR: p.41-43 Corporate Governance
102-29	Identifying and managing economic, environmental, and social impacts		AR: p.40 Community engagement AR: p.41-43 Corporate Governance AR: p.48-49 Risk management SR: p.28-34 Factbook and data SR: p.8 Sustainability focus areas, risks and governance
102-30	Effectiveness of risk management processes		AR: p.45 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance
102-31	Review of economic, environmental, and social topics		AR: p.40 Community engagement AR: p.38-39 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance
102-32	Highest governance body's role in sustainability reporting		SR: p.8 Sustainability focus areas, risks and governance
102-33	Communicating critical concerns		AR: p.38-39 Business integrity AR: p.48-49 Risk management SR: p.8 Sustainability focus areas, risks and governance
102-34	Nature and total number of critical concerns		AR: p.40 Community engagement AR: p.38-39 Business integrity SR: p.34 Operational performance: Business ethics
102-35	Remuneration policies		Remuneration report: p. 1-12
102-36	Process for determining remuneration		Remuneration report: p. 1-12
102-37	Stakeholders' involvement in remuneration		Remuneration report: p. 1-12
102-38	Annual total compensation ratio		Remuneration report: p. 1-12
102-39	Percentage increase in annual total compensation ratio		Remuneration report: p. 1-12
102-40	List of stakeholder groups		AR: p.40 Community engagement SR: p.39 Selected partnerships within Climate and Sustainability SR: p.8 Sustainability focus areas, risks and governance

Indicator	Description	Value	Reference
102-41	Collective bargaining agreements		ROCKWOOL Code of Conduct Our Human Rights Commitment
102-42	Identifying and selecting stakeholders		AR: p.40 Community engagement SR: p.8 Sustainability focus areas, risks and governance
102-43	Approach to stakeholder engagement		AR: p.40 Community engagement SR: p.30 Operational performance: Environmental management SR: p.8 Sustainability focus areas, risks and governance
102-44	Key topics and concerns raised		SR: p.30 Operational performance: Environmental management SR: p.22 Health and fire safety urban environments SR: p.8 Sustainability focus areas, risks and governance SR: p.12 Resilient and sustainable recovery
102-45	Entities included in consolidated financial statements		AR: p.105-106 Group companies
102-46	Defining report content and topic Boundaries		SR: p.8 Sustainability focus areas, risks and governance
102-47	List of material topics		SR: p.8 Sustainability focus areas, risks and governance
102-48	Restatements of information	No	
102-49	Changes in reporting	No	
102-50	Reporting period	1 January 2020 – 31 December 2020	
102-51	Date of most recent previous report	The previous report covered financial year 2019 and was published in 19 March, 2020	
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. The six sustainability goals, included in the SR are externally verified.	

Management Approach

103-1	Explanation of the material topic and its Boundary		AR: p.48-49 Risk management SR: p.7 Progress and achievements 2020 SR: p.8 Sustainability focus areas, risks and governance SR: p.9 Our value chain impact
103-2	The management approach and its components		AR: p.45-46 Whistle-blower system SR: p.29-33 Progress against our sustainability goals SR: p.8 Sustainability focus areas, risks and governance SR: p.34 Operational performance: Corporate Governance

Economic Performance

201-1	Direct economic value generated and distributed		AR: p.59-66 Financial performance
201-2	Financial implications and other risks and opportunities due to climate change		SR: p.8 Sustainability focus areas, risks and governance SR: p.15-17 Decarbonising our business and value chain

Indirect Economic Impacts

203-2	Significant indirect economic impacts		AR: p.13 Our impact on society AR: p.30-46 ESG performance SR: p.13-25 Creating impact SR: p.13-14 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.45-46 Business integrity SR: p.34 Operational performance: Business ethics
205-2	Communication and training about anti-corruption		AR: p.45-46 Business integrity SR: p.34 Operational performance: Business ethics
205-3	Confirmed incidents of corruption and actions taken		AR: p.45-46 Business integrity SR: p.34 Operational performance: Business ethics

Indicator	Description	Value	Reference
Anti-competitive Behaviour			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		SR: p.34 Operational performance: Business ethics
Tax			
207-1	Approach to tax		AR: p.44-45 Responsible tax AR: p.100 Tax on profit for the year AR: p.100 Income tax receivable and payable AR: p.101 Deferred taxes SR: p.34 Responsible tax
Materials			
301-2	Recycled input materials used		SR: p.18-21 Circularity in built environments SR: p.31 Operational performance: Waste and recycling
301-3	Reclaimed products and their packaging materials		SR: p.18-20 Circularity in built environments SR: p.31 Operational performance: Waste and recycling
Energy			
302-1	Energy consumption within the organisation		SR: p.29 Operational performance: Climate and energy
302-2	Energy consumption outside of the organisation		SR: p.29 Operational performance: Climate and energy
302-3	Energy intensity		SR: p.29 Operational performance: Climate and energy
302-4	Reduction of energy consumption		SR: p.29 Operational performance: Climate and energy
302-5	Reductions in energy requirements of products and services		SR: p.15,17 Decarbonising our business and value chain
Water and Effluents			
303-1	Interactions with water as a shared resource		SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management
303-3	Water withdrawal		SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management
303-5	Water consumption		SR: p.21 Rethinking urban food supply chains SR: p.33-34 Water management
Emissions			
305-1, 305-2	Total direct and indirect greenhouse gas emissions		SR: p.15,17 Decarbonising our business and value chain SR: p.29 Operational performance: Climate and energy SR: p.28 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP)
305-2	Energy indirect (Scope 2) GHG emissions		SR: p.15,17 Decarbonising our business and value chain SR: p.32-33 Operational performance: Climate and energy SR: p.28 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP)
305-3	Other indirect (Scope 3) GHG emissions		SR: p.15,17 Decarbonising our business and value chain SR: p.29 Operational performance: Climate and energy SR: p.35 Environmental data scope and boundary SR: p.36 Environmental data indicators
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		SR: p.29 Operational performance: Climate and energy SR: p.28 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP)
Effluents and Waste			
306-2	Waste by type and disposal method		SR: p.18-20 Circularity in build environments SR: p.31 Operational performance: Waste and recycling
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations		SR: p.30 Operational performance: Environmental management SR: p.14,20 Creating local jobs and growth SR: p.33 Community engagement
Supplier Environmental Assessment			
308-1	Percentage of new suppliers that were screened using environmental criteria		AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Business ethics

Indicator	Description	Value	Reference
Occupational Health and Safety			
403-1	Occupational health and safety management system		SR: p.32-33 Operational performance: Safety and social issues
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.	AR: p.48-49 Risk management
403-5	Worker training on occupational health and safety		AR: p.40 Health and Safety SR: p.32-33 Operational performance: Safety and social issues
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Corporate Governance
403-9	Work-related injuries		AR: p.40 Health and Safety SR: p.32-33 Operational performance: Safety and social issues
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs		AR: p.39-40+A111 Our people SR: p.18-19 Creating local jobs and growth SR: p.32-33 Operational performance: Safety and social issues
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees		AR: p.39-40 Our people SR: p.14,20 Creating local jobs and growth SR: p.32-33 Operational performance: Safety and social issues
Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		ROCKWOOL UK Modern Slavery Act Statement
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs		SR: p.30 Operational performance: Environmental management SR: p.14,20 Creating local jobs and growth SR: p.33 Community engagement
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria		AR: p.46 Supply chain due diligence SR: p.34 Operational performance: Business ethics
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories		SR: p.18-20 Circular urban regeneration SR: p.22-25 Healthy and fire safe neighbourhoods
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		SR: p.34 Operational performance: Business ethics SR: p.30 Operational performance: Environmental management

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