

# Human Rights Policy

---

## What human rights means to ROCKWOOL Group

Our purpose “to release the natural power of stone to enrich modern living” motivates our daily work. At ROCKWOOL Group, we transform volcanic rock into stone wool to make products that contribute to addressing many of society’s biggest climate change challenges, creating new opportunities to enrich modern living and build safer, healthier, and more climate resilient communities.

Respect for human rights is a fundamental value at ROCKWOOL Group, one that is reflected in both the materials we produce and the manner in which we operate. We respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights in our activities and relationships with our employees, suppliers and partners. Our aim is to help ensure the respect of human rights within the communities in which we operate. In short, what we do and how we do it mutually reinforce our fundamental commitment to respecting human rights and enriching modern living.

ROCKWOOL Group believes in treating all people equally, and with respect and dignity. We support the United Nations Universal Declaration of Human Rights and the 10 principles defined in the UN Global Compact relating to human rights, labour, environment and anti-corruption. We commit to respect all internationally recognised human rights as proclaimed in the International Bill of Human Rights, including the United Nations’ Universal Declaration of Human Rights (UDHR), as well as the 11 fundamental Conventions of the International Labour Organisation (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work.

We endorse and we are committed to embed the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises throughout our business and expect our partners and suppliers to do the same when working with ROCKWOOL Group. Our approach to human rights is an integrated part of the Group [Code of Conduct](#).

## Our commitment to addressing impacts

We are committed to avoid causing or contributing to adverse impacts on people in our operations, supply chain, business relationships, and in the communities where we operate. We have a heightened focus on our salient risks, which include discrimination, child and forced labour, safety and health together with employment and working conditions.

### *Non-discrimination*

We are committed to preventing any kind of discrimination due to age, gender, race, colour, disability, religion, sexual orientation, political opinion, social origin, or any other grounds. We do not tolerate harassment, violence, disrespectful or inappropriate behaviour or retaliation of any kind.

### *Prevention of child and forced labour*

We are committed to preventing the use of child and forced labour, and exploitation of children in any of our global operations together with our supply chain. No children below the age of 15 can be employed in our operations. If the law states a higher minimum age, the law must be followed. Young workers below the age of 18 can only undertake restricted work, and all laws concerning the treatment of young workers must be followed.

### *Safe and healthy workplace*

The safety and health of our employees, contractors, visitors, and others at our sites is of paramount importance. We have strict standards when it comes to anything that could potentially jeopardise the health and safety of those at our sites. See our policy for [Safety, Health and Environment](#).

### **Employment and working conditions**

With our commitments we want to ensure fair and decent workplace standards on working hours as well as fair compensation and commit to respect freedom of association and the right to collective bargaining. We document and communicate to our employees and workers (including contract workers) their working conditions and terms of employment and respect collective bargaining agreements with a workers' organisation if there is such an agreement.

### **What this commitment means in practice**

When working in accordance with the UN Guiding Principles, we conduct human rights due diligence through a dedicated due diligence process. We are committed to identify and prevent or mitigate impacts in our operations and supply chain and to continuously improve our human rights approach. Alongside this year-round due diligence process, our Group Human Rights Committee conducts a human rights risk assessment process at least every three years. We disclose our approach to due diligence and our efforts to mitigate salient impacts in our annual Group Sustainability Report.

We expect our suppliers to respect all universally recognised human rights including labour rights and expect that they also do their utmost to enforce this commitment in their own supply chains, i.e. with their suppliers and beyond. Our expectations of suppliers are outlined in our [Supplier Code of Conduct](#).

We are committed to having a meaningful dialogue with potentially affected groups and other relevant stakeholders to prevent or mitigate impacts as well as to provide remedy for any direct impacts we cause or contribute to. In keeping with the UN Guiding Principles, where national law and international human rights standards differ or they are in conflict, we will adhere to national law while seeking to comply with the principles of internationally recognised human rights to the greatest extent possible.

Our grievance mechanisms are available for anyone to report possible human rights issues related to ROCKWOOL Group. Our [Whistle-blower system](#) can be used for that purpose and is available in the respective local languages.

### **ROCKWOOL Group CEO**

**Jes Munk Hansen**