



Resilient by nature

GRI Standard Reference
Index 2021



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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) 2021, please visit <https://www.rockwool.com/group/about-us/sustainability/>

Our Annual Report (AR) 2021 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 2021 was published on 18th March 2021, 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://p-cdn.rockwool.com/siteassets/investors/financial-reports/2021/rockwool-remuneration-report-2021-final.pdf>

Indicator	Description	Value	Reference
General Disclosures			
102-1	Name of the organisation		AR: p.96 Group companies
102-2	Activities, brands, products, and services		AR: p.18-29 Business updates SR: p.43
102-3	Location of headquarters	Hedehusene, Denmark	
102-4	Location of operations		AR: p.7 World leader with local presence AR: p.96 Group companies
102-5	Ownership and legal form		AR: p.96 Group companies
102-6	Markets served		AR: p.18-29 Business updates AR: p.96 Group companies
102-7	Scale of the organisation		AR: p.7 World leader with local presence AR: p.8 Five-year overview AR: p.96 Group companies
102-8	Information on employees and other workers		AR: p.7 World leader with local presence
102-9	Supply chain		AR: p.41 Risk management SR: p.33 Operational performance: Corporate Governance
102-10	Significant changes to the organisation and its supply chain	None	
102-11	Precautionary Principle or approach		AR: p.32-34 Sustainability SR: p.30 Operational performance: Environmental management
102-12	External initiatives		SR: p.39 GRI statement SR: p.41 COP Statement to UNGC SR: p.41 ESG performance
102-13	Memberships of associations		SR: p.41: Selected partnerships within Climate and Sustainability
102-14	Statement from senior decision-maker		AR: p.4-5 Strong results in a challenging environment SR: p.4 ... renovating existing buildings is not rocket science.

Indicator	Description	Value	Reference
102-15	Key impacts, risks, and opportunities		AR: p.10 The ROCKWOOL purpose and strategy AR: p.14-17 Outlook 2022 and trends over the business cycle AR: p.38-41 Risk management SR: p.8 Progress and achievements SR: p.9 Sustainability goal progress and achievements
102-16	Values, principles, standards and norms of behaviour		AR: p.10 The ROCKWOOL purpose and strategy AR: p.32 Sustainability AR: p.44-47 Corporate governance SR: p.3 Building a climate resilient future SR: p.7 Our value chain impact SR: p.9 Sustainability goal progress and achievements SR: p.33 Operational performance: Corporate Governance
102-17	Mechanisms for advice and concerns about ethics		AR: p.44-47 Corporate governance SR: p.33 Operational performance: Business ethics
102-18	Governance structure		AR: p.38-41 Risk management AR: p.44-47 Corporate Governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-19	Delegating authority		AR: p.44-47 Corporate Governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-20	Executive-level responsibility for economic, environmental, and social topics		AR: p.44-47 Corporate Governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-21	Consulting stakeholders on economic, environmental, and social topics		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-22	Composition of the highest governance body and its committees		AR: p.44-47 Corporate Governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-23	Chair of the highest governance body		AR: p.44-47 Corporate Governance

Indicator	Description	Value	Reference
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 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.6 ROCKWOOL's sustainability approach, focus areas and governance
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.38-41 Risk management AR: p.44-47 Corporate Governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.29-34 Factbook and data
102-30	Effectiveness of risk management processes		AR: p.38-41 Risk management AR: p.44-47 Corporate governance SR: p.30 Operational performance: Environmental management
102-31	Review of economic, environmental, and social topics		AR: p.38-41 Risk management AR: p.44-47 Corporate governance SR: p.9 Sustainability goal progress and achievements
102-32	Highest governance body's role in sustainability reporting		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-33	Communicating critical concerns		AR: p.38-41 Risk management AR: p.44-47 Corporate governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-34	Nature and total number of critical concerns		AR: p.44-47 Corporate governance SR: p.33 Operational performance: Business ethics
102-35	Remuneration policies		Remuneration report: p. 1-12

Indicator	Description	Value	Reference
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		SR: p.41 Selected partnerships within Climate and Sustainability
102-41	Collective bargaining agreements		ROCKWOOL Code of Conduct Our Human Rights Commitment
102-42	Identifying and selecting stakeholders		SR: p. 15 Engaging local communities
102-43	Approach to stakeholder engagement		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.30 Operational performance: Environmental management
102-44	Key topics and concerns raised		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.11 Renovating for energy efficiency SR: p.24-26 Creating fire resilient ... and healthy homes SR: p.30 Operational performance: Environmental management
102-45	Entities included in consolidated financial statements		SR: p.8 Sustainability focus areas, risks Restatements governance SR: p.12 Resilient Restatements sustainable recovery SR: p.24 Creating fire resilient ... SR: p.30 Operational performance: Environmental management
102-46	Defining report content and topic Boundaries		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance
102-47	List of material topics		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance

Indicator	Description	Value	Reference
102-48	Restatements of information	No	
102-49	Changes in reporting	No	
102-50	Reporting period	1 January 2021 – 31 December 2021	
102-51	Date of most recent previous report	The previous report covered financial year 2020 and was published on 18 March, 2021	
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.	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.38-41 Risk management SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.7 Our value chain impact SR: p.8 Progress and achievements
103-2	The management approach and its components		AR: p.44-47 Corporate governance SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.29-34 Progress against our sustainability goals SR: p.33 Operational performance: Corporate Governance

Economic Performance

201-1	Direct economic value generated and distributed		AR: p.59-66 Financial performance
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Indicator	Description	Value	Reference
201-2	Financial implications and other risks and opportunities due to climate change		SR: p.6 ROCKWOOL's sustainability approach, focus areas and governance SR: p.16 Advancing our decarbonisation commitment

Indirect Economic Impacts

203-2	Significant indirect economic impacts		AR: p.13 Our business model AR: p.32-34 Sustainability SR: p.11-24 Creating impact SR: p.34 Product impacts and other indirect impacts
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Anti-corruption

205-1	Operations assessed for risks related to corruption		AR: p.44-47 Corporate governance SR: p.33 Operational performance: Business ethics
205-2	Communication and training about anti-corruption		AR: p.44-47 Corporate governance SR: p.33 Operational performance: Business ethics
205-3	Confirmed incidents of corruption and actions taken		AR: p.44-47 Corporate governance SR: p.33 Operational performance: Business ethics

Anti-competitive Behaviour

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		SR: p.33 Operational performance: Business ethics
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Tax

207-1	Approach to tax		AR: p.93-94 Tax SR: p.33 Responsible tax
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Materials

301-2	Recycled input materials used		SR: p.20-22 Pioneering circularity in the built environment SR: p.31 Operational performance: Waste and recycling
301-3	Reclaimed products and their packaging materials		SR: p.20-22 Pioneering circularity in the built environment SR: p.31 Operational performance: Waste and recycling

Indicator	Description	Value	Reference
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.16-19 Advancing our decarbonisation commitment globally, Walking the Talk, Reducing Scope 3 emissions
Water and Effluents			
303-1	Interactions with water as a shared resource		SR: p.23 Sustainable food production SR: p.30 Water management
303-3	Water withdrawal		SR: p.23 Sustainable food production SR: p.30 Water management
303-5	Water consumption		SR: p.23 Sustainable food production SR: p.30 Water management
Emissions			
305-1, 305-2	Total direct and indirect greenhouse gas emissions		SR: p.16-19 Advancing our decarbonisation commitment globally, Walking the Talk, Reducing Scope 3 emissions SR: p.29 Operational performance: Climate and energy SR: p.34 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP)
305-2	Energy indirect (Scope 2) GHG emissions		SR: p.18 Walking the talk SR: p.29 Operational performance: Climate and energy SR: p.34 Product impacts and other indirect impacts Disclosure to Carbon Disclosure Project (CDP)

Indicator	Description	Value	Reference
305-3	Other indirect (Scope 3) GHG emissions		SR: p.19 Reducing Scope 3 emissions SR: p.29 Operational performance: Climate and energy SR: p.37 Sustainability data collection, calculations and consolidations SR: p.37-39 Environmental, safety and compliance indicator definitions
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions		SR: p.29 Operational performance: Climate and energy SR: p.34 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.20-22 Pioneering circularity in the built environment SR: p.31 Operational performance: Waste and recycling
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations		
Supplier Environmental Assessment			
308-1	Percentage of new suppliers that were screened using environmental criteria		SR: p.33 Operational performance: Business ethics
Occupational Health and Safety			
403-1	Occupational health and safety management system		SR: p.32 Operational performance: Safety and social issues

Indicator	Description	Value	Reference
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.38-41 Risk management
403-5	Worker training on occupational health and safety		AR: p.5 Strong results in a challenging environment AR: p.32-34 Sustainability SR: p.32 Operational performance: Safety and social issues
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		SR: p.33 Operational performance: Corporate Governance
403-9	Work-related injuries		AR: p.5 Strong results in a challenging environment AR: p.32-34 Sustainability SR: p.32 Operational performance: Safety and social issues

Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs		AR: p.32-34 Sustainability SR: p.32 Operational performance: Safety and social issues
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Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees		AR: p.32-34 Sustainability SR: p.32 Operational performance: Safety and social issues SR: p.37 Accounting policies
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Indicator	Description	Value	Reference
Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		SR: p.33 ROCKWOOL UK Modern Slavery Act Statement ROCKWOOL Human Rights Commitments ROCKWOOL Supplier Code of Conduct
Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs		SR: p.30 Operational performance: Environmental management SR: p.33 Operational performance: Business ethics ROCKWOOL Supplier Code of Conduct
Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria		SR: p.33 Operational performance: Business ethics
Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories		SR: p.23 Sustainable food production SR: p.24-26 Creating fire resilient and healthy homes SR: p.34 Product Impact metrics
Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area		SR: p.33 Operational performance: Business ethics SR: p.30 Operational performance: Environmental management
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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