

Code of Conduct for Suppliers to the ROCKWOOL Group

Integrity is embedded in ROCKWOOL Group's history and forms a cornerstone of the ROCKWOOL way of doing business. We have the same expectations to our suppliers and business partners.

This Supplier Code of Conduct applies to suppliers that provide products or services to ROCKWOOL Group including those acting on behalf of ROCKWOOL Group, such as suppliers and their subcontractors if used while working on projects for ROCKWOOL Group, consultants, agents and other representatives.

1. Compliance/conformance

- Suppliers **shall** comply with all international, national and local laws and conform to this Supplier Code of Conduct relating to employment, environment, health and safety, human rights and labour rights, anti-corruption, purchasing and manufacturing practises.
- ROCKWOOL Group is a signatory to the United National Global Compact within four focus areas of Human Rights, Labour, Anti-corruption and Environment and we **encourage** our suppliers to become signatory to such or as a minimum conform to these.
- We **reserve the right** to investigate suppliers. This may include but is not limited to, for example, a supplier questionnaire. In some circumstances we may ask to perform an on-site pre-agreed sustainability audit which, on the supplier's request, can be performed by an independent third-party accredited auditor.
- If any discrepancies are detected between the supplier's performance and ROCKWOOL Group's expectations, we always seek to raise awareness and solve the issue via dialogue with the supplier in question. However, continued non-compliance to legal requirements and/or non-conformance to this Supplier Code of Conduct can lead to termination of the relationship with the supplier.

2. Child labour

- Suppliers **shall** ensure that no child and forced labour is used within their own and their sub-suppliers' operations.

3. Human rights

- Suppliers **shall** comply with current laws regarding living wages and acknowledge the employees' right to join associations and unionisation as well as their right to collective bargaining.
- We endorse and strive to embed the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises throughout our business, and we **expect** our suppliers and partners to act according to the UNGC, UNGP and the OECD. Our aim is to help ensure the respect of human rights within the communities in which we operate.
- We **expect** that all suppliers and partners respect all universally recognised human rights proclaimed in the International Bill of Human Rights, including the United Nations Universal Declaration of Human Rights (UDHR) as well as the eight fundamental Conventions of the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work and **expect** that they also do their utmost to enforce this commitment in their own supply chains.

- We **expect** that suppliers treat their employees with respect and dignity and that any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation is prohibited.
- We **expect** that suppliers have a system in place to identify, assess, prevent or remediate the salient human rights impacts they directly cause or contribute to. As far as linked to our operations, products or services, we are committed to collaborate with our suppliers to remedy such impacts.
- We **expect** that all suppliers respect the rights of local communities and poorly protected groups.
- We **expect** our suppliers to comply with existing legislation in relation to sourcing of conflict minerals and other commodities.
- We **expect** suppliers to have a publicly available whistle-blower system in place and to require the same expectation of their own suppliers.

4. Health and safety

- Suppliers **shall** ensure proactive and safe behaviour from every manager and employee.
- We **expect** suppliers to have a Health and Safety policy in place and to drive continuous improvements and promote preventive actions to eliminate risks.

5. Climate and environment

- Suppliers **should** choose environmentally responsible products, materials, services and technologies and prefer recycled and recyclable materials for more effective end of life resource management.
- We **expect** our suppliers and business partners to support our ambition and urge all suppliers to set ambitious decarbonisation targets necessary to meet the Paris Agreement goals.
- We **expect** suppliers to have an environmental policy, drive continuous improvements and promote preventive actions to eliminate risks.
- We **expect** suppliers to minimise their operational footprint and set targets to achieve that.
- We **expect** suppliers to have a responsible approach to natural resources and promote circularity.

6. Financial integrity

- Suppliers **shall** prepare financial statements in accordance with generally accepted accounting principles and keep proper and accurate records of all business operations and transactions.

7. Data privacy

- ROCKWOOL's Suppliers **shall** follow applicable data protection laws and regulations. Shall ROCKWOOL's standard exceeds the local requirements, our standards shall prevail.

8. Purchasing ethics

- ROCKWOOL Group employees, irrespective of their position in the organisation, will not accept any gift from any supplier (either directly or indirectly) that could appear to influence their decisions on sourcing and contracting issues.

9. Whistle-blower system

- Suppliers **shall** ensure that their whistle-blower channel is communicated and available for all their internal and external stakeholders that can be used for human rights concerns in the respective local language. ROCKWOOL **expects** that suppliers will do their utmost to enforce this commitment in their own supply chains.

10. Bribery

- ROCKWOOL Group **expects** suppliers to take a stand officially and explicitly against bribery and that they will not be involved in corruption, extortion or bribery in any forms including facilitation payments.

By ticking off the acceptance box when registering as a supplier to ROCKWOOL Group, you agree to abide by this Code of Conduct.