

Diversity, Equity and Inclusion Policy

What diversity, equity and inclusion (DEI) means to ROCKWOOL Group

At ROCKWOOL we recognise that each one of us brings to work our own unique capabilities, experiences, competences, and perspectives, regardless of our differences. These differences can be based on visible and invisible, innate and acquired characteristics, such as age, gender, race, colour, disability, religion, sexual orientation, political opinion, social origin, or other grounds.

We are committed to creating a workplace where all employees have equal access to resources and opportunities, including but not limited to recruitment, training, remuneration, and career development. For ROCKWOOL, inclusion also means considering the preferences and needs of employees with different perspectives, including from among vulnerable groups, ensuring that everyone feels valued and supported.

We track our commitments by regular employee surveys, diversity metrics, and DEI performance evaluations. We have set voluntary targets to ensure diversity within our Senior Management and Board of Directors.

Why is DEI important at ROCKWOOL?

We aim to treat all people equally with respect and dignity. At ROCKWOOL, we are committed to creating a diverse workplace and an inclusive culture where everyone can fully develop their potential as part of ROCKWOOL Group. To achieve this, we provide equal opportunities to all employees and embrace diversity. We are dedicated to combating and preventing any kind of discrimination due to age, gender, race, colour, disability, religion, sexual orientation, political opinion, social origin, or other grounds. We do not tolerate harassment, violence, sexism, disrespectful or inappropriate behaviour or retaliation of any kind and any infringement relating to people's physical and psychological integrity. Any violation or inappropriate behaviour that meets the criteria of indirect or direct discrimination must be reported to management or via the publicly available whistle-blower reporting tool.

We truly believe diverse, well-coordinated teams working together create opportunities for greater efficiency, productivity, and creativity among employees and that respecting individual uniqueness increases work satisfaction.

Among our goals is to ensure a safe space for open dialogue and diverse viewpoints within the boundaries of a professional environment. We believe that actions in line with the DEI policy contribute to building the sustainable value of our company.

A diverse team also ensures a better understanding of the needs and expectations of business partners and customers that represent the global communities we serve. It is important for ROCKWOOL to ensure that we do this in ways that are genuinely inclusive and universally applicable across the Group, regardless of location. At ROCKWOOL, we don't geo-target our principles.

In short, we believe that respect for diversity, equity, and inclusion is a fundamental human right.