

# Community Engagement Policy

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## Purpose

This policy obliges our local entities to follow the Community Engagement Manual, which is based on guidelines of the Organisation for Economic Co-operation and Development, OECD Due Diligence Guidance for Responsible Business Conduct & Guidelines for Multinational Enterprises, and International Finance Corporation “Stakeholder Engagement - a good practice handbook”. The policy should also be read in conjunction with ROCKWOOLs Human Rights policy which commits to respect rights in UN Guiding Principles on Business and Human Rights (UNGPs).

## Our commitment

ROCKWOOL’s factories are essential to the Group’s success, as is maintaining constructive, positive relations in the communities around our facilities. This applies universally for greenfield as well as existing facilities. Our factories create local employment and investment in the host communities, and it is essential that we create and maintain positive relations with community members, their representatives, and other stakeholders. Our responsibility is to communicate effectively regarding the benefits we bring and to involve stakeholders in a two-way dialogue, to address any concerns about the adverse impacts our activities might directly cause or contribute to.

## Scope of policy

This policy applies to all ROCKWOOL factories and aims to support our engagement with the community’s peripheral to our facilities.

## How we work

- **Respect for Human Rights:** Respect for human rights is a fundamental value at ROCKWOOL Group, and we commit to respect all internationally recognised human rights as proclaimed in the International Bill of Human Rights. For further information, see our Human Rights Policy.
- **Engagement and consultation:** We ensure an open and transparent dialogue with all people working with us as well as neighbours, authorities and other stakeholders
- **Governance and due diligence:** All our local entities are obliged to conduct community and social due diligence in relation to both existing factories as well as building new factories or undertaking large retrofits. In doing so, OPCOs are obliged follow the Community Engagement Manual.
- **Access to remedy:** We provide mechanisms for affected communities to voice grievance. Our whistle-blower system is transparent, accessible and available on all corporate web pages. It offers the possibility to remain anonymous.

This policy is supported by the Community Engagement Manual, version 2.0, and should be read in conjunction with ROCKWOOL Policy for Safety, Health & Environment, ROCKWOOL Human Rights Policy and any other relevant policy documents.

## Policy ownership

Group Management owns the Policy. Regional Managing Directors and Technical Directors are responsible for implementation of the policy.