

DECLARATION

Code of Conduct for Suppliers to the ROCKWOOL Group

The ROCKWOOL Group is committed to running its business on ethically and environmentally-sound principles. The ROCKWOOL Group wishes to ensure that we act responsibly in accordance with ethical, legal and international standards of behaviour and we endeavour to continuously improve our social performance.

The ROCKWOOL Group supports the United Nations Universal Declaration of Human Rights and the ten universal principles defined in the UN Global Compact relating to human rights, labour environment and anti-corruption.

The ROCKWOOL Group expects suppliers to uphold similar standards, ideally described in a CSR policy. This Code is designed to explain our expectations to our suppliers in more detail.

Compliance with Applicable Laws and Standards

The ROCKWOOL Group expects suppliers to comply with all international, national and local laws and standards relating to employment, environmental, purchasing and manufacturing practises.

Employment Practices

The ROCKWOOL Group wishes to ensure that the working practices of our suppliers towards their employees regarding such issues as equal opportunities, Trade Union recognition and fair employment terms comply with or exceed national and internationally accepted standards. The ROCKWOOL Group expects all suppliers to strive towards reducing any potential risk to their employees and to provide them with safe and healthy working conditions.

No supplier must, under any circumstances, be involved in the use of child labour.

Environmental Practices

The ROCKWOOL Group expects suppliers to comply with the environmental standards and regulations relevant to their business and to practice sound environmental principles in their operations.

The ROCKWOOL Group has adopted the ICC “Business Charter for Sustainable Development – Principles for Environmental Management”, which identifies responsibilities, requires an Environmental Officer to be appointed, expects companies to have an Environmental Management System with specific 3 year plans and expects all new machinery to be environmentally risk assessed before coming into operation. The ROCKWOOL Group encourages suppliers to follow these principles.

Supply Chain Practices

The ROCKWOOL Group expects suppliers to enforce these guidelines towards their suppliers. ROCKWOOL also reserves the right to audit any sub-supplier.

Purchasing Ethics

Employees of the ROCKWOOL Group, 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.

The ROCKWOOL Group expects suppliers to ensure that employees, sub-suppliers and sub-contractors are not only aware of these guidelines, but are also committed to uphold the principles set out above.

Bribery

Bribery is defined as occurring when a person offers, gives or promises, directly or indirectly, any financial or other advantage to a private (e.g. business partner) or public industry (e.g. Public Official) in exchange for improperly performing a relevant function or activity. In addition, not only the act of bribing but also the act of being bribed is unacceptable defined as a person requesting, accepting or agreeing to accept a financial or other advantage, in exchange for improperly performing such a function or activity. The ROCKWOOL Group finds bribery unacceptable and expects suppliers to officially and explicitly take a stand against bribery.

Compliance

Compliance with these guidelines is seen as the basis of a good, constructive and professional working relationship between companies. Any deviation from these guidelines could detrimentally affect this relationship and the ROCKWOOL Group reserves the right to cancel the contract in case of any violation of this Code of Conduct.

Signature

By signing this Code of Conduct, we agree to abide by this Code of Conduct. We further agree that the ROCKWOOL Group is entitled to carry out audits with access to relevant information e.g. collective agreements, minutes of meetings with workforce representatives, supplier information etc. for the business conducted.

Company Name

Signature

Name

Date