

## Kingspan's Mission

To accelerate a net zero emissions built environment with people and planet at its heart. We do this through enabling high-performance buildings via our systems and solutions that help to save more energy, carbon and water.



UC Medical Centre  
Ohio, USA

Insulated Panels  
QuadCore® Optimo®  
wall panel system

→ See page 68 for the PLANET PASSIONATE

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→ See page 76 for the PEOPLE PASSIONATE

We recognise the vital importance of achieving this while:

- » **enhancing the safety and wellbeing of people in buildings;**
- » **supporting the transition to a circular economy; and**
- » **always delivering more performance and value.**

We believe the answers lie in challenging building industry traditions with innovation in advanced materials and digital technologies. What defines us is our relentless pursuit for better building performance whilst incorporating our Planet Passionate programme into everything we do. Our commitment to sustainability is instilled throughout our business.

In line with the EU's Corporate Sustainability Reporting Directive (CSRD), which informs the structure and content of our 2024 CSRD Sustainability Statement, we have built upon the comprehensive double materiality assessment conducted throughout 2023 and 2024 in collaboration with multiple external consultants. This ongoing process is being further refined, with its findings actively integrated into our sustainability strategy to meet CSRD requirements and drive continuous improvement in our sustainability practices.

Kingspan recognises that it has a responsibility as a business leader to contribute towards the achievement of the United Nation's Sustainable Development Goals (SDGs). Our fourth Planet Passionate Report provides more detail on how we contribute to the SDGs.

Scope 1+2  
GHG Emissions<sup>1</sup>

↓  
**61%**  
SINCE 2020

<sup>1</sup> Excluding biogenic emissions. Scope 2 GHG emissions calculated using market-based methodology.



# Planet Passionate





Our Planet Passionate environmental sustainability programme aims to help tackle three big global challenges - climate change, circularity and protection of the natural world. In 2024, we continued to make impactful progress through more than 150 projects, achieving three of our 11 targets - 20% on-site renewable generation, to recycle 1 billion PET bottles into our manufacturing processes annually and to support 5 ocean clean-up projects.



**Isoeste Residential Project**  
Minas Gerais, Brazil

**Insulated Panels**  
Isotelha RAL 7024  
Insulated Roof; Infinity Wall Ribbon



Planet Passionate Targets	Target Year	Underlying Business <sup>1</sup>		Whole Business <sup>2</sup>	
		2020	2024	2020	2024
	<b>Carbon</b>				
» Net Zero Carbon Manufacturing - scope 1 & 2 GHG emissions <sup>3</sup> (tCO <sub>2</sub> e)	2030	409,746 <sup>4</sup>	<b>82,865</b>	870,482 <sup>4,5</sup>	<b>337,837<sup>5</sup></b>
» 50% reduction in product CO <sub>2</sub> e intensity from primary supply partners (% reduction)	2030	-	<b>3.9</b>	-	<b>3.9</b>
» Zero emission company funded cars <sup>6</sup> (annual replacement %)	2025	11	<b>89</b>	11	<b>86<sup>7</sup></b>
	<b>Energy</b>				
» 60% direct renewable energy (%)	2030	19.9 <sup>4</sup>	<b>43.3</b>	19.9 <sup>4</sup>	<b>59.4</b>
» 20% on-site renewable energy generation (%)	2030	4.9	<b>10.2</b>	4.9	<b>30.3</b>
» Solar PV systems on all wholly owned sites (%)	2030	20.7 <sup>4</sup>	<b>64.0</b>	20.7 <sup>4</sup>	<b>56.8</b>
	<b>Circularity</b>				
» Zero company waste to landfill (tonnes)	2030	18,622 <sup>4</sup>	<b>7,088</b>	18,622 <sup>4</sup>	<b>12,536</b>
» Recycle 1 billion PET bottles into our manufacturing processes annually (million bottles)	2025	573	<b>1,102</b>	573	<b>1,102</b>
» QuadCore <sup>®</sup> products utilising recycled PET (no. of sites)	2025	1	<b>12</b>	1	<b>12</b>
	<b>Water</b>				
» Harvest 100 million litres of rainwater annually (million litres)	2030	20.1	<b>62.1</b>	20.1	<b>63.2</b>
» Support 5 Ocean Clean-Up projects (no. of projects)	2025	1	<b>5</b>	1	<b>5</b>

- Underlying business includes manufacturing, assembly and R&D sites within the Kingspan Group in 2020 and all organic growth to date.
- Whole business includes manufacturing, assembly and R&D sites within the Kingspan Group, excluding acquisitions made after 30 September 2024 and three minor sites acquired in 2023, which have negligible environmental impacts due to data unavailability.
- Excluding biogenic emissions. Scope 2 GHG emissions calculated using market-based methodology.
- Restated figures due to improved data collection, change in calculation methodologies and site disposal.
- GHG emissions were recalculated due to acquisitions that occurred in 2021 through to 30 September 2024.
- Kingspan defines a zero emissions car as a vehicle with zero tailpipe emissions. The boundary does not include the energy used to power the vehicle or the embodied emissions from manufacturing.
- Due to data unavailability, Steico and Mineral Insulation are excluded.

### Sustainable Development Goals that are most closely linked to Kingspan's operations:





## Carbon & Energy



Through our Planet Passionate programme, we aim to help enable lower carbon buildings, not only in the operational phase but also in the upfront and construction phase. 2024 highlights include:

- » **Scope 1 & 2 GHG emissions<sup>1</sup>:** 2024 saw a 61% reduction in Scope 1 & 2 GHG emissions against our 2020 base year. The reduction was achieved via the implementation of new renewable energy contracts, deployment of solar PV systems and reduction in the use of high GWP blowing agents. We made significant progress with our energy suppliers and in 2024 we have 180 sites with renewable electricity contracts.
- » **Scope 3 GHG emissions:** In 2024, we achieved a 14% reduction in Scope 3 GHG emissions against our 2020 base year. A key facet of our carbon ambition is to reduce our upstream Scope 3 carbon emissions, particularly as they relate to our purchased goods and services which in 2024 accounted for over 90% of our total Scope 3 emissions. We have had significant engagement with our key raw material suppliers and tracking of their decarbonisation plans, and in 2024 we had over 100 (internal and external) meetings on supply chain engagement.
- » **20% on-site renewable energy generation target achievement:** During the year the Group achieved 30% on-site renewable energy generation through the continued rollout of solar PV, wind and heat generation systems. The acquisition of a majority stake in Steico, a global leader in wood fibre insulation, also played an important role through their use of biomass heat generation.
- » **Zero emission cars:** To date, we have installed 606 EV charging points across our business. In addition, 86% of our annual replacement cars were zero emissions cars in 2024.
- » **Product:** In 2024 we brought 12 new LEC products to market, including AST LEC insulated panel, Kingframe LEC, Multichannel LEC, Tate Grid+ LEC, Tate Containment LEC and KILON LEC Multiwall. These have reduced embodied carbon<sup>2</sup> across their lifespan when compared to their equivalent standard Kingspan product.

<sup>1</sup> Scope 1 & 2 GHG emissions. Excluding biogenic emissions. Scope 2 GHG emissions calculated using market-based methodology.

<sup>2</sup> Reduction in embodied carbon (modules A-C) when compared to the standard product verified by a third party and to EN15804+ A2:2019.

**Centre de Competence**  
Bettembourg, Luxembourg

**Roofing + Waterproofing**  
EVALASTIC waterproofing membrane; Aluminium profiles

## Circularity



Our vision is to deliver solutions that support the transition to a circular economy within the construction sector.

- » **Waste to Landfill:** In 2024, we completed 24 landfill diversion projects resulting in over 2,140 tonnes of waste being diverted from landfill.
- » **Product:** To achieve zero waste to landfill, our Brazilian business developed a new product called EcoPIR, using remanufactured production waste from scrap PIR insulated panels. In 2024, this equipment has been rolled out in three of our Brazilian sites.
- » **Recycling:** We recycled 69% of our waste in 2024. Recycling trials are ongoing to investigate ways in which Kingspan production waste could be reutilised to add value, while helping us divert waste from landfill. In 2024, our Daylight Centre of Excellence facility in Kingscourt, Co. Cavan installed a compounder recycling facility. The facility has the capacity to recycle up to 2,000 tonnes per year of polycarbonate and will produce key raw materials for our daylighting products.

## Water



As a manufacturer of solutions that harvest and recycle water, we recognise the need for future water security and the protection of our natural water systems.

- » In 2024, we installed nine rainwater harvesting systems across our businesses. These systems have the potential to harvest an additional 2.2 million litres annually. In total, our 58 systems harvested 63.2 million litres of rainwater during the year.
- » We are delighted to announce our fifth and final Ocean Clean Up partnership with rePurpose Global, which will facilitate the recovery of a minimum of 28,000kg of ocean-bound plastic from Colombia's Buenaventura region each year. The partnership consists of a three-pronged approach which will help combat ocean-bound plastic waste in the area. This includes increasing plastic recovery and recycling in Maguipi Island (an area currently not serviced by any waste management services), funding educational activities to train and equip local partners to better manage plastic waste, and facilitating upgrades to local waste management infrastructure. This multifaceted approach will help to remove plastic from the local community and coastlines, increase recycling rates and break the cycle of pollution to reduce the plastic that makes its way into Colombia's oceans.



To replace our achieved targets and reflect the significant increase in scope and scale of our global operations, we have updated our carbon targets and set three new targets for the period 2025 - 2030. Further details on the updates to the programme are outlined in our Planet Passionate report. Scan this QR code.



# Product Passionate



**Tetris House**  
Brno, Czech Republic

**Insulated Panels**  
NF 120 IPN wall panel;  
RW 140 IPN roof panel

## Integrity of Product Information for the Digital Era

Ensuring the safe performance and use of our products is central to our approach to product development, testing, support and marketing. At Kingspan we have implemented global product and marketing compliance programmes that ensures the accuracy of our product information, operating to the ISO 37301 global compliance standard and underpinned by a culture of integrity, honesty and compliance with laws and regulations. Our global Environmental Claims Guide aims to ensure that all marketing claims relating to the sustainability performance of our products are robust and support our Group vision of making a meaningful impact on decarbonisation and circularity in the built environment. In parallel, we are developing and delivering a technology backbone for accurate digital product information that enables project efficiencies and better design decisions.

## Product Compliance

Product compliance operates first and foremost to the high standards set out in our Group Code of Conduct, which has been rolled out to all employees across the Group. The Code of Conduct incorporates a policy for reporting misconduct anonymously and is highly visible in all manufacturing sites across the Group. The group-wide Directors' Duties handbook and associated training supports product compliance at senior management levels. The Group Compliance and Certification function operates to the ISO 37301 compliance standard with internal auditing and Board oversight. ISO 37301 is an internationally recognised Type A management system standard which sets out the requirements and provides guidelines for establishing, developing, implementing, evaluating, maintaining, and continually improving a compliance management system (CMS). At the end of 2024, we had 85 manufacturing sites globally which were accredited to the ISO 37301 standard.

The following structures are in place:

- » Group Head of Internal Audit & Compliance reports directly to the Audit & Compliance Committee;
- » Product Compliance Officers in each business across Kingspan Group provide monthly reports to the Group Product Compliance team together with updates to their divisional boards;
- » Audit & Compliance Committee are responsible for monitoring product testing and marketing compliance; and
- » Internal Audit & Compliance function audit product and marketing compliance.

### Product safety and testing





The safety of those working with our products, and living in buildings that have used our products, is paramount at Kingspan.

The opening of our industry leading Fire Engineering Research Centre (FERC) in Holywell, Wales was a key milestone in our global compliance programme, which has enabled a significant increase in the frequency and scope of fire testing of products. The testing carried out at FERC is also building a bank of knowledge which is helping to ensure that fire safety continues to be central to Kingspan product innovation. The Kingspan FERC has the facilities to conduct small scale testing (such as EN 13501-1 or reaction to fire test) as well as large scale testing, before sending the product to external testing houses. It is also used for prototype testing for R&D purposes.

Fire safety is often reduced to a simplistic 'combustible' versus 'non-combustible' definition, based on a small scale test. Important factors such as building design, installation methodology and the interaction of the different materials in the actual system are not tested in small scale materials classification testing.

Hence, our approach to the safe use of our insulation and insulated panel products in buildings is founded on the principle that system testing is the best way to assess fire performance of any roof or cladding system, regardless of the classification of the insulation materials used.

A wide range of Kingspan insulated panels carry FM Approvals (FM) or Loss Prevention Certification Board (LPCB) approval, both of which are system testing regimes developed by the insurance industry. These approvals provide objective third party testing, which is underpinned by quarterly, bi-annual and annual factory

 <p>ULTRA ENERGY EFFICIENT</p> <p>172m</p>	<p>172 million tonnes of CO<sub>2</sub>e will be saved over the life of our insulation systems sold in 2024</p> <p><b>Enough to power a major airline for over 11 years<sup>1</sup></b></p>
 <p>CONSERVED WATER</p> <p>44.1bn</p>	<p>Over 44.1 billion litres of rainwater will be harvested by our systems produced in 2024<sup>2</sup></p> <p><b>Enough water to fill over 550 million baths</b></p>
 <p>RECYCLED MATERIAL</p> <p>1.1bn</p>	<p>In 2024 alone, we recycled 1.1 billion waste plastic bottles<sup>3</sup></p> <p><b>Enough recycled bottles to circle Earth over five times</b></p>
 <p>NATURAL DAYLIGHT</p> <p>3.8bn</p>	<p>Our daylighting systems sold in 2024 create 3.8 billion lumens of natural light annually</p> <p><b>Enough to light up 470k homes<sup>4</sup></b></p>

1 Assumes 60 year product life; based on an EU airline disclosure of over 15.4m tonnes of CO<sub>2</sub>e emissions for 12 months to March 2024  
 2 Assumes a 20 year product life  
 3 Equivalent number of PET bottles by weight  
 4 Assumes 10 x 60W bulbs per home

“ System testing is one of the founding principles in our approach to the safe use of insulation and panel products.



surveillance audits (depending on the region) to verify compliance. Independent certification bodies take samples of insulated panels from our factories and send them to their own laboratories for fire testing to verify ongoing compliance. These independent audits also include assessments of change control, formulations, processing parameters, labelling and internal testing.

The Kooltherm® range of insulation boards and KoolDuct® pre-insulated ductwork are manufactured with a phenolic insulation core, which has been proven to offer superior fire and smoke performance to other commonly used rigid thermoset insulants.

A comprehensive range of building facade systems incorporating our insulation board and insulated panels products have successfully passed large scale facade tests around the globe including, but not limited to, NFPA 285 (North America), LEPIR II (France), SP 105 (Nordics), AS 5113 (Australia), ISO 13785-2 (Czech Republic) and MSZ 14800-6 (Hungary). As it relates to large scale fire tests, there are a total of 15 systems incorporating Kooltherm® which have met the requirements of BR 135 when tested to BS 8414 (UK) and there are six insulated panel based systems that have met the requirements of BR 135 when tested to BS 8414. During 2024, a total of 490 third party external products and system audits were carried out, providing reassurance on the safety of our products.

#### Integrity of Product Marketing

The Group Compliance Manual covers all aspects of the processes which have been implemented across the Kingspan Group, including the requirement for a Register of External Certificates and Test Reports for each product. We have 28 product lead compliance officers appointed across the business and over 6,000 people trained in product compliance.

The Marketing Integrity Manual (MIM) ensures that the information in the Product Compliance Register is represented truthfully and accurately in product marketing information. An updated version of the MIM was released in November 2024 with 12 clauses.



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Value Centre  
Prahova, Romania

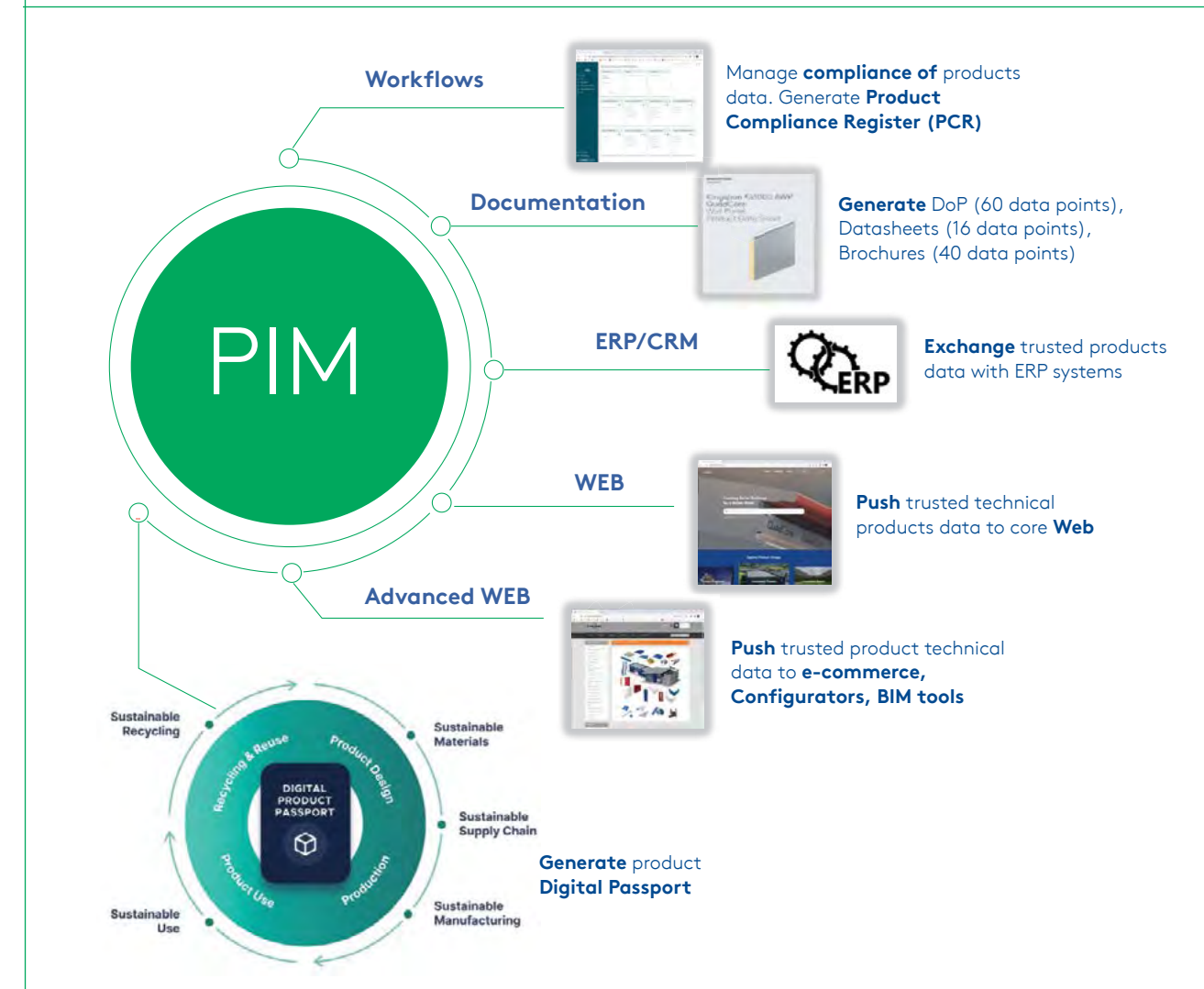
Insulated Panels  
KS AWP 100 wall panel

The overall programme includes:

- » Group MIM e-learning which has been rolled out to all marketing team members;
- » Fire approvals e-learning which has been rolled out to appropriate marketing team members;
- » Environmental claims e-learning has been rolled out to all marketing team members;
- » A Skills, Knowledge, Experience and Behaviour (SKEB) competency assessment model which has been introduced with associated training and strict rules for publishing product information; and
- » A sign-off approvals process which has been implemented for our new global website infrastructure.

#### KINGSPAN PIM MODEL

We have built a Product Information Management (PIM) technology platform and this is currently being deployed across our business:





# People Passionate



We are People Passionate, and during 2024 we continued to invest in our people by actioning three pillars of our programme. We refocused on the approach to performance and development by encouraging effective conversations particularly between our people leaders and team members to cascade strategy and ensure its execution by clarifying roles and goals and providing the training needed to achieve high performance. We also continued to underpin our strong foundations by reviewing a number of fundamental policies and procedures related to our people. These updated

policies and guidelines were published across the Group and were accompanied by staff training and communications. During the year we continued to refine the data collection and reporting approach for CSRD Workforce as well as People Passionate progress reporting across our Group. We continued to make progress on our priority of creating and sustaining an inclusive workplace. A pulse survey was undertaken to gather feedback on the current experiences of our people at work in this regard. The findings will inform the evolution of the priorities and action planning for next phase.



2024 Graduate Programme

## Talent Retention

Utilising the CSRD Workforce data gathering process, we further advanced the quality and completeness of people data. This helped to provide better insights and a deeper understanding of our people and their career choices which helped to focus our actions. We continue to invest in people technology and advertise open opportunities across the Group via our internal career portal.

## Training and Development

In 2024, our core people leader programmes continued across the world. To date over 250 leaders have participated in the programmes. The focus of these programmes is to support people leaders at either front line, middle management or senior management to lead themselves, their team and the business effectively. We have certified Kingspan facilitators to deliver the programmes to the highest levels which contributes to the integration of the programmes into the businesses.

Kingspan's key learning and development programmes:

- » Yours to Shape – Graduate Attraction and Development;
- » Developing Talent Programme;
- » The Ignite, Accelerate and Evolve leader development programmes;
- » Programme for Executive Acceleration in Kingspan (PEAK); and
- » Kingspan Executive Development Programme, in partnership with INSEAD.

## Yours to Shape - Graduate Attraction and Development

Kingspan continues to build leadership pipelines by investing in our global graduate attraction and development programme called Yours to Shape. Over 280 graduates have completed the programme since it was launched. The programme's objective is to support the successful transition of graduates from university to Kingspan, create an international collaborative network within the Group and develop their capabilities to drive their career in Kingspan forward. It is clear from the campaign that graduates are consistently attracted to Kingspan for the Group's active and practical focus on sustainability.

This year we continued to attend university career fairs in-person across all regions.

The Yours to Shape development programme spans 12 months of virtual and in-person workshops and assignments. A key feature of the programme is the opportunity to gain an understanding of the business across different regions and divisions.

In 2024, three modules were delivered virtually and two modules were delivered face-to-face. During the in-person modules graduates had the opportunity to visit sites and meet with our talented colleagues and understand different processes and products.

At Kingspan, we are a global leader in sustainable business and innovation. As such, our leaders are at the forefront of advances in combating climate change, the digitalisation of the construction industry and advanced material research to name but a few. Graduates get the opportunity to hear first-hand from those leaders about the progress that the Group is making in these areas through a masterclass series.

Each year the graduates work in cross functional, regional teams and work on diverse business projects. These projects are identified by the business as real challenges. The projects are innovative, align to Kingspan's strategic priorities, which include sustainability, and have a commercial benefit.

In 2024, five projects were showcased to an internal audience of senior leaders in IKON, our Global Innovation Centre in Ireland, and the presentations were live streamed to our facilities around the world. The level of innovation and the integration of sustainability into the projects was inspiring. The projects will be taken forward for further assessment with an aspiration to integrate the outcomes into the existing processes and product range.

The Yours to Shape programme is a key pillar for Kingspan's leadership development strategy. As talented people continue to join and develop fulfilling careers, the longer-term high performance of the Group is safeguarded.

## Developing Talent Programme

The Developing Talent Programme is an early careers programme aimed at developing participants to realise their full potential, now and into the future, and enabling them to add even more value to the business.

The design of the programme is based on four key principles, ownership of personal and career development, building self-awareness and confidence, developing and embedding good learning habits and enabling practical application.

There are six in-person modules in total, alongside three 1-to-1 coaching sessions. Participants must also identify and present on an improvement project which will deliver tangible results for their own role and their team.

Participants receive exposure to a range of development experiences which will help them clarify their future personal and career direction. The programme allows participants to identify and develop critical skills and capabilities and to maximise their impact and contribution to the business, all while creating a supportive peer network and broadening their exposure to the wider Kingspan business.

**Ignite Programme for front line managers**

The Ignite Programme has been designed to develop leadership and professional skills and is tailored to those who are new to team management and leadership. The core objectives are to foster high performance in teams, develop a shared purpose, developing the abilities to work effectively in a fast-paced business and attracting and retaining high performing talent.

**Accelerate for middle managers and leaders**

The Accelerate programme builds on the skills developed in Ignite and introduces new concepts on strategy execution, coaching and effectively approaching and managing change and transitions.

**Evolve for more strategic focused leaders and managers**

The Evolve programme focuses on those in roles that are a little more forward looking and may be a manager of other leaders and or bigger businesses. Through a blend of in person and virtual modules, the leaders on this programme learn more about enterprise level leadership.

**Programme for Executive Acceleration in Kingspan – PEAK**

The high impact leadership development Programme for Executive Acceleration in Kingspan (PEAK) continued in 2024 with another group of highly motivated and committed leaders completing the programme. This programme focuses on enhancing leadership effectiveness and building a strong network of colleagues across the Group.

The programme is delivered through a blend of online and in-person modules underpinned by individual coaching. Each workshop includes insights and exposure to subject matter experts. Project groups tackle a leadership challenge, the output of which is implemented.

**Kingspan Executive Development Programme, in partnership with INSEAD**

This Programme was launched in partnership with INSEAD’s executive business school in France, one of the world’s leading and largest business schools. This is a specific leadership development programme for senior executive leaders which runs every two years.

The programme supports Kingspan’s senior leaders to engage with enterprise level goals in a collaborative way while transforming their leadership capabilities to drive significant long-term growth. The programme consists of learning events throughout the year as well as a number of 1-to-1 coaching sessions.



**Protect**

Kingspan takes the safety of our employees incredibly seriously. The Group aims to record and review all accidents, as well as near misses. We have made significant progress in reviewing Health and Safety (H&S) at both the facility and divisional levels, with ongoing efforts to enhance our practices. We hosted a H&S Forum at IKON in November 2024, attended by over 21 H&S professionals from across the business. There were several presentations made during the forum, covering topics such as H&S management systems, learnings from serious incidents, best practice commissioning of new machinery, and employee training. Our North America H&S Forum took place in January 2025, with our APAC forum scheduled for February 2025, continuing our commitment to global collaboration and safety improvement.

We are deeply saddened to report that during the year a fatal accident occurred at one of our recently acquired Steico facilities. Training has been undertaken and policies updated to incorporate learnings from this tragic incident and to strengthen our commitment to health and safety. 122 of Kingspan’s manufacturing sites are accredited to ISO 45001, an internationally recognised framework for managing occupational H&S risks.

Hazard Identification Processes include but are not limited to:

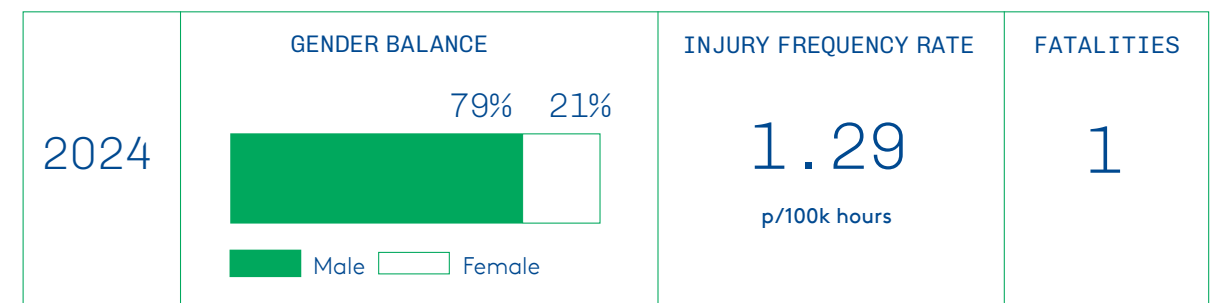
- » all near misses are assessed and processes are updated;
- » employees are encouraged to make suggestions for process improvements;
- » safety walks by responsible persons;
- » periodic workplace inspections; and
- » risk assessment on new machines at installation.

Initiatives implemented throughout 2024:

- » Behavioural Safety Visits (BSV): the Roofing + Waterproofing division partnered with an external provider to train site management in identifying and addressing safety anomalies, improving communication, and reinforcing positive behaviours;
- » Unified Incident Reporting: Developed a standardised platform for incident data collection across all North America Insulated Panels sites, ensuring consistency and improved H&S oversight; and
- » Standardised LOTOTO (Lock-Out Tag-Out Try-Out) Procedures: Implemented written LOTOTO procedures across all Insulation sites, ensuring alignment with divisional standards and clarifying the distinction between functional safety and LOTOTO.

**Equal opportunities, employee rights and diversity**

Kingspan is committed to providing equal opportunities from recruitment and appointment, training and development to appraisal and promotion opportunities for a wide range of people, free from discrimination or harassment and in which all decisions are based on work criteria and individual performance. We see diversity and inclusiveness as an essential part of our productivity, creativity and innovation. Diversity is widely promoted within Kingspan. 36% of our most recent graduates are female and 33% of our senior executive team, reporting to the CEO, are female. Diversity is actively supported at Kingspan through foundational policies, including the Group’s Inclusion and Diversity Policy and our global Code of Conduct, which outline the Company’s dedication to equal opportunities, integrity, honesty, and compliance.





## Initiatives in action



**Our All Weather Insulated Panels (AWIP) business in the US provided labour and materials to the non-profit housing organisation, Habitat for Humanity**



## Our Communities

Planet Passionate Communities is the philanthropic arm of our Planet Passionate programme. At the heart of Planet Passionate Communities is an ambition to create a positive legacy as a business. Locally, our businesses are devoting their time and resources to support community projects.

The idea is to build a world that's powered by renewable energy, is net zero carbon, manages water sustainably, and protects the earth's valuable resources by reducing, re-using and recycling. We take pride in our diverse range of global projects, showcasing our commitment to a sustainable future for our communities.



**Planet Passionate Week brings to life the benefits of our environmental sustainability programme**



# Our Policies and Related Initiatives

These policies and related initiatives assist in ensuring consistency, compliance with laws and regulations, and alignment with the Group's goals and values in the jurisdictions in which we operate.

## Human Rights Policy

In 2023, the Group released its global Human Rights Policy. The policy supports Kingspan's fundamental values and the key objective is to outline our human rights commitments. We have a zero-tolerance approach to slavery, human trafficking and other human rights infringements. The Group is committed to respecting and safeguarding the people who work for our business and those who are affected by our various activities. The Human Rights Charter is issued under the Human Rights Policy and outlines in further detail our commitment to promoting and respecting human rights. The Group is committed to the highest standards of business and ethical behaviour including compliance with applicable laws and regulations as well as company policies, practices, and procedures.

## Human Rights Risk Assessment

As part of the policy development, the Group engaged with an external consultant to develop a human rights risk assessment framework. The assessment involved identifying salient human rights issues across our value chain, groups (employees, customers, and communities) and conducting due diligence pathways. An assessment to evaluate human rights risks within our upstream supply-chain was also conducted throughout the year in a separate piece of analysis.

## Modern Slavery

Slavery and human trafficking are abhorrent crimes and we all have a responsibility to ensure that they do not continue. At Kingspan, we pride ourselves on conducting our business ethically and responsibly. The Modern Slavery Act 2015 requires all large UK companies and businesses who supply goods or services in the UK to publish a slavery and human trafficking statement each financial year on their website.

The Group is fully committed to ensuring that modern slavery is not taking place in our business or any of our supply chains. We adopted and published our policy statement at the end of 2016 and all our businesses are responsible for ensuring supplier compliance with the legislation.

## Inclusion and Diversity Policy

In 2024, The Group released its Inclusion and Diversity Policy. This Policy is issued under the Human Rights Policy and outlines our commitment to promoting and respecting a workplace culture in which inclusion and diversity is valued and everyone is treated with dignity and respect. The purpose of the Inclusion and Diversity Policy is to foster an inclusive environment that respects and values the diverse background, perspectives and experiences of all our people, stakeholders and partners. The policy also seeks to ensure inclusion, diversity, equal opportunities, equity and belonging. These are core principles that we seek to promote across our business. This policy sets out our approach to encouraging and supporting inclusion and diversity and promoting a culture that values difference and seeks to eliminate discrimination in our workplace.

## Supplier Policy and Supplier Human Rights, Environmental Due Diligence Policy (SHREDD)

The Group continues to develop upon its ethical and environmental procurement agenda. We seek to build and maintain long-term relationships with key suppliers and contractors to ensure that they are aligned to the same goals and standards as Kingspan, to address strategic global issues, emerging trends and ultimately our customer needs. Our procurement leadership team engage in events promoting the decarbonisation of materials used within our supply chain and in industry leading initiatives such as the Procurement Leadership Council, Europe. We continue to promote our Group Supplier Policy across Kingspan globally which sets out our expectations of suppliers, generally in terms of business practices, and specifically with respect to: Business Integrity; Ethical Employment Practices; Anti-Bribery and Corruption; and Environmental

Responsibility. In 2024, Kingspan developed our SHREDD Policy, which outlines the Group's Supplier SHREDD process. This process is aligned with international guidelines and principles such as OECD Guidance for Multinational Enterprises on Responsible Business Conduct, UN Guiding Principles on Business and Human Rights, and ILO Declaration on Fundamental Principles and Rights at Work. To further support ethical business practices, the Group provides a confidential independent hotline for raising concerns.

## EcoVadis

EcoVadis is part of the mechanism to assist in our SHREDD process through which its sustainability ratings platform helps us to assess a company's supply chain network under environmental, ethics, labour and human rights, and sustainable procurement criteria. The outcome of the assessment process is a company scorecard which provides an overall ESG performance rating of the supplier. We continue to engage and rollout these assessments with our supplier base which now covers more than half of our direct spend across all our global divisions and businesses. By collaborating with suppliers and holding them accountable to ESG standards, the Group aims to not only reduce its environmental impact but also promote social equity and governance best practices across our global network.

## Customer Experience Programme

Our customers are at the heart of everything we do. We are always looking for ways to improve and better meet their needs. In 2018, we launched the Worldwide Voice of Customer programme, led by our Global Customer Experience Team. This initiative enables us to listen more closely to our customers and gain a deeper understanding of their experiences across the 200+ businesses and diverse brands within our Group. The programme has been invaluable in identifying areas where we can do better. It helps us stay attuned to changing customer expectations and uncover new opportunities to innovate. By focusing on what matters most to our customers, we've made meaningful improvements to our

products, services, and processes, while also driving progress in our Digital Agenda. Since its launch, the programme has gathered feedback from over 80,000 customers in more than 80 countries. We are grateful for their insights, and we remain committed to listening, learning, and driving meaningful change for a better customer experience.

## People and Organisation Policy

The People and Organisation Policy was released in 2024 and is an integral part of the Group's human resources processes. It considers proper balance between fair treatment of our employees and business needs. The principles of this policy have global application.

## Environmental Policy

The Group is dedicated to conducting its business activities responsibly, with due regard to environmental impacts. In 2024, the Group updated its Environmental Policy, detailing its commitments and approach to five key environmental topics: Climate Change, Pollution, Water, Biodiversity, and Resource Use & Circular Economy. Further information on our Environmental Policy can be found in our 2024 CSRD Sustainability Statement.



Our policies assist in ensuring compliance with laws and regulations while aligning with our goals and values.