



Assessment Statement for Economic and Social Metrics Owens Corning

Assessment Scope

SCS Global Services (SCS) conducted an independent third-party assessment for a limited level of assurance that Owens Corning’s (OC) selected Economic and Social Metrics are without material misstatement. The assessment included the examination of supporting documentation and secondary sources of information, as well as, the review of processes and procedures for the internal calculations of the selected economic and social metrics.

Assessment Objectives

Assess to a **limited level of assurance** the reasonableness of the data that Owens Corning has prepared for the Dow Jones Sustainability Index Economic and Social Metrics as well as Owens Corning's 2018 Sustainability Report.

Assessment Criteria

Economic and Social Metrics (Dow Jones Sustainability Index - Corporate Sustainability Assessment, 2018)

Assessment Metrics:

| DJSI 3.2.1 Diversity | | | | | | | | |
|--|-------------------|-------------|-----------------|-------------|---------------|-------------|----------------|-------------|
| Figures that indicate the female share of total workforce; the share of females in management positions; the share of females in junior management positions; the share of females in top management positions; and the breakdown of workforce based on minority, culture or other similar criteria. | | | | | | | | |
| Diversity Indicator | Percentage | | | | | | | |
| Female share of total workforce (%): | 19% | | | | | | | |
| Females in management positions (as % of total management workforce): | 24% | | | | | | | |
| Females in junior management positions (as % of total junior management positions): | 26% | | | | | | | |
| Females in top management positions (as % of total top management positions): | 19% | | | | | | | |
| Females in management positions in revenue-generating functions as a % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.) | 26% | | | | | | | |
| Breakdown of workforce based on minority, culture or similar criteria: | Managers | | Officers | | Staff | | Primary | |
| | <i>Female</i> | <i>Male</i> | <i>Female</i> | <i>Male</i> | <i>Female</i> | <i>Male</i> | <i>Female</i> | <i>Male</i> |
| Number of employees in the minority group by gender within employee categories: | 25 | 80 | 0 | 5 | 113 | 237 | 330 | 1880 |
| Number of employees in the age group <30 years by gender within employee categories: | 19 | 48 | 0 | 0 | 269 | 371 | 323 | 2792 |
| Number of employees in the age group 30-50 years by gender within employee categories: | 311 | 842 | 10 | 20 | 885 | 1482 | 1129 | 6544 |
| Number of employees in the age group >50 years by gender within employee categories: | 84 | 417 | 2 | 22 | 386 | 765 | 373 | 2861 |

DJSI 3.2.2 Equal Remuneration

Figures verified indicate the average remuneration values of both males and females at the Executive Level, the Management Level, and the Non-Management level.

DJSI 3.4.1 – Training and Development Inputs

Figures verified indicate the average hours per FTE of training and development, the average amount spent per FTE on training and development in USD, and the percentage of open positions filled by internal candidates.

| | |
|---|---------|
| | FY 2018 |
| Average hours per FTE of training and development | 13 |

DJSI 3.4.3 – Human Capital Return on Investment

Figures verified indicate the total revenue, total operating expenses, and total employee-related expenses (salaries + benefits) in USD; the calculated human capital return on investment and total FTEs for the fiscal years 2014, 2015, 2016, 2017 and 2018.

DJSI 3.4.4 Return on Employee Development Investment

Cost Savings in USD of Employee Turnover per Investments in Employee Development Programs verified for fiscal years 2014, 2015, 2016, 2017 and 2018.

DJSI 3.5.3 Employee Turnover Rate

| | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|------------------------------|---------|---------|---------|---------|
| Total employee turnover rate | 13 | 15 | 17 | 17 |

Voluntary employee turnover rate verified for fiscal year 2014, 2015, 2016, 2017 and 2018.

DJSI 3.5.4 Trend of Employee Engagement

| | | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|-----------------------|---------------------------------|---------|---------|---------|---------|---------|
| Employment Engagement | % of actively engaged employees | 89.4 | 90.7 | 91.2 | 96.6 | 96.7 |
| Data Coverage | % of total employees | 47.7 | 50.1 | 80.0 | 87.0 | 89.0 |

Figures verified also indicate the fiscal year 2018 employment engagement target and data coverage (percent of total employees covered) for the fiscal years 2014, 2015, 2016, 2017 and 2018.

DJSI 3.6.2 Type of Philanthropic Activities

Figures verified indicate the types of philanthropic activities, such as charitable donations, community investments, commercial initiatives; and the percentage of each activity's total costs of all philanthropic activities.

| DJSI 3.7.2 Fatalities | | | | | | |
|-----------------------|--|---------|---------|---------|---------|---------|
| Fatalities | | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| Employees | | 0 | 0 | 0 | 0 | 0 |
| Contractors | | 0 | 0 | 0 | 2 | 1 |

| DJSI 3.7.3 – Lost-Time Injuries Frequency Rate (LTIFR) – Employees | | | | | | |
|--|------------------------|---------|---------|---------|---------|---------|
| LTIFR | Unit | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| Employees | n/million hours worked | 1.28 | 1.62 | 1.31 | 1.38 | 1.25 |

| DJSI 3.7.4 – Lost-Time Injuries Frequency Rate (LTIFR) – Contractors | | | | | | |
|--|------------------------|---------|---------|---------|---------|--|
| LTIFR | Unit | FY 2015 | FY 2016 | FY 2017 | FY 2018 | |
| Contractors | n/million hours worked | - | - | 1.49 | 0.87 | |

| DJSI 3.7.5 Occupational Illness Frequency Rate (OIFR) Employee | | | | | | |
|--|------------------------|---------|---------|---------|---------|---------|
| LTIFR | Unit | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
| Employees | n/million hours worked | 0.03 | 0.03 | 0.08 | 0.00 | 0.07 |

Assessment Opinion

SCS Global Services (SCS) has performed assurance activities to evaluate the reasonableness of the data Owens Corning prepared for the specified Dow Jones Sustainability Economic and Social Metrics. Based on the procedures performed and the evidence obtained, that no matters have come to the attention of the audit team to suggest that Owens Corning’s reported DJSI economic and social metrics were materially misstated.

SCS provides this limited assurance in accordance with the requirements of ISAE 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information and the AA1000 Assurance Standard 2008 (as this data was included in the scope of SCS’ assurance of Owens Corning’s 2018 Sustainability Report). SCS has complied with the commercial independence and other ethical requirements per our internationally accredited quality system, which is founded on fundamental principles of impartiality, competence, objective decision making, openness, and confidentiality.

Assessment Date: May 9, 2019



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