

Scope:

SCS Global Services (SCS) conducted an independent third-party assessment of Owens Corning's (OC) selected economic and social metrics and no evidence has been found to suggest the data has been materially misstated. 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 metrics.

Objective:

Assess the reasonableness of the 2021 economic and social data that Owens Corning prepared for the Dow Jones Sustainability Index (DJSI) and OC's 2021 Sustainability Report according to a moderate or high level of assurance as noted in the tables below.

Criteria:

Economic and Social Metrics (Dow Jones Sustainability Index - Corporate Sustainability Assessment, 2021)

Assured Data:

High Level Assurance

DJSI 3.2.5 Gender Pay Indicators

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 3.5.7 Trend of Employee Engagement

			FY 2018	FY 2019	FY 2020	FY 2021
Employment Engagement	% Of actively engaged employees		96.7%	96.7%	97.7%	97.7%
Data Coverage	% Of total employees		89%	89%	89%	89%

DJSI 3.6.2 Type of Philanthropic Activities

Category	Percentage of Total Costs
Charitable Donations	5%
Community Investments	95%
Commercial Initiatives	0%
Total	100.0%

DJSI 3.6.3 Philanthropic Contributions		
Type of Contribution	Total amount (in local currency)	Currency
Cash contributions	\$5,086,238	USD
Time: employee volunteering during paid working hours	\$672,793	USD
In-kind giving: product or services donations, projects/partnerships, or similar	\$1,436,928	USD
Management overheads	\$494,387	USD

Moderate level assurance

DJSI 1.1.4 Board Gender Diversity		
Board Members	Number of Female Directors	% Of Women on the Board
10	3	30%

DJSI 3.2.2 Workforce Breakdown: Gender	
Figures that indicate the female share of the 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 the workforce based on minority, culture, or other similar criteria.	
Diversity Indicator	Percentage
Female Share of the total workforce (%):	19%
Females in management positions, as % of total management workforce:	26%
Females in junior management positions, as % of total junior management positions:	25%
Females in a top management position (maximum two levels away from the CEO or comparable positions as % of total top management positions:	24%
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%
Women in STEM-related positions	24%

DJSI 3.2.3 Workforce Breakdown: Race/ Ethnicity & Nationality		
Breakdown	Share in the total workforce	Share in all management positions
Asian	2.5%	3.7%
Black or African American	16.4%	7.1%
Hispanic or Latino	14.4%	5.2%
White	65.1%	83.1%
Indigenous or Native	0.4%	0.3%
Two or more races/Not Specified/Native Hawaiian/Pacific Islander	1.2%	0.6%

DJSI 3.2.4 Workforce Breakdown: Other Minorities		
Diversity Indicator: Age Groups	Coverage	Coverage
<30 Years old	19.4%	>75% of FTEs
30-50 years old	56.1%	>75% of FTEs
>50 years old	24.5%	>75% of FTEs
Total	100.0%	

DJSI 3.4.1 – Training and Development	
	FY 2021
Average hours per FTE of training and development	11.93
The average amount spent per FTE on training and development, please specify currency:	\$ 408
Percentage of open positions filled by internal candidates	28%

DJSI 3.5.1 – Hiring				
	FY 2018	FY 2019	FY 2020	FY 2021
New Hires	4,236	2,563	2,436	4,274
% Internal Candidates	56%	46%	39%	28%
Avg Hiring Cost	\$ 4,576	\$ 4,963	\$ 5,079	\$ 4,800

DJSI 3.5.6 Turnover				
	FY 2018	FY 2019	FY 2020	FY 2021
Total employee turnover rate (%)	17	17	16	20
Voluntary employee turnover rate (%)	12	11	10	13

DJSI 3.7.2 Fatalities				
	FY 2018	FY 2019	FY2020	FY2021
Fatalities				
Employees	0	1	0	0
Contractors	1	0	0	0

DJSI 3.7.3 Employee Lost Time Injury Frequency Rate (LTIFR)					
LTIFR	Unit	FY 2018	FY 2019	FY 2020	FY 2021
Employees	n/million hours worked	1.34	1.76	1.52	1.69
Data Coverage	% Of employees	100	100	100	100

DJSI 3.7.4 Contractors Lost Time Injury Frequency Rate (LTIFR)					
LTIFR		FY 2018	FY 2019	FY2020	FY2021
Contractors		0.87	0.00	0.00	0.00
Data Coverage (as % of employees, operations, or revenues)		100	100	100	100

Opinion:

Assurance of Owens Corning's reporting to Dow Jones Sustainability Index (DJSI) Key Performance Indicators (KPIs) were conducted according to the level of assurance indicated above. The audit team reviewed the primary data provided by Owens Corning to confirm data inputs and check calculations for accuracy. Based on the procedures performed and evidence obtained, no matters have come to the attention of the audit team to indicate that the KPI assertions listed in this statement are materially incorrect.

SCS provides this limited assurance in accordance with the requirements of AA1000 V3 Assurance Standard (as this data was included in the scope of SCS' assurance of Owens Corning's 2021 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.

Assurance Date: 04/25/2022



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Practitioner