



# OWENS CORNING HUMAN RIGHTS POLICY



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# OWENS CORNING HUMAN RIGHTS POLICY

Owens Corning is committed to protecting the rights of people where we operate and to ensure that they are treated with dignity and respect. Owens Corning is guided by the Ten Principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

We are dedicated to being a solid, corporate citizen around the world, and to conduct ourselves and transact our day-to-day business in alignment with these principles. We know that maintaining a strong and positive reputation as a global company is premised on earning it each and every day. We earn this reputation through caring for our relationships with employees, suppliers, and our stakeholders and communities.

This Human Rights Policy applies to Owens Corning, the entities that it owns, the entities in which it holds a majority interest (including joint ventures), facilities that it manages and franchises or branded operations, as well as all employees (full time, part time, agency or contractors). This policy includes standing policies, as noted, and addresses areas of human rights where no policy previously existed. Policy elements are also addressed in the Owens Corning Code of Conduct which applies to all Owens Corning people.

Owens Corning is committed to working with and encouraging our suppliers, customers and other business relationships to uphold the principles in this Policy and to adopt similar policies within their businesses. The Owens Corning Supplier Code of Conduct applies to our suppliers and are aligned with the expectations and commitments in this overarching Human Rights Policy. The Supplier Code of Conduct also serves as a reference point in the sourcing selection processes.

Owens Corning will engage with stakeholders and is dedicated to the continuous improvement of this policy. This policy will be modified and/or updated accordingly following any significant change in law or regulation impacting our operations in any country around the world, or in such cases where Owens Corning believes it is necessary.

We are dedicated to being a solid, corporate citizen around the world, and to conduct ourselves and transact our day-to-day business in alignment with these principles.



# EQUAL OPPORTUNITY

## NON DISCRIMINATION AND EQUAL OPPORTUNITY

It is the policy of Owens Corning to provide employment and advancement opportunities to all individuals, where employment decisions are based on merit, qualifications and abilities. Owens Corning does not discriminate in employment and advancement opportunities or practices on the basis of race, color, religion, national origin, age, disability, veteran or military status, pregnancy status, sex, gender identity, sexual orientation, marital status, genetic information, or any other characteristic protected by applicable law.

The Company seeks to maintain a highly productive organization of men and women who represent differences in viewpoints, cultures, races and gender, and embraces good ideas produced by that diversity. This will be accomplished through selection and training of qualified people and will provide them with compensation, benefits, and opportunities for advancement without discrimination. This policy is subject to the requirements of local laws and regulations.

Owens Corning will not tolerate acts of discrimination (which includes harassment). No hardship, loss of benefits, nor penalty may be imposed on an employee as punishment for filing a good faith complaint of discrimination or responding to a complaint of discrimination, appearing as a witness in the investigation of a complaint, service as an investigator or otherwise cooperating in a workplace investigation. Retaliation or attempted retaliation is a violation of this Policy and anyone who engages in retaliatory behavior may be subject to discipline as set forth below.

## CHILD LABOR

Owens Corning does not and will not employ child labor. In addition, Owens Corning will not knowingly engage a supplier or distributor, or enter into a joint venture with an organization, that directly or indirectly, through a third party, employs child labor.

Owens Corning defines "child labor" as work or service extracted from anyone under the age of sixteen (16), or the age for completing compulsory education in that country, whichever is higher.

Owens Corning supports the participation in legitimate workplace apprenticeship programs for young workers between the ages of sixteen (16) and eighteen (18), as long as they comply with all applicable laws and are consistent with Articles 6 and 7 of the ILO Minimum Age Convention No. 138 on vocational or technical education and light work.

**See Equal Opportunity Policy**



## INDIGENOUS PEOPLE'S/TRADITIONAL/LAND RIGHTS

Owens Corning has regard to the principles of ILO Convention No. 169 on Indigenous and Tribal Peoples, wherever our operations may impact the human rights of indigenous peoples.

# WORK ENVIRONMENT

## FORCED LABOR

Owens Corning does not and will not employ forced, slave, convict or bonded labor. In addition, Owens Corning will not knowingly engage a supplier or distributor, or enter into a joint venture with an organization, that directly or indirectly, employs forced labor or employs persons who were trafficked into employment. Where applicable, migrant workers will have the same entitlements as local employees relevant; best practices and local laws will be followed to carry-out these and other related commitments.

- In accordance with Article 2 of the ILO Forced Labor Convention No. 29, Owens Corning defines “forced labor” as any work or service not voluntarily performed and extracted from an individual under the menace of penalty and/or subject to unduly burdensome conditions such as, but not limited to, the surrender of government-issued identification, passports, or work permits, or any other limitations inhibiting the employees free will with respect to work.
- Owens Corning defines convict labor as any labor performed by a legally convicted person on or outside of prison grounds.
- The definitions of slave and bonded labor as defined by Owens Corning are reflected in the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery under Articles 1 and 7.

Our Statement on Slavery and Human Trafficking is in compliance with the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chain Act of 2010 and articulates our continued practice to disclose information regarding efforts to eradicate slavery and human trafficking from our direct supply chain and internal operations.

We follow the US Securities and Exchange Commission guidelines in disclosing any use of Conflict Minerals and in conducting reasonable country of origin inquiries for any Conflict Minerals as required by the applicable rules. Owens Corning does not tolerate the use of raw materials that directly or indirectly contribute to armed conflict or human rights abuses in any of its products.

**See Equal Opportunity Policy**





# WORK ENVIRONMENT

## EMPLOYMENT STANDARDS, COMPENSATION AND WORKING CONDITIONS

Owens Corning provides employees with compensation benefits and working hour schedules in compliance with all applicable laws and collective agreements.

Disciplinary procedures practiced by the Company are in compliance with all applicable legislation, applied in a standardized fashion and, documented in a policy on which all members of management are trained and of which all employees are informed upon hire.

The Company supports mechanisms for employee grievances and resolution of disputes that protects the employee's privacy, allows for anonymous reporting and protects the employee against retaliation.

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Owens Corning encourages a self-represented work force and also respects our employees' right to join labor organizations or to not join such organizations, and the freedom to bargain collectively as determined by the employees themselves without coercion, interference, retaliation or harassment, in compliance with all applicable laws. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue and bargaining in good faith with such representatives.

Owens Corning also allows alternative means of worker representation, organization, ability to address grievances and resolve disputes, if freedom of association and collective bargaining is lawfully restricted.



# WORK ENVIRONMENT

## SAFETY, HEALTH, ENVIRONMENTAL & PRODUCT STEWARDSHIP

Owens Corning is committed to the principles of environmental sustainability, product stewardship and to the safety, health and well-being of our employees and their families.

### **Safety and Health**

Our Company is committed to providing safe, secure working conditions and workplaces that promote the health and well-being. We believe: All accidents are preventable; Safety is everyone's responsibility; Working safely is a condition of employment.

### **Environmental Protection and Sustainability**

We consider the global and local communities where we live and work to be important Owens Corning stakeholders. We pursue environmentally sound business practices and work toward continual improvement in our EHS performance.

### **Product Stewardship**

We perform our due diligence before launching a new product or modifying any manufacturing processes and provide products that are safe and environmentally sound to make, use, and dispose of and that perform as claimed.

**See Environmental, Health, Safety & Product Stewardship**

## WORKPLACE SECURITY

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity in accordance with the Voluntary Principles on Security and Human Rights.

## NON-HARASSMENT

It is the Company's intent that all employees will work in an environment free from harassment on any basis. Harassment is defined as any conduct that threatens, intimidates or coerces another person. Regardless of whether harassment is committed by a coworker, a manager, or even a non-employee, it will never be tolerated at Owens Corning.

Employees at all locations worldwide and at all levels of the Company have the responsibility to avoid any act or actions, implied or explicit, that may suggest any form of harassment of any other person within the workplace, or in a work setting. This includes interactions with contractors, vendors, consultants, customers, and other non-employees, such as visitors, who have reason to be engaged in business with Owens Corning.

**See Non-Harassment Policy**

Regardless of whether harassment is committed by a coworker, a manager, or even a non-employee, it will never be tolerated at Owens Corning.



# STAKEHOLDERS

## PRIVACY FOR EMPLOYEES AND STAKEHOLDERS

It is Owens Corning's policy to comply fully with all applicable Data Privacy laws which it is subject to in the countries where it does business and is committed to collect, process and transfer personal data responsibly and in accordance with the principles and obligations set forth in the Data Privacy Policy unless it conflicts with stricter requirements of local law, in which case local law will prevail. Due to the differences in applicable laws, Owens Corning has implemented this Policy which adopts core principles and applies worldwide.

**See Data Privacy Policy**

## COMMUNITIES

Owens Corning is committed to being proactive in the communities in which we live and work. We do this through involvement with community organizations and foundations as well as creating opportunities to engage in meaningful dialogue with local stakeholders. We are dedicated to being responsible and active members of our global communities. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business.

We encourage employees to participate in company-sponsored volunteer events and to take advantage of Owens Corning Foundation programs to provide funding to local charities. In our most economically and socially challenged locations, we partner with expert non-governmental organizations to complete community assessments which are then used to engage the community in the most beneficial manner possible.





# IMPLEMENTATION

## REPORTING

This policy will be implemented under a framework for compliance which includes training, continuous improvement processes, follow up and annual reporting.

If you believe that you have observed a violation of this policy, or have a good faith suspicion that a violation may occur, please report this to an Owens Corning Manager, or member of Human Resources or Legal Organizations. Alternatively, if you would like raise your concern anonymously, you may do so by calling the Owens Corning Business Conduct Helpline in North America at 1-800-461-9330 or visiting <http://helpline.owenscorning.com>.

**NOTE:** Any employee who fails to comply with this policy may be subject to discipline in accordance with the Code of Business Conduct policy (Corrective Action section), up to and including termination.

Business Conduct  
Helpline – North America

**1-800-461-9330**

Business Conduct  
Helpline Portal

**<http://helpline.owenscorning.com>**

## DOCUMENT HISTORY

Version 1.0: Released December 16, 2015

Version 2.0: Released December 9, 2016



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