



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Strategy and Analysis

#### **GRI 1.1 CEO Statement**

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At Owens Corning, expanding our impact through sustainability is a core value. We believe it to be an essential element of our business, from the products we make to the way that we make them.

We are committed to the importance of expanding our handprint around the globe, offering solutions to some of the world's most pressing issues, such as climate change, energy consumption, infrastructure development, and safe and efficient homes. We embrace the science of climate change and are taking aggressive actions in our operations well in advance of public policy. This position is consistent with our values, and more importantly, a global imperative as well as a business opportunity with the products and solutions we offer.

Owens Corning's commitment to sustainability starts with our Board of Directors and runs through the management teams and employees around the globe. We have accomplished much this past year to further reduce our environmental footprint. We have expanded our global reach with our philanthropy, increased the understanding of our products life cycle, and worked closely with our customers and suppliers to help broaden our sustainability impact throughout our value chain. We are also deeply engaged in developing the analytics for measuring, expanding and reporting on our handprint with the aspiration of being a net positive company.

As we work to understand what is important – or material – to our company's sustainability commitment, our 2014 Sustainability Report reflects progress toward our 2020 goals and the commitment of 15,000 employees.

Our people and products make the world a better place. That simple and powerful purpose defines Owens Corning today, as well as the company we are building for the future. We welcome your review of our progress and comments on how we can continue to do more.

#### **2014 Highlights**

##### **Living Safely:**

- Collaborated with the Harvard School of Public Health to establish our global wellness baseline and the needed areas of focus, expanded our global wellness work focused on preventive care, healthy mind, physical activity, nutrition, and tobacco-free.

##### **Operations Sustainability:**

- Continued steady progress toward meeting our ambitious 2020 environmental footprint goals, including intensity reductions of 34% in greenhouse gas and 65% in toxic air emissions from our 2010 baseline. We have now achieved our 2020 goals for these two goals (-20% and -50% respectively) and will soon announce even more ambitious targets.
- Achieved a turnaround in our waste-to-landfill performance, delivering a 20% year-over-year reduction from both efficiency improvements and increased glass fiber recycling. We need more and faster innovation here to achieve our aspiration of zero waste.



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## **Product and Supply Chain Sustainability:**

- Recycled 2.4 billion pounds of end-of-life shingles through our networks, a 33% year-over-year increase and recycled 1.3 billion pounds of glass, a 15% year-over-year increase.
- With the continued commercialization of our bio-based formaldehyde-free product, Sustaina<sup>®</sup> glass fiber veil, we are making the largest greenfield investment in Owens Corning's history to meet the demand for bio-based products, manufactured in the U.S. for the U.S. market.
- Expanded our product transparency work to include both environmental and health impacts while protecting our intellectual property in collaboration with our customers and industry and will meet our 2015 core product life cycle transparency goal.
- Expanded our new product development pipeline, with 70% of these products having a total life cycle sustainability net-improvement over the incumbent solution.

## **Energy Efficiency Collaboration:**

- Expanded our reach to drive net-zero energy building capabilities at improved cost, performance, durability and safety, through increased partnerships with customers, specifiers, architects and builders in both the residential and commercial markets.
- Introduced new WindStrand<sup>®</sup> high performance glass fiber roving and Ultrablade<sup>®</sup> Fiberglass reinforcement fabric products, delivering the material performance enabling longer and lighter blades to enable the construction of wind turbines for low wind sites. This advancement supports the continued growth of wind energy into areas previously uneconomic with traditional turbine technologies.
- Engaged with boards and working groups of leading industry/trade organizations and NGOs, across our markets, advocating for both market-based and policy advancements in energy efficiency, renewable energy, sustainable development and climate.

## **Strategic Philanthropy:**

- Participated in community programs at over half of our worldwide facilities and impacted the lives of more than 19,000 children in our communities in India, China and Mexico by increasing access to basic health and educational needs.
- Assisted nearly 6,500 families through the donation of insulation and roofing materials for their homes.

## **Recognition:**

- Continued our industry-leading track record of safety performance and was awarded the 2014 Green Cross for Safety medal from the National Safety Council for outstanding achievement in workplace safety and community leadership.
- Earned placement in the Dow Jones Sustainability World Index for the fifth consecutive year and named Industry Leader in Sustainability for the second consecutive year.
- Achieved a perfect score on the Human Rights Campaign Corporate Equality Index for the eleventh consecutive year.
- Named by Aon Hewitt to the list of 2014 North America Aon Hewitt Top Companies for Leaders.



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## The Path Forward: Q&A with the Chief Sustainability Officer

### What are the sustainability challenges facing Owens Corning and our industry?

Industry in general has a great opportunity to increase the sustainability of its operations and of the solutions we choose to develop and offer to the marketplace. Specific examples of challenges for Owens Corning include:

- Developing affordable on-site and off-site renewable energy sources for our facilities
- Increasing the recycle or upcycle of waste materials to eliminate unnecessary landfilling
- Accelerating development, adoption and enforcement of energy efficiency and climate policy
- Developing and executing strategies to minimize the footprint of our total supply chain
- Attaining our goal of living safely – an environment of zero injuries and holistic wellness

### What are Owens Corning's sustainability priorities for the short and long-term?

In the short-term,

- Formulate our next set of sustainability goals, based on climate science, and position ourselves to attain those aggressive goals
- Develop the methodology for accurately measuring, and strategies for expanding, our “handprint” - with the aspiration of operating a net-positive company
- Enhance our stakeholder engagement processes to better inform our strategies and identify additional collaboration opportunities
- Expand our partnerships with goal-aligned academic and government research institutions
- Eliminate all injuries, at work and at home, and elevate our results in employee wellbeing

Over the long-term,

- Grow our company while shrinking our footprint and expanding our handprint
- Achieve our vision of operating a net-positive company
- March down the road to zero – zero waste, zero injuries, zero emissions
- Collaborate with our supply chain partners to improve the total life-cycle impact of our products
- Expand our impact and value through our building science expertise
- Leverage the very positive community engagement learnings of our new Gastonia, North Carolina, U.S., greenfield plant as a template for entering future communities

### As the world is moving to a more regulated market with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and The Montreal Protocol on Substances that Deplete the Ozone Layer, what is Owens Corning doing to respond to this request?

We are active in this area across many dimensions, for example:

- Measuring the relative sustainability gain or loss from all new product and process developments, with a goal of continuous improvement (relative to the incumbent solution)
- Using innovation and transparent disclosures to continuously improve the life cycle impact of our products
- Maintaining a contemporary “materials of concern” process to inform decision making



# GRI G3.1 INDEX 2014

**From an economic and environmental perspective, how does Owens Corning influence what is happening in the world?**

A key tenet of our sustainability strategy is “Innovation and collaboration to deliver energy efficiency and durable material solutions at scale”. This comes to life through:

- Enabling more energy efficient and durable buildings and infrastructure through industry-leading building science and material science
- Collaborating broadly, up and down the supply chain, to increase energy efficiency, accelerate renewable energy adoption and transform traditional material systems to stronger, more durable and lighter solutions
- Sharing our views with policy makers on practical approaches that make a material difference
- Advocating for global policy to put a value on carbon

**From a social perspective, what does Owens Corning feel is the biggest influence?**

Our leadership is most needed, and most impactful on:

- Ensuring the safety and wellbeing of our employees, their families and our global community

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Strategy and Analysis

#### GRI 1.2 Key Impacts, Risks, Opportunities

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Business risks are discussed in detail in our 10K. Details of our risk factors begin on page 4. Details of our market risk begin on page 34. Additional details on risks related to climate change, including how they are currently managed, can be found in our CDP response, questions 2.1 and 5.1. Given the nature of our products, Owens Corning has significant opportunities related to sustainability. Details of these opportunities, including our approach to capitalizing on them, can be found in our CDP response, questions 2.1 and 6.1.

The company has a risk committee that considers significant risk to the corporation. They have a process in which they:

- Review the Owens Corning Risk Register substantiated by business and functional reviews. The risks are prioritized based on their placement on the register. The Y-axis is a measure of financial impact and the X-axis is a measure of probability of occurrence. A risk, for example, located toward the upper left of the risk map would be indicative of risk that is high in financial impact but low in probability. Additional prioritization is provided by color coding. Risks plotted in green indicates that level of exposure is acceptable, while yellow indicates mitigation plans are actively in place, and red indicates that improved risk mitigation is needed.
- Align around key mitigation programs – Based on the risk assessment register outputs, the risk committee identifies the various mitigation actions to be taken and a planned approach is taken towards implementing the same through businesses.
- Review Risk Register with Executive Committee – All risk assessment results and outputs are reviewed by the executive committee and feedback received is incorporated in the action register and also reflected in the mitigation planning.
- Meet yearly as a Risk Committee – The risk committee meets annually to review the existing risk aspects, add any new risks being identified from internal or external sources and update any risks which are no longer considered applicable the businesses. The risk committee also reviews the mitigation actions and outputs for the annual cycle.
- Provide yearly update to Owens Corning Board of Directors

**GRI Reporting Level:** Full

#### References:

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)

[CDP Climate Change 2015 Response](#)

[CDP Water 2015 Response](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES Organizational Profile

### **GRI 2.1 Name**

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Owens Corning

**GRI Reporting Level:** Full

### **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### **GRI 2.2 Primary Brands, Services**

#### **GRI 2.3 Operational Structure**

#### **GRI 2.7 Markets Served**

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Owens Corning has close to one hundred operations spread across North America, South America, Europe and Asia Pacific (specifics are provided in 2.5). Owens Corning manufactures insulation, roofing, and composite products. The company has negligible outsourcing of manufacturing processes and it is immaterial to our business.

In the fourth quarter of 2014, Owens Corning announced organizational changes to streamline the Company's management structure and reduce costs. As a result of this action, the Building Materials Group organizational structure was eliminated. The new management structure contains three reporting segments: Composites (which includes our Reinforcements and downstream businesses), Insulation and Roofing. In 2014 our Composites, Insulation and Roofing reportable segments accounted for approximately 36%, 32%, and 32% of our total reportable segment net sales, respectively.

#### **Composites**

Owens Corning glass fiber materials can be found in over 40,000 end-use applications within seven primary markets: power and energy, housing, water distribution, industrial, transportation, consumer and aerospace/military. Such end-use applications include pipe, roofing shingles, sporting goods, computers, telecommunications cables, boats, aircraft, defense, automotive, industrial containers and wind-energy. Our products are manufactured and sold worldwide. We primarily sell our products directly to parts molders and fabricators. Within the building and construction market, our Composites segment sells glass fiber and/or glass mat directly to a small number of major shingle manufacturers, including our own Roofing business.

Our Composites segment is comprised of our Reinforcements and downstream businesses. Within the Reinforcements business, the Company manufactures, fabricates and sells glass reinforcements in the form of fiber. Within the downstream business, the Company manufactures and sells glass fiber products in the form of fabrics, mat, veil and other specialized products. Demand for composites is driven by general global economic activity and, more specifically, by the increasing replacement of traditional materials such as aluminum, wood and steel with composites that offer lighter weight, improved strength, lack of conductivity and corrosion resistance.

#### **Insulation**

Our insulating products help customers conserve energy, provide improved acoustical performance and offer convenience of installation and use, making them a preferred insulating product for new home construction and remodeling. These products include thermal and acoustical batts, loose fill insulation, foam sheathing and accessories, and are sold under well-recognized brand names and trademarks such as Owens Corning PINK FIBERGLAS™ Insulation. Our insulation segment also manufactures and sells glass fiber pipe insulation, energy efficient flexible duct media, bonded and granulated mineral wool insulation and foam insulation used in above- and below-grade construction applications. We sell our



# GRI G3.1 INDEX 2014

insulation products primarily to insulation installers, home centers, lumberyards, retailers and distributors in the United States and Canada.

## **Roofing**

Our primary products in the Roofing business are laminate and strip asphalt roofing shingles. Other products include oxidized asphalt and roofing accessories.

We sell shingles and roofing accessories primarily through home centers, lumberyards, retailers, distributors and contractors in the United States and sell other asphalt products internally to manufacture residential roofing products and externally to other roofing manufacturers. We also sell asphalt to roofing contractors and distributors for built-up roofing asphalt systems and to manufacturers in a variety of other industries, including automotive, chemical, rubber and construction. Demand for products in our roofing segment is generally driven by both residential repair and remodeling activity and by new residential construction. Roofing damage from major storms can significantly increase demand in this segment. As a result, sales in this segment do not always follow seasonal home improvement, remodeling and new construction industry patterns as closely as our insulation segment.

For more information on investments in affiliates, please see page 63 of the Owens Corning 10-K.

**GRI Reporting Level:** Full

### **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES Organizational Profile

### **GRI 2.4 Headquarters**

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Owens Corning  
One Owens Corning Parkway  
Toledo, Ohio, 43659  
USA

**GRI Reporting Level:** Full

**References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### **GRI 2.5 Countries of Operation**

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We currently have close to 100 operations spread across 26 countries in 5 continents.

##### Asia Pacific (9)

- Australia, China, Hong Kong , India, Japan, Korea, Singapore, Taiwan, Thailand

##### Europe (11)

- Belgium, Czech Republic, France, Germany, Great Britain, Italy, Poland, Russia, Slovakia, Spain, The Netherlands

##### North America (3)

- Canada, Mexico, United States

##### South America (3)

- Argentina, Brazil, Chile

**GRI Reporting Level:** Full

#### **References:**

[Owens Corning Location Map](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### **GRI 2.6 Legal Form**

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Owens Corning was founded in 1938. Since then the Company has continued to grow as a market-leading innovator of glass fiber technology. Owens Corning is a world leader in composite and building materials systems, delivering a broad range of high-quality products and services. Our products range from glass fiber used to reinforce composite materials for transportation, electronics, marine, infrastructure, wind-energy and other high-performance markets to insulation and roofing for residential, commercial and industrial applications.

Owens Corning is a publically traded company on the New York Stock Exchange.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### **GRI 2.8 Scale of Organization**

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Owens Corning develops, manufactures and markets insulation, roofing and fiberglass composites. Global in scope and human in scale, the company's market leading businesses use their deep expertise in materials, manufacturing and building science to develop products and systems that save energy and improve comfort in commercial and residential buildings. Through its glass reinforcements business, the company makes thousands of products lighter, stronger and more durable. Ultimately, Owens Corning people and products make the world a better place. Based in Toledo, Ohio, Owens Corning posted 2014 sales of \$5.3 billion (\$4.07 billion in the Americas, \$5.75 million in Europe, \$6.36 million in Asia Pacific), total assets of \$7.6 billion and employs about 15,000 people in 26 countries (69% in the Americas Region, 12% in the European Union, and 19% in Asia Pacific) with over 100 operations. It has been a Fortune 500® company for 60 consecutive years.

Beneficial ownership (including identity and percentage of ownership of largest shareholders): Far Pointe Capital LLC - 6.2%; TIAA-CREF Investment Management, LLC and Teachers Advisors, Inc. 5.7%; The Vanguard Group 5.6%; Invesco Ltd 5.1%; Sacco Capital INC 5%

**GRI Reporting Level:** Full

#### **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### **GRI 2.9 Significant Changes**

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In the fourth quarter of 2014, Owens Corning announced organizational changes to streamline the company's management structure and reduce costs. As a result of this action, the building materials group organizational structure was eliminated. The new management structure contains three reporting segments: composites, which includes our reinforcements and downstream businesses, insulation and roofing.

The location of, or changes in operations, including facility openings, closings, and expansions: Owens Corning completed the acquisition of a building materials distribution company in Chile in the third quarter of 2014. Additionally, the company also finalized the sale of its European stone business in the insulation segment to an unrelated third party. During 2014, the company closed its Alcala, Spain facility.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Organizational Profile

#### GRI 2.10 Awards Received

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Owens Corning is a leading global producer of residential and commercial building materials, glass-fiber reinforcements, and engineered materials for composite systems. Our team of 15,000 employees has earned many accolades for this work.

- Fortune® 500: Owens Corning has been recognized as a Fortune® 500 company for 60 consecutive years.
- 2014 Green Cross for Safety medal: Owens Corning received the highest honor of the National Safety Council (NSC), the 2014 Green Cross for Safety medal. NSC presents this award annually to an organization with outstanding safety performance and a commitment to improving the quality of life in the communities in which its employees work and live.
- Dow Jones Sustainability World Index (DJSI) in 2014: For the fifth year in a row, Owens Corning earned a position on the Dow Jones Sustainability World Index in recognition of its sustainability initiatives. DJSI world index is an elite listing of the top 10% of the world's 2,500 largest companies based on long-term economic, environmental and social criteria. RobecoSam, an investment firm focused on sustainable investing has named Owens Corning the industry leader for the DJSI World Building Products Group for the second year running.
- Corporate Equality Index (CEI): Owens Corning received a perfect score of 100% on the 2015 Corporate Equality Index. The CEI is published by the Human Rights Campaign (HRC) Foundation. This civil rights organization works to achieve lesbian, gay, bisexual and transgender (LGBT) equality. The company has met the criteria for a perfect score for 11 consecutive years.
- Aon Hewitt's Top Companies for Leaders®: North America Owens Corning was ranked 25th on the 2014 Aon Hewitt's Top Companies for Leaders® - North America list. Top companies share 5 key characteristics in their leadership approach: assessment, awareness, resilience, engaging leadership and sustainability.
- Computerworld's 2014 Best Places to Work in IT: The editorial team of Computerworld compiled the 100 best places to work in it based on organizations' offerings such as benefits, diversity, career development, training and retention. The annual list also factors in results from an employee satisfaction survey. In 2014, Owens Corning ranked 46th in the large organizations category.
- JEC Americas 2014 Innovation Award- Wind Energy Category Winner: The JEC Group, the world's largest organization dedicated exclusively to the composites industry, awarded Owens Corning with the 2014 Innovation Award for Innovative Wind Turbine Blades Manufactured with Glass Fabrics. The award is intended to highlight the most pivotal advances in composites design, manufacturing, and application.



# GRI G3.1 INDEX 2014

- RobecoSam Annual Sustainability Yearbook: For the second year in a row, Owens Corning was named an industry leader in the building products sector of the RobecoSAM Annual Sustainability Yearbook. The yearbook takes the best 15% per industry and ranks them gold, silver or bronze. Owens Corning was the only company to earn a gold class rating in the building products sector. RobecoSAM, an investment firm focused on sustainability investing, describes its yearbook as a "compass for investors looking to scout out companies across all industries that have a competitive edge based on corporate sustainability criteria." The yearbook looked at companies' sustainability performance in 2014. It evaluated economic, environmental and social dimensions such as a code of conduct, risk management, climate strategy, recycling plan, safety, and employee development. The top performing company from each of the 59 industries analyzed was awarded RobecoSAM industry leader status.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Profile

### **GRI 3.1 Reporting Period**

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Annual reporting cycle from January 1, 2014 through December 31, 2014

**GRI Reporting Level:** Full





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Profile

### **GRI 3.2 Previous Report**

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Owens Corning reports on sustainability annually. Our last report was issued in June, 2014 which covered the period from January 1, 2013 through December 31, 2013.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Profile

### **GRI 3.3 Reporting Cycle**

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Owens Corning reports annually on its performance.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Profile

### **GRI 3.4 Contact Point**

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Name: Frank O'Brien-Bernini

Title: Chief Sustainability Officer and Vice President

Phone: 1.419.248.8000

Email: [sustainability@owenscorning.com](mailto:sustainability@owenscorning.com)

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Report Parameters

### Report Scope and Boundary

#### **GRI 3.5 Define Report Content**

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##### **Determining materiality**

The materiality check and prioritization of topics reported were determined through the following:

1. Discussions with key managers and employees from each of our business groups.
2. Understanding of global social and environmental issues and expectations as noted by the media and public in general. Interaction with fellow multinational corporations that are active members in organizations promoting sustainability.
3. Appreciating the company's impacts, risks and opportunities globally.
4. Influence of our company's products and services on customer and supplier operations.
5. Consistency of our operations with international standards and all other requirements.

##### **Prioritizing topics within the report**

Owens Corning has elected to respond to all GRI guidelines that apply to our business. More detail is provided to those GRI Guidelines that have been demonstrated through internal and external dialogue, and emerging issues. Since 2006, we have published a Sustainability Report which has evolved into Sustainability Highlights. Since 2007, we have been reporting against the GRI guidelines and have posted these on our website. The GRI Report is intended for use by those stakeholders who want specific details about our sustainability activities. In 2013 Owens Corning initiated a materiality study. We are expanding on this study to help us transition to the GRI G4 guidelines for our 2015 report. While the study is attached with this report, we are more broadly focused in our report on all aspects for 2014 performance.

##### **Identification of stakeholders**

As part of the materiality study initiated in 2013, we began identifying relevant stakeholders. In order to determine which stakeholders were most relevant to us we completed a value chain map. Based on the results of the map we interviewed both internal stakeholders: senior leadership, manufacturing leaders, procurement, sales, investor relations, product management/marketing, environmental health and safety, science and technology, and community relations and external stakeholders: suppliers, contractors, builders, customers, investors, and NGOs. We are currently expanding on those initial interviews to ask additional questions and incorporate additional stakeholders. The results of these interviews will be used in our transition to G4 for our 2015 report.

##### **GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Scope and Boundary

**GRI 3.6 Boundary of Report**

**GRI 3.7 Limit on Report Scope**

**GRI 3.8 Basis for Reporting**

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This report is consistent with our financial reporting, with all consolidated entities reported. This includes all of our businesses and our entire global operations, with no specific limitations within these boundaries. Everything that is material to our organization is included within the boundary of our report.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Report Parameters

### Report Scope and Boundary

#### **GRI 3.9 Data Measurements & Calculations**

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All of our environmental measures and calculations adhere to WRI principles. Our data measurement techniques include the use of supplier information on energy, water, and waste-to-landfill. Greenhouse gas from energy use is calculated using generation mix data from sources such as EPA's EGRID and IPCC 2006 standards for indirect energy emissions and standard formulas for direct emissions based on fuel use. For process greenhouse gas, toxic air, and particulate matter 2.5, we use emission factors based on production output or raw material use that are proven through periodic testing.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Report Parameters

Report Scope and Boundary

**GRI 3.10 Restatements**

**GRI 3.11 Changes from Previous**

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In accordance with the WRI GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), Owens Corning has made the following baseline adjustments for the year 2014:

Acquisitions: Small distribution business in Chile

Divestitures: Masonry products in Europe

**GRI Reporting Level: Full**



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## STANDARD DISCLOSURES

### Report Parameters

### Report Scope and Boundary

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GRI Reporting Level: Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Report Parameters

### Assurance

#### **GRI 3.13 Assurance Practices**

---

During 2014 SCS Verification program has conducted a verification of Owens Corning's EY 2014 GHG emissions and energy use against the requirements of the Carbon Disclosure Project and the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. The verification conducted activities in compliance with ISO 14064-3 for Scope 1 and Scope 2 emissions. The statement attests that SCS Global Services provides reasonable assurance.

Owens Corning has appointed a third party consultant to verify and audit our energy and water consumption and cost data. For example, in 2014 this third party organization verified the water withdrawal data for all of the company's North American facilities. This was done by detailed review and analysis of their municipal water usage, discharge volumes and CESS taxes applied by utilities. The information was supported by facility level water balancing studies. We also verify water use in the United States and Canada through a third party invoice pay system that captures and documents water purchases, unit costs and volumes.

Owens Corning understands the importance of transparency in disclosure on all its' matrices and KPIs and mechanism of assurance to enhance the reliability of the data. This year's Energy and GHG data is subject to third party assurance with 100% coverage prior to disclosure. We are currently evaluating moving forward with external assurance for additional reporting. For the past 2 years we have included an additional topic to be externally assured (2013-GHG, 2014-Energy). As we move forward we will externally assure additional topics, prioritizing based on availability of data and importance to stakeholders as observed through our materiality assessment.

**GRI Reporting Level: Full**

#### **References:**

[Statement of Verification of Climate Data for the Carbon Disclosure Project Owens Corning 2013](#)

[Statement of Verification of Climate Data for the Carbon Disclosure Project Owens Corning 2014](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### GRI 4.1 Structure, Committees

- Risk management, audit and accounting are all jointly overseen by the audit and finance committees.
- Governance and nomination of board members is overseen by the governance and nominating committee.
- Ethical issues, CSR, citizenship, and sustainable development are all formal board responsibilities, rather than the responsibility of a specific committee.

BOARD STRUCTURE					
	Audit	Finance	Compensation	Governance & Nominating	Total Board
Women	33%	33%	20%	16%	23%
Minority	17%	17%	20%	16%	15%
Age Range					
40's	0%	17%	20%	0%	8%
50's	33%	33%	40%	33%	38%
60's	33%	17%	0%	33%	23%
70's	33%	33%	40%	33%	31%
Board Independence					
# of EDs	0	0	0	0	1
# of NEDs	6	6	5	6	12

Note: ED = Executive Director; NED = Non-executive Director

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Governance

#### **GRI 4.2 Chair/CEO Separation**

---

Role of Chairman and CEO is joint and an independent lead director is appointed.

Owens Corning has adopted a Lead Independent Director governance structure, under which a Lead Independent Director is elected by a majority of the Independent Directors to perform the duties and responsibilities outlined in the Charter of Lead Independent Director for Owens Corning.

Currently, Michael H. Thaman serves as Owens Corning's Chairman of the Board, President and Chief Executive Officer ("Chairman and CEO") and Ralph F. Hake, a non-management director with extensive public company experience serves as lead independent director ("Lead Independent Director") of the Board. The Board of Directors believes that this leadership structure is appropriate for Owens Corning in light of the Company's governance structure, current needs and business environment as well as the unique talents, experiences and attributes of the individuals in those roles.

Chairman and CEO:	Michael H. Thaman
Independent Lead Director:	Ralph F. Hake

For a thorough discussion of the lead independent director, please see pages 11 and 12 of the Proxy Statement.

The [Charter of the Lead Independent Director](#) for Owens Corning is published in our website.

**GRI Reporting Level:** Full

**References:**

[2015 Owens Corning Proxy Statement](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### GRI 4.3 Board Members

---

	Male	Female	Total
Board members with executive functions	1	0	1
Independent non-executive directors on board	9	3	12
Total board	10	3	13

It is the policy of the Company that the Board consists of a majority of Directors who are independent under all applicable legal, regulatory and stock exchange requirements (“Independent Directors”). The Governance and Nominating Committee has established Director Qualification Standards to assist it in determining Director independence, which either meet or exceed the independence requirements of the New York Stock Exchange (“NYSE”) corporate governance listing standards. The Board will consider all relevant facts and circumstances in making an independence determination, and not merely from the standpoint.

The [Director Qualification Standards](#) are located on the Owens Corning website.

**GRI Reporting Level:** Full

**References:**

[2015 Owens Corning Proxy Statement](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.4 Communicate with Board**

---

Stockholders and other interested parties may communicate with the Lead Independent Director or any other non-management director by sending an email to [non-managementdirectors@owenscorning.com](mailto:non-managementdirectors@owenscorning.com). All such communications are promptly reviewed by the Vice President, Internal Audit and the Senior Vice President and General Counsel for evaluation and appropriate follow-up. The Board of Directors has determined that communications determined to be advertisements, or other types of “spam” or “junk” messages, unrelated to the duties or responsibilities of the Board, should be discarded without further action. A summary of all other communications is reported semi-annually to the non-management directors. Communications alleging fraud or serious misconduct by directors or executive officers are immediately reported to the Lead Independent Director. Complaints regarding business conduct policies, corporate governance matters, accounting controls or auditing are managed and reported in accordance with Owens Corning’s existing Audit Committee complaint policy or business conduct complaint procedure, as appropriate. For more information, please refer to page 13 of the Owens Corning Proxy Statement.

**GRI Reporting Level:** Full

**References:**

[2015 Owens Corning Proxy Statement](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Governance

#### **GRI 4.5 Compensation Linkage**

---

Senior Management, Executive, and Board member compensation are all linked to financial, environmental, and corporate governance performance.

Owens Corning continually monitors the evolution of compensation best practices. Within this program the corporation reviews the relationship between company performance and compensation and the goals and targets we are setting. Individual goals and targets are designed to ensure Owens Corning as a whole meets its financial and environmental goals while operating as an ethical company. Overall compensation decisions are based on the core philosophy that compensation must align with and enhance long term, sustainable growth for our stockholders. Approximately 80% of pay for executive officers is variable, contingent, and directly linked to individual and Company Performance. Generally Company Performance is measured based on financial goals, and Individual performance is measured based on objectives related to safety, financial objectives, talent management, and other factors appropriate for the individual role.

For a detailed discussion on Executive Compensation, please review the Owens Corning Proxy Statement starting on page 23.

**GRI Reporting Level:** Full

**References:**

[2015 Owens Corning Proxy Statement](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.6 Conflicts of Interest**

---

Owens Corning has a well-defined process in place to avoid conflict of interests.

A conflict of interest occurs when one's private interests interfere in any way, or even appear to interfere, with the interests of the Company. Some examples of conflict of interests are given as follows:

- A conflict situation can arise when a director takes actions or has interests that make it difficult to perform his or her duties for the Company objectively and effectively.
- A conflict of interest may also arise if a director has, or it appears that he or she has, allegiances to, or financial interests in, an entity other than the Company and the presence of such allegiances or interests interferes with, or may interfere with, the director's duty of loyalty to the Company.

The directors are expected to dedicate their best efforts to advancing the Company's interests and to make decisions that affect the organization based on the Company's best interests and independent of outside influences.

Owens Corning defines it as a director's obligation to conduct the Company's business in an honest and ethical manner including the ethical handling of actual or apparent conflicts of interest between personal and business relationships.

A director who has an actual or potential conflict of interest must disclose it to the Chairman of the Board and the Chairman of the Corporate Governance Committee, covering the following aspects:

- Description of the existence and nature of the actual or potential conflict of interest
- Description of all facts known to him or her regarding the transaction that may be material to a judgment about whether to proceed with the transaction

The director may proceed with the transaction only after receiving approval from the Corporate Governance Committee.

Conflicts of interest are discussed in detail in the [Directors' Code of Conduct](#) published on the Owens Corning website.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.7 Board Qualifications**

---

Pursuant to the Company's Corporate Governance Guidelines, nominees for director are selected on the basis of, among other things, experience, knowledge, skills, expertise, mature judgment, acumen, character, integrity, diversity, ability to make independent analytical inquiries, understanding of the Company's business environment, and willingness to devote adequate time and effort to Board responsibilities.

Pursuant to its charter, the Governance and Nominating Committee is responsible for identifying and recommending director nominees consistent with the director qualification criteria described above, including diversity, so as to enhance the Board's ability to manage and direct the affairs and business of the Company.

In identifying director nominees, the Committee considers diversity as provided in its charter and the Corporate Governance Guidelines but it does not have an additional policy with respect to the consideration of diversity. The Committee considers diversity expansively against the charter standard of enhancing the Board's ability to manage and direct the affairs and business of the Company. The effectiveness of this process is assessed annually by the full Board as part of the Board self-evaluation process.

**GRI Reporting Level:** Full

**References:**

[2015 Owens Corning Proxy Statement](#)  
[Governance and Nominating Committee Charter](#)  
[Corporate Governance Guidelines](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.8 Economic, Environmental, Social Values**

---

Compliance at Owens Corning means that we all follow our Ten Guiding Principles all of the time, with no exceptions. Our Guiding Principles are designed to ensure that employees act with integrity and in an ethical manner, avoiding even the appearance of impropriety. Each guiding principle is supported by one or more Business Conduct Policies detailing compliance expectations. Owens Corning's Code of Conduct and Ten Guiding Principles are inspired by and aligned to the UN Global Compact, the Universal Declaration of Human Rights, the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and the OECD Convention on Combating Bribery.

This Code of Business Conduct applies to Owens Corning, all of its controlled domestic and foreign subsidiaries, and all other legal entities in which Owens Corning has the controlling interest (more than 50% ownership). These policies are made available to employees via the myOC home page (Company Policies > Business Conduct Website). The Business Conduct Council has oversight responsibility for worldwide compliance with these policies.

The Owens Corning Business Code of Conduct is designed to guide all of us on how to conduct business ethically and comply with all laws. It should be incorporated into the way all employees work every day, with customers, colleagues, suppliers, and the public. Our Code of Conduct is an extension of our corporate values, and 100% compliance is an expectation of employment at Owens Corning.

Annually, all Staff employees are required to take a refresher training course on the Code of Conduct and all Business Conduct Policies. Following the course, the Staff employees are required to certify their compliance, and are given an opportunity to disclose any non-conformance. In addition, managers are expected to lead by example to make sure all employees know and understand the code of conduct, other Company policies, and applicable laws. Owens Corning takes all reports of misconduct seriously. If our Company learns of wrongdoing, it will act swiftly to correct the problem and prevent future occurrences. Owens Corning makes every effort to ensure that investigations are consistent, comprehensive, and confidential to the extent possible, and follow applicable laws. If requested, employees are expected to cooperate in any investigation of possible wrongdoing. If the investigation reveals that misconduct has occurred, Owens Corning may respond as it deems appropriate or necessary, consistent with the law. Depending on the circumstances, this may include training and/or disciplinary action, including termination. Individuals may also be subject to civil or criminal prosecution for violating the law.

**GRI Reporting Level: Full**

**References:**

[Owens Corning Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.9 Economic, Environmental, Social Oversight**

---

The Board of Directors for Owens Corning oversees the company's compliance with internationally agreed upon standards, codes of conduct and principles through the audit committee. The Board also has an oversight of the sustainability principles of the corporation. Additional information can be found on our Corporate Governance page and in our Corporate Governance Guidelines.

**GRI Reporting Level:** Full

##### **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)

[2015 Owens Corning Proxy Statement](#)

[Amended and Restated Bylaws of Owens Corning](#)

[Owens Corning Corporate Governance Guidelines](#)

[Ethics Policy for Chief Executive and Senior Financial Officers](#)

[Owens Corning Business Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement

#### Governance

##### **GRI 4.10 Board Evaluation**

---

The Board of Directors engages in annual self-evaluation in a variety of areas, including economic and environmental performance. Performance is evaluated against targets set for the board's committees and company performance as a whole.

Each year, the Governance and Nominating Committee facilitates a process to evaluate the effectiveness of the Board, its committees and the Chairman and CEO. The Board and its committees complete self-assessment questionnaires that evaluate effectiveness in several areas including composition, structure and processes. The Governance and Nominating Committee utilizes the results of the questionnaires to recommend changes to Board processes, to determine critical skills required of prospective director candidates and to make recommendations for committee assignments. The Governance and Nominating Committee also prepares and circulates evaluations to the non-management directors regarding the performance of the Chairman and CEO in several key performance areas. The results of the evaluations are discussed in an executive session of the non-management directors and are also factored into the Compensation Committee's performance evaluation of the Chairman and CEO.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Corporate Governance Guidelines](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Commitments to External Initiatives

#### **GRI 4.11 Precautionary Approach**

---

Owens Corning has been a signatory to the United Nations Global Compact since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere. Principle 7 of the Global Compact states “Businesses should support a precautionary approach to environmental challenges.”

With respect to the precautionary approach, Owens Corning ensures that our products and technology comply with or exceed all applicable laws, regulations and approval standards to protect the environment and human life and health. Our product stewardship programs are designed to ensure integrity of our products and the processes used to develop, produce and manage them. Owens Corning is confident that these efforts are consistent with and meet the expectation of the precautionary approach. Our product stewardship policy can be viewed on the Owens Corning Sustainability website.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Commitments to External Initiatives

#### **GRI 4.12 Principles Endorsed**

---

Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic, voluntary, policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

In addition, Owens Corning publically states our support for the UN Universal Declaration of Human Rights. The creation of the 30 articles in 1948 which make up the Universal Declaration was a watershed moment in the history of international human rights. As one of the primary driving forces behind the UN Global Compact, the Universal Declaration of Human Rights is as relevant and impactful as ever.

Owens Corning is committed – in both belief and action – to the 10 principles of the Global Compact and the 30 articles of the Universal Declaration of Human Rights. This commitment extends beyond making our products and operations more sustainable. It involves embracing the broader objectives of sustainability as we balance economic growth with social progress and environmental stewardship. In short, we believe that what is good for people and good for our planet is also good for Owens Corning.

Our Supplier Code of Conduct, Company Code of Conduct, Anti-Corruption Policy, and Environmental, Health, Safety and Product Stewardship Policy all ensure we act in accordance with the principles of the UN Global Compact and the Universal Declaration of Human Rights.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Code of Conduct](#)

[Owens Corning Supplier Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES Governance, Commitments, and Engagement Commitments to External Initiatives

### GRI 4.13 Memberships

	Position in governance bodies	Participate in projects/ committees	Provides substantive funds beyond routine membership	Views relationship as strategic
<b>Communities</b>				
Habitat for Humanity International		X	X	X
Local Habitat for Humanity Affiliates	X	X	X	X
United Way		X	X	X
United Way local affiliates	X	X	X	X
Good 360			X	X
World Vision			X	X
Marathon Classic (LPGA charitable tournament)	X	X	X	X
Regional Growth Partnership - NW Ohio	X	X	X	X
<b>Government</b>				
EPA's SmartWay Transport Partnership				X
EPA's WasteWise partnership program				X
U.S. Department of Energy – Save Energy Now Program				X
EPA's Energy Star				X
<b>Non-Governmental Organizations</b>				
PHH GreenFleet in partnership with Environmental Defense Fund				X
United Nations Global Compact				X
NRDC		X		X
Business for Innovative Climate and Energy Policy a project of CERES (BICEP)		X		X
EDF Fellows		X	X	X
ASHRAE	X	X	X	X



# GRI G3.1 INDEX 2014

National Safety Council	x	x	x	x
Campbell Institute	x	x	x	x
SHINE		x	x	x
Rocky Mountain Institute-Business Renewables Center				x
Alliance to Save Energy		x		x
<b>Industry Associations</b>				
National Association of Home Builders	x	x	x	x
U.S. Green Building Council		x		x
Business Roundtable	x	x	x	x
Latin America Insulation Manufacturer Association				x
North America Insulation Manufacturer Association	x	x	x	x
Asphalt Roofing Manufacturer Association	x	x	x	x
Environments for Living		x		x
American Composites Manufacturing Association	x	x	x	x
India Green Building Council		x		x
Brazil Green Building Council		x		x
RESNET	x	x	x	x
EEBA - Energy and Environmental Building Alliance	x	x	x	x
SouthFace		x	x	x
ICAA- Insulation Contractors of America Association		x	x	x
Passive House program PHIUS		x		x
American Institute of Architects - AIA		x	x	x
Ceilings and Interior Systems Construction Association - CISCA				x
Air Barrier Association of America	x	x		x
Air Diffusion Council		x		x
Construction Specifiers Institute				x
Metal Building Manufacturers Association				x
National Insulation Association				x
Extruded Polystyrene Association		x		x



# GRI G3.1 INDEX 2014

Heating, AC, Refrigeration Distributors International				x
Refrigeration Engineers & Technicians Association				x
Ohio Manufacturers Association				x
National Association of Manufacturers				x
<b>Education</b>				
Dartmouth, Tuck School of Business/Fellowships	x	x	x	x
The Ohio State University, Fisher School of Business		x		x

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Stakeholder Engagement

#### **GRI 4.14 Stakeholders Engaged**

#### **GRI 4.16 Stakeholder Engagement**

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At Owens Corning, we proactively engage with individuals, groups and organizations that can be affected by our business and philanthropic efforts in order to understand their expectations and incorporate what we learn into our business plans and actions. These stakeholders include the communities where we operate, as well as customers, employees, governments, industry associations, non-governmental organizations (NGOs), shareholders and suppliers.

#### **Communities**

Our engagement with local communities thrives through partnerships with various non-profit organizations and charitable efforts, including educational support. A number of our facilities also have community advisory councils that meet to discuss facility operations and bring community concerns into consideration. We engage with our communities through relationships with organizations such as Habitat for Humanity International, United Way, Good360, World Vision, and the Marathon Classic (LPGA tournament). Additionally, we engage with a variety of local organizations throughout the world depending on the local needs and opportunities identified. Our engagement with local communities thrives through partnerships with various non-profit organizations and charitable efforts, including educational support. A number of our facilities also have community advisory councils that meet to discuss facility operations and bring community concerns into consideration. Many Owens Corning plants and facilities are actively engaged in their communities. This is accomplished through various methods including plant open houses, community volunteer events, fundraising, community board service, etc.

Plants are able to provide funding to local charities through the Owens Corning Foundation Enhancing Lives Grant program. Financial support of local charitable organizations encourages communication and many times leads to employee volunteerism within the community. For example, in 2014 Owens Corning began building a new plant in Gastonia, North Carolina. As part of efforts to build a presence in the community and demonstrate Owens Corning's values, 15 Owens Corning volunteers from 6 countries worked on a Gaston County Habitat for Humanity build. The Owens Corning Foundation also donated money to the local Habitat group. We are also working with a local technical college on a training program for future employees.

#### **Government**

Owens Corning is a prominent corporate voice in support of energy efficiency and progressive environmental policy. This includes advocacy for various administration programs designed to create jobs, save energy, lower consumer bills and contribute to a cleaner environment. We engage with numerous governmental organizations depending on current initiatives and priorities. Examples include EPA's SmartWay Transport Partnership, EPA's WasteWise partnership program, U.S. Department of Energy – Save Energy Now Program, EPA's Energy Star program, as well as various state/local governments for site-level engagement dependent on specific needs.



# GRI G3.1 INDEX 2014

## **Non-Governmental Organizations**

At a corporate level we engage with the Alliance to Save Energy, PHH GreenFleetSM in partnership with Environmental Defense Fund, United Nations Global Compact, BICEP, and NRDC, among others. Owens Corning encourages engagement at a local level based on local opportunities and need.

## **Industry Associations**

We participate in multiple industry associations relevant to our different businesses including; National Association of Home Builders, U.S. Green Building Council, Business Roundtable Energy Task Force for the residential and commercial buildings sector, Business Roundtable Climate RESOLVE (Responsible Environmental Steps, Opportunities to Lead by Voluntary Efforts), Business Roundtable's S.E.E. (Social, Environmental, Economic) Change program, Latin America Insulation Manufacturer Association, North America Insulation Manufacturer Association, Asphalt Roofing Manufacturer Association, American Composites Manufacturing Association, and Environments for Living. As members of these organizations we receive information on the latest trends and also participate in shaping the direction of the industry.

## **Suppliers**

Owens Corning has developed a Supplier Code of Conduct which guides our selection of suppliers. As a participant in the United Nations Global Compact, Owens Corning is dedicated to incorporating the 10 principles for human rights, labor, environment and anti-corruption into our core values. In turn, we expect our suppliers to also integrate these principles into their corporate structures in an effort to create a more effective supply chain. In addition, we seek to be fully engage with our suppliers in order to exchange the most effective sustainability practices and to learn from them. We also engage our suppliers using our supplier survey. Level of engagement is dependent on the size of the supplier and their willingness to engage. We send our supplier survey to over 1,000 suppliers.

## **Shareholders**

Our shareholders are kept abreast of our business progress and news through company reports, U.S. Securities and Exchange Commission filings, investor presentations and our website. Forthright sharing of all relevant information of interest to our stakeholders is at the center of our commitment to transparency. This approach reinforces our reputation, not only for quality products and services, but for conducting business ethically and in compliance with all laws and regulations. This is why our Corporate Governance and Code of Business Conduct are so important.

## **Employees**

Owens Corning has approximately 15,000 global employees. About half are represented by unions or work councils around the world. We make a point to build strong relationships with all employees, which in return provides Owens Corning a competitive advantage as we better understand the perspective and value each employee brings to our business and work environment. We also engage with our employees through opinion surveys, town hall meetings and one-on-one employee development discussions.

## **Customers**

It is important to us that our customers understand who we are as a company and how we operate through our sales team, website and consumer services such as our toll-free answer center (1-800-GET PINK®). In addition, we actively seek to better understand our customers' needs through regular reviews of our performance, assuring our understanding of their business goals and strategies. These



# GRI G3.1 INDEX 2014

conversations guide our company's investments and activities to increase our value, contributing more to our customer's business success.

**GRI Reporting Level: Full**





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Stakeholder Engagement

#### **GRI 4.15 Identify Stakeholder**

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Owens Corning has adopted the GRI G4 principles of materiality as the basis for the selection and prioritization of its stakeholders. In late 2013, Owens Corning undertook work to develop a materiality matrix which identifies the most relevant issues for the company and its stakeholders. As part of the study we completed a value chain map to identify relevant stakeholders and determine which were most relevant to us. Based on the results of the map we interviewed both internal stakeholders: senior leadership, manufacturing leaders, procurement, sales, investor relations, product management/marketing, environmental health and safety, science and technology, and community relations and external stakeholders: suppliers, contractors, builders, customers, investors, and NGOs.

The materiality matrix (as published on our website) was developed with the input of the over 80 internal and external stakeholders we identified in our value chain map. Stakeholders were engaged in interviews and an electronic survey. The external stakeholders included builders, contractors, customers, investors, non-government organizations and suppliers. The study took into consideration elements of the Sustainability Accounting Standards Board (SASB), CDP (formally known as the Carbon Disclosure Project), Global Reporting Initiative (GRI), and the World Business Council for Sustainable Development (WBCSD) Vision 2050. Internal stakeholders included a broad spectrum of company employees. The work resulted in the definition of 22 medium-high materiality topics which were then categorized into four areas; increasing handprint, decreasing footprint, product responsibility and social responsibility. Our key stakeholder category includes communities, customers, shareholders, investors, NGO's, employees, suppliers, media analysts, government bodies, industry associations and customers.

In 2014 we began updating our materiality matrix through an extensive stakeholder engagement process. This work is continuing into 2015, during which we are interacting with all our 11 stakeholder groups. This revision of our materiality matrix will take into account the growth of the company over last 2 years (since the last materiality study), will cover 30 plus stakeholders representing our global reach and will incorporate the feedback received from the previous materiality study.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Governance, Commitments, and Engagement Stakeholder Engagement

#### **GRI 4.17 Engagement Result**

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Our ongoing materiality work has focused on identifying relevant external and internal stakeholders and identifying the topics and concerns that are relevant to them. The results can be seen in detail in our Materiality Study. We are transitioning to GRI G4 Guidelines and focusing our reporting on topics that interest our stakeholders. This transition will be complete for our 2015 report.

Additionally, in communities where concerns have been raised, Owens Corning has been proactive in community meetings and developing mechanisms for our stakeholders to review status updates while giving and receiving feedback.

Examples include:

[Anderson Community Involvement Plan](#)

[Environmental Investigations Community Information Site](#)

[Toronto Improvements](#)

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic: Disclosure on Management Approach

##### **GRI EC Economic Disclosure on Management Approach**

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Owens Corning develops, manufactures, and markets insulation, roofing and fiberglass composites. Global in scope and human in scale, the company's market leading businesses use their deep expertise in materials, manufacturing and building science to develop products and systems that save energy and improve comfort in commercial and residential buildings. Through its glass reinforcements business, the company makes thousands of products lighter, stronger and more durable. Ultimately, Owens Corning people and products make the world a better place. Based in Toledo, Ohio, Owens Corning posted 2014 sales of \$5.3 billion and employs about 15,000 people in 26 countries. It has been a Fortune 500® company for 60 consecutive years. For more information, please visit [www.owenscorning.com](http://www.owenscorning.com).

Additional information can be found in our 2014 10K Annual Filing.

**GRI Reporting Level:** Full

**References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Economic Performance

#### GRI EC1 Economic Value Generated

	Twelve Months Ended				
	December 31, 2014(a)	December 31, 2013(b)	December 31, 2012(c)	December 31, 2011	December 31, 2010(d)
(in millions, except per share amounts)					
<b>Statement of Earnings (Loss) Data</b>					
Net sales	\$ 5,276	\$ 5,295	\$ 5,172	\$ 5,335	\$ 4,997
Gross margin	\$ 976	\$ 966	\$ 797	\$ 1,028	\$ 956
Marketing and administrative expenses	\$ 487	\$ 530	\$ 509	\$ 525	\$ 516
Earnings before interest and taxes	\$ 392	\$ 385	\$ 148	\$ 461	\$ 206
Interest expense, net	\$ 114	\$ 112	\$ 114	\$ 108	\$ 110
Loss on extinguishment of debt	\$ 46	\$ —	\$ 74	\$ —	\$ —
Income tax expense (benefit)	\$ 5	\$ 68	\$ (28)	\$ 74	\$ (840)
Net earnings (loss)	\$ 228	\$ 205	\$ (16)	\$ 281	\$ 940
Net earnings (loss) attributable to Owens Corning	\$ 226	\$ 204	\$ (19)	\$ 276	\$ 933
<b>Earnings (loss) per common share attributable to Owens Corning common stockholders</b>					
Basic	\$ 1.92	\$ 1.73	\$ (0.16)	\$ 2.25	\$ 7.43
Diluted	\$ 1.91	\$ 1.71	\$ (0.16)	\$ 2.23	\$ 7.37
<b>Weighted-average common shares</b>					
Basic	117.5	118.2	119.4	122.5	125.6
Diluted	118.3	119.1	119.4	123.5	126.6
<b>Balance Sheet Data</b>					
Total assets	\$ 7,555	\$ 7,647	\$ 7,568	\$ 7,527	\$ 7,158
Long-term debt, net of current portion	\$ 1,991	\$ 2,024	\$ 2,076	\$ 1,930	\$ 1,629
Total equity	\$ 3,730	\$ 3,830	\$ 3,575	\$ 3,741	\$ 3,686

To support our three main priority areas:

- Promoting and enabling safe and efficient housing solutions
- Enabling improved access to shelter for the under privileged
- Supporting the basic health and education needs for communities and enabling the same with employee engagement

The philanthropic work in our communities is accomplished through partnerships with organizations like Habitat for Humanity, United Way Worldwide and through support of other organizations like World Vision.

In 2013, we expanded our corporate philanthropy internationally and began supporting our communities in India, Mexico and China. These projects align with our priority of providing access to basic health and education and encourage employee volunteerism in our global communities. In a number of these



# GRI G3.1 INDEX 2014

locations, community needs assessments and meetings with local leadership have identified the needs of children of migrant workers a high priority. In many locations in these countries, migrant workers are drawn to industrial centers to find work and their children are impacted in a variety of ways. Owens Corning employs some migrant workers with legalized work permits at facilities in China and India. Many of these workers live in the villages in and around Owens Corning facilities. In other instances, the children of these workers are left behind in rural areas and in very challenging conditions.

In China, Owens Corning is partnering with Amway Charity Foundation (ACF) and the China National Committee for the Care of Children (CNCCC) to construct Spring Sprout Kitchens to improve life for migrant workers' children who are left behind when their parents go to cities to find work. The kitchens are located in schools in two of the poorest counties in China's Jiangxi and Shaanxi Provinces. These schools have no kitchens or the existing kitchens are in a state of great disrepair. Once completed, the new kitchens offer nutritious meals, including meat and vegetables. To date, some 3,200 children have benefitted from this effort.

Owens Corning is partnering with Netspring Green IT and providing refurbished computers for a migrant school near our plant in Yuhang – impacting 834 students and 27 teachers. Owens Corning helped to provide teacher training and delivered teaching kits and toys to 20 daycare centers for migrant workers' children in Shanghai through a partnership with the Shanghai Charity Foundation. Over 9,000 children ages 3 to 6 benefitted from this initiative.

In India, Owens Corning is working with United Way in Thimmapur and Taloja to provide access to basic education and health and wellness. In 2014, 1,400 children in village schools near these locations were provided with computer literacy, 1,000 were provided with safe play facilities, 3,500 children were provided with safe drinking water, 500 children benefitted from Non Formal Educational opportunities and 750 children were provided with basic sanitation access. In addition, 2,500 villagers in these locations were provided access to regular health services.

In Mexico, Owens Corning is working with United Way Worldwide counterparts, to deliver computers in rural classrooms, and we are making basic structural repairs at schools. For example, in one school, work included irrigation work and the installation of proper toilet facilities. These projects impacted over 450 students.

Around the globe Owens Corning employees contributed thousands of hours of service to boards, special causes and non-profit organizations. Whenever possible, the employee volunteerism is linked with such key charitable partnerships. Since 1993, the Owens Corning Global Volunteer of the Year Award program has honored more than 20 employees, teams and retirees, who have demonstrated outstanding community service.

These dedicated volunteers exemplify our company purpose: Our people and products make the world a better place.

**GRI Reporting Level:** Partial

**References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Economic Performance

#### **GRI EC2 Climate Change Financial Risk**

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Owens Corning has an integrated risk assessment, which ties into a multi-disciplinary companywide risk management process. Our risks range from cyber risks, loss of key facilities due to natural catastrophe, significant changes in the regulatory environment (including EH&S regulations), competitive threats, supply chain risks, energy constraints, loss of key talent, theft of intellectual property, product liability, IT infrastructure failures, key customer loss and global political risks. We have adopted correlation analysis as an instrument that displays the likelihood of an event occurring within the same time period. A detailed correlation analysis is completed on the key external business drivers such as housing starts, hurricane and other severe weather conditions, and on aspects like wind power growth rates. Additionally, energy, commodity and foreign currency hedging programs are routinely evaluated to provide inputs to our correlation analysis.

An example of Owens Corning's correlation analysis has indicated that the insulation business is highly correlated to new home starts. Based on actual and forecasted home starts, the business builds its strategic plan and makes the appropriate tactical maneuvers to right-size capacity and the workforce.

#### **Risks related to our business and industry**

Low levels of residential or commercial construction activity can have a material adverse impact on our business and results of operations. A large portion of our products are used in the markets for residential and commercial construction, repair and improvement, and demand for certain of our products is affected in part by the level of new residential construction in the United States, although typically not until a number of months after the change in the level of construction. Lower demand in the regions and markets where our products are sold could result in lower revenues and lower profitability. Historically, construction activity has been cyclical and is influenced by prevailing economic conditions, including the level of interest rates and availability of financing, inflation, employment levels, consumer confidence and other macroeconomic factors outside our control.

We face significant competition in the markets we serve and we may not be able to compete successfully. All of the markets we serve are highly competitive. We compete with manufacturers and distributors, both within and outside the United States, in the sale of building products and composite products. Some of our competitors may have superior financial, technical, marketing and other resources than we do. In some cases, we face competition from manufacturers in countries able to produce similar products at lower costs. We also face competition from the introduction by competitors of new products or technologies that may address our customers' needs in a better manner, whether based on considerations of pricing, usability, effectiveness, sustainability or other features or benefits. If we are not able to successfully commercialize our innovation efforts, we may lose market share. Price competition or overcapacity may limit our ability to raise prices for our products when necessary, may force us to reduce prices and may also result in reduced levels of demand for our products and cause us to lose market



# GRI G3.1 INDEX 2014

share. In addition, in order to effectively compete, we must continue to develop new products that meet changing consumer preferences and successfully develop, manufacture and market these new products. Our inability to effectively compete could result in the loss of customers and reduce the sales of our products, which could have a material adverse impact on our business, financial condition and results of operations.

## OPPORTUNITIES IDENTIFIED

### Changes in Regulation:

- **Opportunity driver:**  
Building codes
- **Description:**  
More aggressive building codes and regulations regarding energy efficiency drive the use of insulation and other energy savings products and systems. Increased transportation industry related energy efficiency regulations help drive the use of lighter and stronger materials like glass-fiber reinforcements. Demand for products in our roofing business is generally driven by both residential repair and remodeling activity and by new residential construction.
- **Potential impact:**  
Increased sales would result from new uses of our products and from increased requirements for existing uses
- **Timeframe:**  
Annually
- **Direct/Indirect:**  
Direct
- **Likelihood:**  
More likely than not
- **Magnitude of impact:**  
Medium
- **Estimated financial implications:**  
Up to \$200 million
- **Management method:**  
Owens Corning actively lobbies the U.S. Department of Energy and other legislative bodies for increased energy conservation requirements. Additionally, Owens Corning actively forecasts demand to ensure product will be on hand to service increased volume.
- **Cost of management:**  
Up to \$1 million

### Changes in Physical Climate Parameters:

- **Opportunity driver:**  
Storm activity



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- **Description:**  
Demand for products in our roofing business is generally driven by both residential repair and remodeling activity and by new residential construction. Roofing damage from strong storms can significantly increase demand in this business.
- **Potential impact:**  
Increased sales
- **Timeframe:**  
Annually
- **Direct/Indirect:**  
Direct
- **Likelihood:**  
About as likely as not
- **Magnitude of impact:**  
Medium
- **Estimated financial implications:**  
Up to \$100 million
- **Management method:**  
Owens Corning has a strong network of facilities throughout the United States. Through sophisticated supply chain planning, production from each of these locations can be redirected to serve a storm damage market.
- **Cost of management:**  
\$0 incremental management costs. Increased freight costs are easily passed through in price when serving storm ravaged areas

## Changes in Other Climate Related Developments:

- **Opportunity driver:**  
Reputation
- **Description:**  
As the awareness of environmental deterioration increases, Owens Corning's products become more important to consumers and to builders who market energy efficient structures. Our products are significant to the reduction of GHG from buildings, and thus Owens Corning stands to benefit from the reputation of being "green".
- **Potential impact:**  
Increased sales
- **Timeframe:**  
Annually
- **Direct/Indirect:**  
Direct





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- **Likelihood:**  
More likely than not
- **Magnitude of impact:**  
Medium
- **Estimated financial implications:**  
Up to \$50 million
- **Management method:**  
Our Sustainability organization and our sales force actively and broadly promote our company's stand for sustainability. Additionally, the company is a significant user of recycled content and even created a mainstream market for recycling asphalt roofing shingles.
- **Cost of management:**  
Up to \$1 million

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Economic Performance

#### **GRI EC3 Benefit Plan Coverage**

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Generally, retirement benefits are offered to employees via Defined Contribution arrangements. However, defined benefit plans may be provided in accordance with local custom, to ensure a competitive overall benefits package.

Over 95% of the employer's defined benefit obligations are payable through a fund held and maintained separately from the resources of the organization.

The U.S. qualified plan is 97.96% funded, as determined by actuarial valuation within the past 12 months. The U.K. and Canadian plans are less than 100% funded, also based on actuarial valuation within the past 12 months. These three plans represent over 90% of the Company's DB liabilities.

Owens Corning's strategy for the US plan is to contribute at least the minimum required amount each year, and ensure that the plan is funded at 80% or greater. Other plans are funded in order to fully comply with local funding requirements.

Approximately 90% of Owens Corning employees participate in voluntary retirement savings programs. (Excludes jurisdictions where participation is mandatory).

Based on our U.S. 401k plan, which represents approximately 90% of our contributory savings plans globally; employees who maximize the Company Match will be saving 14% of salary towards retirement, from both employee and employer contributions.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Economic Performance

#### **GRI EC4 Governmental Financial Assistance**

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Owens Corning receives financial assistance in form of tax credits as mentioned below:

- U.S. Research and Development Credits – USD 1.3 million
- Netherlands WBSO Subsidy – EUR 110,740
- Netherlands Education Subsidy – EUR 40,735
- Netherlands S&T Tax Credit – EUR 22,882
- Italy Energy Subsidy – EUR 510,065
- France R&D credit – EUR 650,000
- France CICE credit – EUR 879,000

There is not a government presence in the company's shareholding structure.

**GRI Reporting Level: Full**

#### **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Market Presence

#### **GRI EC5 Entry Wage Ratios**

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Compensation at Owens Corning is designed to be competitive at the local labor market. Base pay rates are determined by job responsibility level, and are targeted at the market mean (average) of comparable companies with whom Owens Corning competes for talent. Base pay rates are reviewed and updated annually, based on the job performed and the local market wages for similar skills. The entry level wage is not dependent on gender.

In addition to employee base pay, most employees are eligible to participate in Owens Corning's Variable Incentive Plan (VIP) at the plant levels which is dependent on individual and plant results. This compensation program lends to a competitive structure and above average Total Cash Compensation when a location performs well.

Employees receive compensation from the Company that is proportionate to the impact of role and contribution the individual makes to the Company. Our compensation team has done a thorough analysis of our U.S. population and all current and approved, but not yet enacted, minimum wage increases. We are currently paying our people at or above all established minimum wage requirements. For Owens Corning, minimum wages are generally not relevant since the majority of entry-level Owens Corning positions require a higher level of skills or knowledge than jobs at which the minimum wage rate would apply.

At Owens Corning, our Compensation Philosophy is to effectively use all elements of compensation to align employees with the goals and objectives of the Company and its businesses to meet and exceed desired performance objectives by reinforcing behaviors necessary to achieve success. Our talent management strategy, employee development processes and programs are aligned with the Company's objectives and business strategy. In order to ensure we bring in the correct talent to our team, we look at the business needs first and then select individuals whose skills, knowledge and experience will best help us meet our business objectives.

Employee compensation is performance driven, market competitive and fair. We reward both individual and collective contributions to our business's success through base and variable pay. Base salaries are determined by job responsibility level, benchmarking data on market competitiveness, individual competencies and performance. A consistent philosophy in the design, application, and administration of total compensation programs globally ensures equitable treatment for all employees independent of gender, age or ethnicity. Employees receive compensation from the Company that is proportionate to the impact of role and contribution the individual makes to the Company ensuring fairness in our programs. Most employees are eligible to receive additional cash incentives via the Corporate Incentive Plan (CIP) based on the year-end company results and their individual performance. EBIT Targets by business and



# GRI G3.1 INDEX 2014

a consolidated Corporate Target compile the Corporate Component, while the Individual Component is based on each employee's annual performance.

For more information, please visit the [Owens Corning Careers](#) website.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Market Presence

#### **GRI EC6 Local Supplier Use**

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Owens Corning defines local as an area within 250 mile radius of any of its facilities. Currently we track this information for our U.S. facilities.

Owens Corning does not have a policy in place for local procurement; however, we do consider that transport and engagement with the supplier can be done more efficiently if the supplier is nearby. In 2014, 37.5% of Owens Corning's purchases were made locally for significant locations of our operations. Some products, such as cullet (recycled glass) are sourced near plant locations (within 250 miles) as a matter of good practice and cost effectiveness.

Cost, quality performance, delivery performance, innovation, financial viability and location are the key considerations in our supplier selection process. Additionally, the supplier must meet social, safety and environmental standards as stated in our Supplier Code of Conduct.

Many of our facilities have rail delivery capability enabling longer haul distance procurement with cost and environmental benefits which would fall outside the 250 miles definition, but these have not been included in the percent reported.

**GRI Reporting Level: Full**

**References:**

[Owens Corning Supplier Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Market Presence

#### **GRI EC7 Local Hiring**

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Generally we grant preference to local residents when hiring across the country. Nearly all of our new hires in 2014 were sourced from local residents.

18 of our 20 (90%) key general managers/business leaders are from the local country of operation. The senior leaders that were not sourced from local residents are internal transfers sent to international locations as expatriates for their growth and development as global leaders, leading to increased cultural and business intelligence.

Owens Corning defines senior management as key general managers and business leaders.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Economic

#### Economic Performance Indicators

#### Aspect: Indirect Economic Impacts

#### **GRI EC8 Local Investment Impact**

#### **GRI EC9 Indirect Economic Impacts**

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Owens Corning's indirect economic effects on communities around the world are varied and diverse. Our energy saving products, building science collaborations to drive high performance buildings and ongoing legacy of charitable giving, volunteerism, and product donation have a wide ranging impact on our communities and our world. While Owens Corning has indirect impacts on local markets through wages, taxes, hiring, procurement, community involvement, financial contributions, and building science collaborations, the complex nature of these business and philanthropic activities prevents us from reporting an aggregate indirect economic impact for our locations.

#### **ENERGY SAVING PRODUCTS**

Our reinforcement fiberglass materials are used in various product applications by other manufacturers to reduce weight, add strength, and durability to their products, and depending upon the particular application, such as in the transportation sector and in wind turbine blades, could provide energy savings and therefore corresponding greenhouse emissions avoidance for their customers as well.

Owens Corning also sells fiberglass and foam insulation into the commercial and industrial sectors that, depending upon the particular application, such as fiberglass insulation duct board and duct media, could provide energy savings and therefore corresponding greenhouse gas emission avoidance.

#### **Insulation**

Fiberglass insulation, first commercialized by Owens Corning in the 1930s, is one of the most widely used types of insulation in the United States, Canada and Mexico today.

A typical pound of insulation saves 12 times as much energy in its first year in place as the energy used to produce it.

That means the energy consumed during manufacturing is saved during the first 4-5 weeks of product use. The insulation continues to save that amount of energy every month throughout the life of the home or building in which it is installed.

#### **Roofing**

Our Duration® Premium Cool shingles use a highly reflective granule technology that bounces back the sun's rays, helping keep roofs cooler and reduce air conditioning energy levels. They meet ENERGY STAR® requirements for solar reflectance of .25, the fraction of solar energy reflected by the roof.

#### **Composites**

Fiberglass-reinforced composites can be light, insulating and corrosion-, impact- and heat-resistant, and are used to replace steel, aluminum, wood and other materials. Fiberglass as a reinforcement provides





# GRI G3.1 INDEX 2014

for lighter weight with comparable or better strength than materials such as steel. Lighter weight means more fuel efficiency in all forms of transportation. With increasingly higher strength technology, composites have also provided more efficiency and greater economy for wind energy turbines using longer, lighter and more productive blades at lower wind speeds.

Glass fiber composites also have been shown to have less impact on the environment through comparison of the life cycle assessment of specific parts made from steel and aluminum. Life cycle assessment takes into consideration the raw materials extraction, manufacturing, installation, maintenance and end of life of composite parts vs. other materials.

## **PARTNERING FOR HIGH-PERFORMANCE BUILDINGS**

Owens Corning has a long history of developing innovative energy saving solutions, collaborating with others to design, build and retrofit buildings for improved performance, and supporting codes and standards organizations with its technical expertise.

### **ASHRAE**

ASHRAE has adopted the AIA 2030 Challenge which is for all new buildings to be carbon-neutral in 2030 (using no fossil fuel GHG emitting energy to operate). Owens Corning supports this goal by actively participating in ASHRAE's development of energy codes, standards and guides thorough membership in:

- Standard 90.1 – Energy Standard for Buildings Except Low-Rise Residential Buildings
- Standard 90.2 – Standard for Energy-Efficient Design of Low-Rise Residential Buildings
- Standard 189.1 – Standard for the Design of High Performance, Green Buildings Except Low-Rise Residential Buildings
- Advanced Energy Design Guides (11)

Current versions of these documents are targeted to achieve 50% energy savings towards the 2030 goal.

### **NAHB Home Innovations National Green Building Standard**

Owens Corning was the first insulation company to receive the National Association of Home Builders' Research Center Green Approved Products seal of approval. Now known as the Home Innovation Research Labs Green Certified Products program, our expanded list of Green Certified products help builders earn points towards the National Green Building Standard, which is designed to move sustainable home building into the mainstream marketplace.

Download the [Owens Corning Reference Guide](#) (NAHB/ANSI Approved 2008 National Green Building Standard)

### **RESNET**

RESNET (Residential Energy Services Network) is a recognized national standards-making body for building energy efficiency rating and certification systems in the United States. Owens Corning is active with RESNET on the board of directors and a number of committees.

### **U.S. Green Building Council – LEED**

The U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED®) program is a national certification system designed to transform the built environment to sustainability by providing the building industry with consistent, credible standards for what constitutes a green building. Its points system focuses on the entire build for existing and new construction.



# GRI G3.1 INDEX 2014

We understand that selecting the right products is essential to achieving LEED Certification. That's why Owens Corning provides LEED reference materials, helping project teams specify the best Owens Corning products for LEED certification. For more information about LEED certification, call 1-800-GET-PINK® (1-800-428-7465).

## **PARTNERSHIPS**

Owens Corning also is involved in the advancement of sustainable building through education and sponsorship of leading programs. Our partner organizations in 2013 included Environments for Living®, Energy and Environmental Building Association (EEBA), the Alliance to Save Energy and the U.S. Department of Energy with its Energy Savers program.

## **PHILANTHROPY**

Owens Corning has several strategic philanthropic areas of focus: safe, efficient housing; critical needs shelter; basic health and education and employee engagement.

Work in communities is accomplished through partnerships with organizations like Habitat for Humanity and United Way Worldwide and through support of other organizations like World Vision.

In 2013 we expanded our corporate philanthropy internationally and began supporting our communities in India, Mexico and China. These projects align with our priority of providing access to basic health and education and encourage employee volunteerism in our global communities. In a number of these locations, community needs assessments and meetings with local leadership have identified the needs of children of migrant workers a high priority. In many locations in these countries, migrant workers are drawn to industrial centers to find work and their children are impacted in a variety of ways. Owens Corning employs some migrant workers at facilities in China and India. Many of these workers live in the villages in and around Owens Corning facilities. In other instances, the children of these workers are left behind in rural areas and in very challenging conditions.

In China, Owens Corning is partnering with Amway Charity Foundation (ACF) and the China National Committee for the Care of Children (CNCCC) to construct Spring Sprout Kitchens to improve life for migrant workers' children who are left behind when their parents go to cities to find work. The kitchens are located in schools in two of the poorest counties in China's Jiangxi and Shaanxi Provinces. These schools have no kitchens or the existing kitchens are in a state of great disrepair. Once completed, the new kitchens offer nutritious meals, including meat and vegetables. To date, some 3,200 children have benefitted from this effort.

Owens Corning is partnering with Netspring Green IT and providing refurbished computers for a migrant school in near our plant in Yuhang – impacting 834 students and 27 teachers. Owens Corning helped to provide teacher training and delivered teaching kits and toys to 20 daycare centers for migrant workers' children in Shanghai through a partnership with the Shanghai Charity Foundation. Over 9,000 children ages 3 to 6 benefitted from this work.

In India, Owens Corning is working with United Way Mumbai in Thimmapur and Taloja to provide access to basic education and health and wellness. In 2014, 1,400 children in village schools near these locations were provided with computer literacy, 1,000 were provided with safe play facilities, 3,500 children were provided with safe drinking water, 500 benefitted from Non Formal Educational



# GRI G3.1 INDEX 2014

opportunities and 750 were provided with basic sanitation. In addition, 2,500 villagers in these locations were provided access to regular health services.

In Mexico, Owens Corning is working with United Way Worldwide to deliver computers to rural classrooms, and is making basic structural repairs at schools. For example, in one school, work included irrigation work and the installation of proper toilet facilities. These projects impacted over 450 students. Around the globe, Owens Corning employees contributed thousands of hours of service to boards, special causes and non-profit organizations. Whenever possible, employee volunteerism is linked with key charitable partnerships.

Since 1993, the Owens Corning Global Volunteer of the Year Award program has honored employees, teams and retirees, who have demonstrated outstanding community service. These dedicated volunteers exemplify our company purpose: our people and products make the world a better place.

## **PRODUCT DONATION**

### **Building and Restoring Communities**

As a global leader in building materials and composite solutions, we know our products can make a significant impact in the areas of critical needs shelters and safe, efficient housing for those in need. Donations of building materials are focused in support of that strategy in several key areas:

- Building and rehabilitation of safe, efficient housing for those in need
- Neighborhood revitalization projects
- Revitalization of shelters and community centers
- Disaster relief

Owens Corning has partnered with organizations such as Habitat for Humanity®, HomeAid, Good360 and World Vision to help coordinate the distribution of product donations.

In 2014, Owens Corning donated enough shingles to re-roof 665 homes and enough insulation to insulate 5,900 homes for those in need. (Number is based on 25 squares of shingles for a 2,000 square foot home and 1,500 pounds of insulation per home).

## **FINANCIAL SUPPORT**

The Owens Corning Foundation is a 501(c) (3) non-profit organization that was established in 1978 to enhance lives through charitable contributions. The foundation supports Owens Corning's stakeholder communities throughout the U.S. and across the globe through strategic partnerships. Additionally, the foundation engages employees through multiple programs designed to encourage volunteerism and giving.

### **Charitable Partnerships**

The Owens Corning Foundation seeks to make significant impact in the areas of critical needs shelter and safe, efficient housing, basic health and educational opportunities for those in need. This is accomplished primarily through strategic charitable partnerships. A current three-year partnership with Habitat for Humanity International supports neighborhood revitalization in Owens Corning communities across the U.S. and international house builds in countries like Haiti where recovery from a devastating earthquake in 2010 is still ongoing.



# GRI G3.1 INDEX 2014

Through another key partnership with United Way Worldwide, Owens Corning has expanded its community investment in key locations in China, India and Mexico. Work in these countries is addressing the most basic needs in villages near Owens Corning plant and facility locations.

## **Employee Engagement**

The Foundation supports, encourages and recognizes employee giving and volunteerism through a variety of programs:

- Matching gift programs that match employee charitable donations to educational institutions up to \$2,500.
- Matching gift opportunities to provide assistance after natural disasters that affect Owens Corning communities.
- Global Volunteer of the Year Award, a program that honors employee volunteerism and includes categories for individual employees, teams of employees, and retirees. Honorees are able to direct a \$10,000 gift to the charity of their choice.
- Enhancing Lives Grants – Plants and facilities may apply for grants for eligible community charities.
- Dependent Employee Scholarship Program – The fund assists children and legal dependents of Owens Corning employees who demonstrate scholastic aptitude and financial need in order to help them reach their full potential

Our giving programs are designed to enhance lives by contribution to charitable programs in Owens Corning stakeholder communities worldwide.

**GRI Reporting Level:** Full

## **References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)

[Thimmapur Need Assessment Study Report](#)

[Taloja Need Assessment Study Report](#)

[UWM Thimmapur Proposal](#)

[UWM Taloja Proposal](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Materials

#### **GRI EN1 Materials Used**

#### **GRI EN2 Use of Recycled Input**

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Following are the details of our recycled input materials:

- Total weight of materials used: 6,072,000 tons (includes among others burnt lime, dolomite, spodumene, clay and limestone)
- Total volume of recycled raw materials: 597,000 tons
- Percentage of used recycled input materials: 9.83%

Recycled content in building materials is seen as a valued attribute in green building guidelines and certifications. It can also serve as a mechanism to reduce waste and enhance resource utilization in our manufacturing operations.

Owens Corning is a leader in recycled content for fiberglass insulation, having a minimum 53% and going as high as 73% for Canadian-made products. Owens Corning also has a high certified post-consumer amount for our light density building insulation at a minimum 37% for North America. We also have 20% certified pre-consumer content in our extruded polystyrene (XPS) foam insulation in North America. We work with suppliers to develop sources for recycled material; an example is Ripple Glass in Kansas City where Owens Corning assisted in establishing a waste glass processing plant and takes 85% of the collected glass to be made into insulation in the community. Owens Corning's successful partnership with Ripple Glass passed a five year milestone in 2014. In addition, Owens Corning's recently acquired Thermafiber mineral wool business is certified by ICCES to at least 70% recycled content.

Certification documents can be found at [Owens Corning's Architectural & Engineering Information Center](#)

We have a multi-pronged approach towards enhancing the recycled content:

- Seek to include or increase the content of recycled materials in our products and packaging either in initial design or continuous improvement.
- Validate recycled content through third party verification bodies -- Scientific Certification Systems -- and offer documentation for use in green building programs such as LEED.
- Promote the attribute of recycled content and educate customers and consumers on the value this brings to reducing landfill waste and saving resources and energy. We promote this through advertising, trade shows, external speaking engagements, product literature and training, and information on our website. Our specifications provided for architects and specifies also feature the element of recycled content - examples in sites such as our Division 7 E-Book
- Owens Corning promotes green product / green operations in industry presentations, case studies and forums including the benefit of recycle content and reducing impact in the life cycle assessment of the product for all the industries we serve.



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- Owens Corning is a member of organizations that promote recycled content in products including the USGBC and their LEED program and employs third party certifiers such as Scientific Certification Systems and UL Environment.

Owens Corning was the first roofing manufacturer to connect contractors with convenient recycling facilities through a national strategic alliance with Heritage Environmental. Owens Corning has rolled out the program nationally and has added recycling centers in 2013 and 2014, working with [Earth911](#) to promote the program and provide site information on where to recycle. As part of the program, contractors pledge to recycle their shingle tear-offs. In addition to keeping shingle waste out of landfills, contractors benefit by promoting sustainable business practices to homeowners. In 2014, we recycled an estimated 1.2 million tons of shingles through our recycling network—that is a 33% increase from 2013. Overall year over year, we saw an increase in 8 new markets, 12 new locations, and 55 additional contractors who pledged to recycle. Our population coverage remained at 65%, meaning over 65% of the population has access to shingle recycling in their market. This meets the FTC green guidelines of 60%. Through our network, we are positively influencing the life cycle of our shingles. Torn-off shingles taken to qualified shingle recyclers are diverted from landfills and recycled to be predominantly used in asphalt road pavement.

**GRI Reporting Level:** Full

**References:**

[Division 7 e-book](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

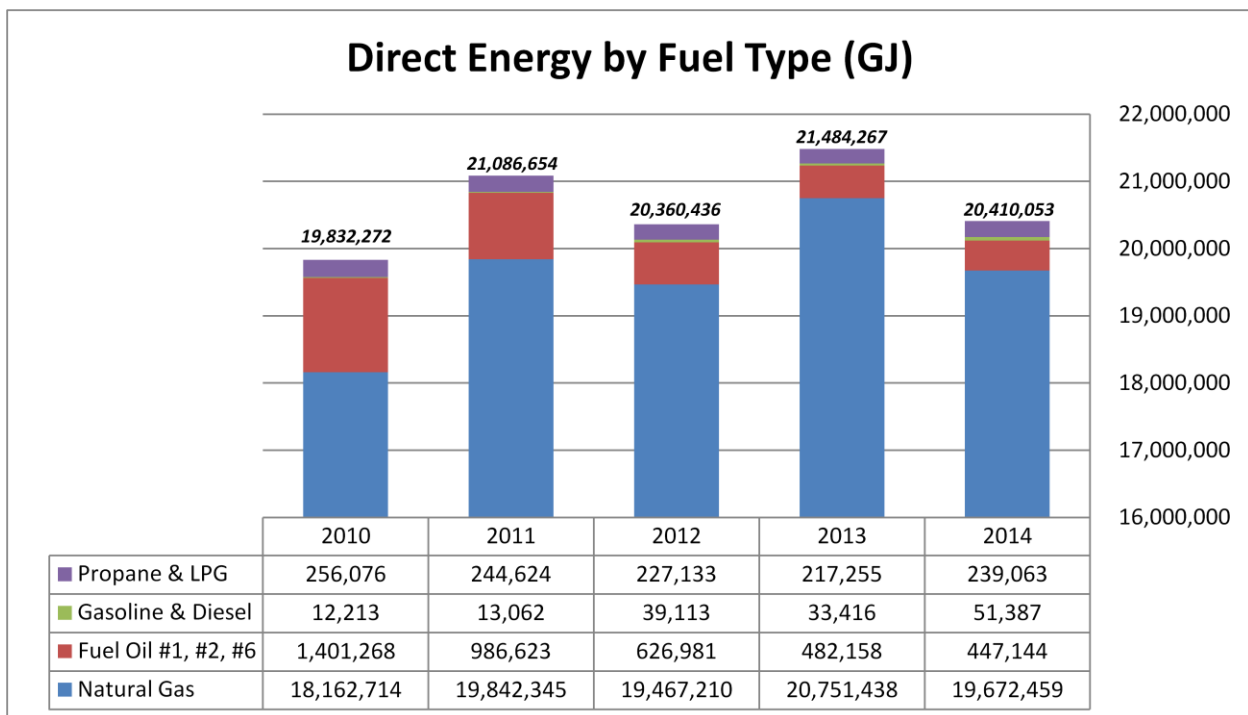
#### Environmental Performance Indicators

#### Aspect: Energy

#### GRI EN3 Direct Energy Use

Given our commitment to sustainability across the value chain, Owens Corning tracks its primary source energy along with the conventional consumed energy. Primary energy (as defined by 'Save Energy Now – Energy Baseline Guidelines') accounting assures that the total energy required to generate, transmit, and, distribute electricity from the power generation source to the end user is factored into a company's energy consumption metrics. As a part of the U.S. Department of Energy's program Energy Better Buildings, Better Plants Program we have committed to a 25% reduction in our primary energy footprint from 2010 base year to 2020 in the United States. In the current reporting period Owens Corning reported a 1% decrease in primary source energy intensity.

Internally, Owens Corning set annual reduction targets for consumed (metered) energy intensity of 1.5% per year over a period from 2010 to 2020. We feel this goal strongly correlates to our externally published goal on primary source energy. Owens Corning focuses its strategy on intensity goals and does not establish absolute goals to measure progress. Our business volumes tend to vary based on market conditions in our key businesses and we can see wide variation from year to year as a result.





# GRI G3.1 INDEX 2014

Owens Corning has reduced its overall consumption of direct energy by 5% from 2013. The major reductions are attributable to our usage of natural gas and fossil fuels. While there is a real reduction in Scope 1 greenhouse gas, it should also be noted a portion of the reduction is driven through a modest mix shift from fuel usage to electricity for several reinforcement locations.

There is a reduction of 7% in the consumption of fuel oil and 5% for natural gas since 2013. Natural gas constitutes the highest source of direct energy with 96% of total direct energy consumption.

<b>Total Non Renewable Direct Energy Use (GJ)</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Asia Pacific	3,773,364	4,177,475	4,138,593	4,179,179	3,447,592
Europe	3,855,275	3,613,378	3,112,050	3,335,139	3,153,414
Latin America	1,369,469	1,451,277	1,659,379	2,055,316	1,845,907
Canada	1,162,465	1,173,657	1,044,006	1,051,130	1,082,778
United States	9,671,698	10,670,867	10,406,409	10,863,503	10,880,361
<b>Total</b>	<b>19,832,272</b>	<b>21,086,654</b>	<b>20,360,436</b>	<b>21,484,267</b>	<b>20,410,053</b>

**GRI Reporting Level: Full**





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Energy

#### **GRI EN4 Indirect Energy Use**

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Owens Corning is committed to evaluating renewable opportunities globally and investing in on-site renewable programs while collaborating with external partners. Through our sourcing organization, Owens Corning evaluates renewable energy available through our utility providers.

In 2013 Owens Corning announced the developed of 2.7-megawatt solar generation project that would supply renewable electricity to the Delmar, New York, site. For 2014, this installation provided over 6% of the electricity required.

Since 2008 Owens Corning has sourced 100% renewable electricity for our L'Ardoise, France site through Compagnie Nationale du Rhone's (CNR) Caderousse hydroelectric project using the Rhone river.

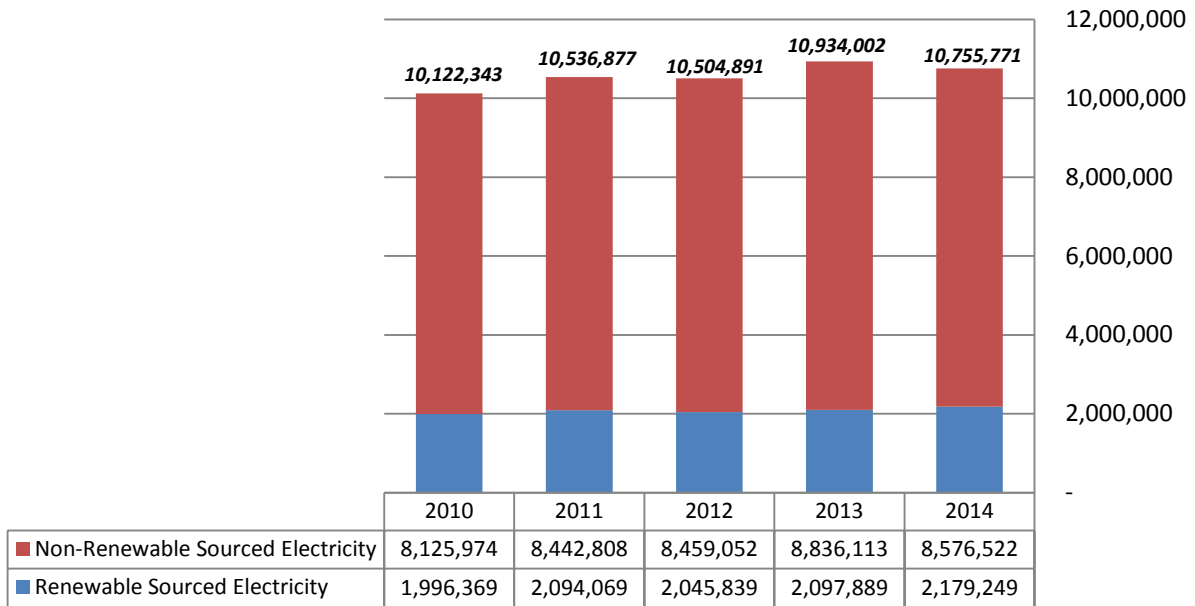
For the last 5 years approximately 8% of our electricity is sourced through renewable sources, such as wind, hydro, solar, and geothermal. This is based on the same methodology as the U.S. Department of Energy's program Energy Better Buildings, Better Plants Program which we reference for our corporate primary energy intensity goal our primary sourced electricity in 2014 is 26,707,093 gigajoules.

As Owens Corning is evaluating possible renewable opportunities, we utilize the U.S. EPA eGRID factors, country specific factors, and utility data to drive decisions. Overall, 8.3% of our electricity comes from renewable sources. The breakdown of our current electricity portfolio is shown below:



# GRI G3.1 INDEX 2014

## Electricity Consumption by Source (GJ)



A breakdown of our electric consumption by region is in the table below:

Total Electric Use (GJ)	2010	2011	2012	2013	2014
Asia Pacific	1,271,988	1,500,190	1,510,260	1,491,874	1,339,041
Europe	1,152,047	1,060,975	1,001,596	1,139,255	1,072,919
Latin America	929,529	1,017,433	1,062,436	1,171,004	1,133,053
Canada	890,533	931,316	825,528	863,774	880,012
United States	5,878,247	6,026,963	6,105,070	6,268,094	6,330,745
<b>Total</b>	<b>10,122,343</b>	<b>10,536,877</b>	<b>10,504,891</b>	<b>10,934,002</b>	<b>10,755,771</b>

Total Electric Use Intensity Compared to Base Year 2010	2010	2011	2012	2013	2014
Asia Pacific	100	102	105	101	95
Europe	100	86	97	103	95
Latin America	100	98	97	87	87
Canada	100	97	101	103	106
United States	100	93	99	103	120
<b>Total</b>	<b>100</b>	<b>95</b>	<b>99</b>	<b>103</b>	<b>114</b>



# GRI G3.1 INDEX 2014

Renewable Electricity (GJ)	2010	2011	2012	2013	2014
Asia Pacific	153,806	187,487	190,888	189,155	160,395
Canada	553,917	579,284	513,483	537,273	548,292
Europe	408,506	403,748	397,099	406,846	381,947
Latin America	411,100	437,793	434,638	440,154	388,060
United States	384,582	397,714	416,716	451,088	604,917
<b>Total</b>	<b>1,911,911</b>	<b>2,006,025</b>	<b>1,952,824</b>	<b>2,024,515</b>	<b>2,083,611</b>

A breakdown of our total energy use (direct and indirect) by region is in the tables below:

Total Energy Use (GJ)	2010	2011	2012	2013	2014
Asia Pacific	5,045,353	5,677,665	5,648,853	5,671,053	4,786,633
Europe	5,007,322	4,674,353	4,113,646	4,474,395	4,226,333
Latin America	2,298,998	2,468,710	2,721,815	3,226,319	2,978,960
Canada	2,052,998	2,104,973	1,869,534	1,914,904	1,962,791
United States	15,549,945	16,697,830	16,511,479	17,131,598	17,211,106
<b>Total</b>	<b>29,954,616</b>	<b>31,623,531</b>	<b>30,865,327</b>	<b>32,418,269</b>	<b>31,165,823</b>

Energy Intensity Changes from Base Year 2010	Composite		Insulation, Roofing and Asphalt	
	2010	2014	2010	2014
Metered Energy	100	79	100	109

GRI Reporting Level: Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### **GRI EN5 Greenhouse Gas Reductions**

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As a glass manufacturing organization we are very energy intensive and understand the impact this has on the environment. To mitigate impact we are passionate towards implementing energy reduction programs globally in all of our businesses. Since 2006 Owens Corning has implemented over 900 projects across the globe which has reduced our MWH usage by close to 1,000,000 MWH. These projects include lighting retrofits, compressed air optimization, cooling tower upgrades, pump optimizations, solar hot water tanks, fuel switching, process optimizations, biomass conversions, etc. In 2014 we implemented over 90 programs which generated energy savings of more than almost 50,000 MWH. In turn these programs saved over 22,000 MT of greenhouse emissions. As part of our continuing drive Owens Corning will be assessing the availability of implementing these initiatives across the company.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Energy

#### **GRI EN6 Product Energy Saved**

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Owens Corning insulation products are designed to save energy in buildings. Information below is an estimate of energy savings in North America based on a typical residential building insulated with our products sold in 2014.

We are limiting our response to North America where the majority of our insulation sales are currently concentrated. We do have additional sales of fiberglass and expanded polystyrene foam (EPS) insulation in the Asia Pacific region that are not included in this analysis due to a lack of specific information required for the analysis.

#### **Methodology**

The total weight of fiberglass insulation and extruded polystyrene (XPS) foam insulation products was used in the calculations. The avoided emissions were determined based on installing insulation using fiberglass and rigid foam board versus not insulating an average, (defined as a 2,400 square foot) two-story home in St. Louis, Missouri, U.S. The 2,400 square foot used for an average size home in North America is based on past data used by architects, builders and U.S. government data. St. Louis is representative of an average home in terms of heating and cooling days for the building zone requirements of North America.

It was assumed that the home was insulated with R11, R13, and R38 fiberglass insulation and some homes had R5 rigid foam board. The insulation specifications for each home were set to match the IECC (International Energy Conservation Code). A U.S. Department of Energy (DOE) approved building energy consumption and cost software, REM/Design™ was used to determine the amount of natural gas and electricity saved. It was assumed that the life of a home would be 60 years, a number being used by experts in proposed international sustainable building standard setting activities.

#### **Sources**

Owens Corning, Toledo, Ohio

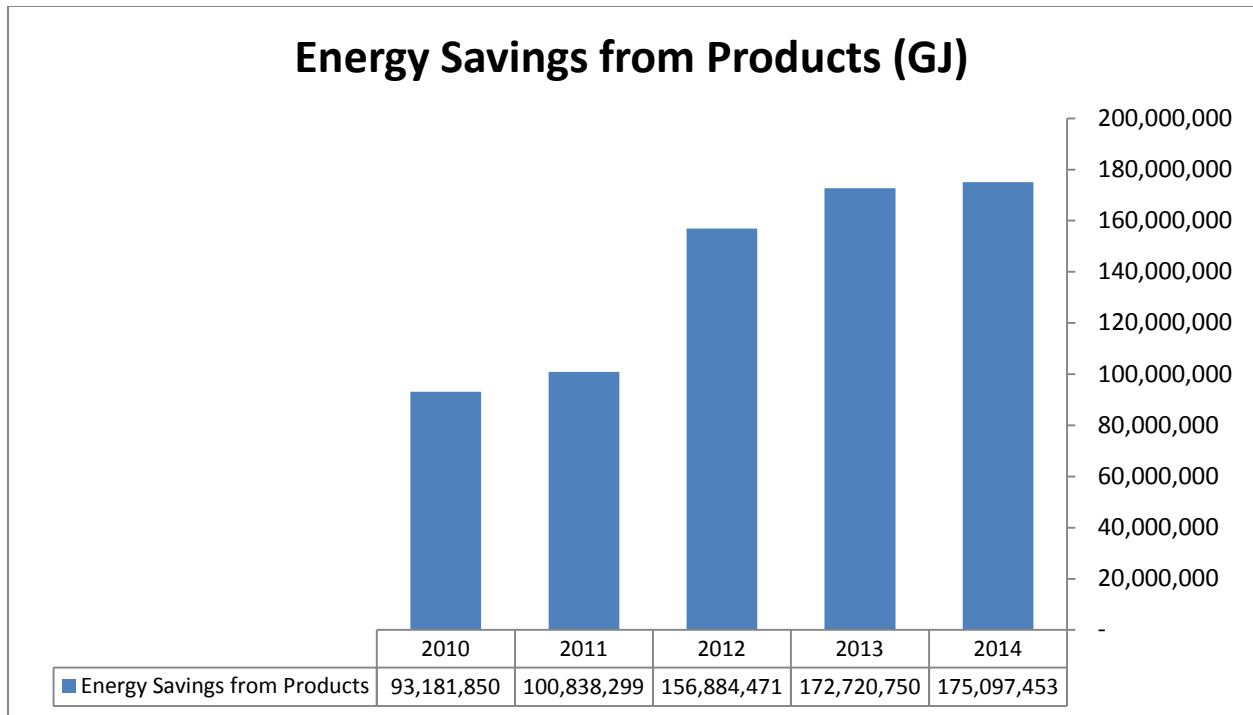
REM/Design™ V12 for Energy Analysis - Architectural Energy Corporation, Boulder, Colorado

Carbon Factors for Power Grid, Appendices B, and C: The United States Department of Energy (DOE), Washington, D.C.

ASTM International Technical Committee E60, West Conshohocken, Pennsylvania.



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#### Other Than Building Product Applications

Our reinforcement fiberglass materials are used in various product applications by other manufacturers to reduce weight, add strength and durability to their products. Depending upon the particular application, such as in the transportation sector and in wind turbine blades, our reinforcement products provide energy savings and therefore corresponding greenhouse emissions avoidance for their customers.

Owens Corning also sells fiberglass and foam insulation in the commercial and industrial sectors, such as duct board and duct media. These products provide energy savings and their associated greenhouse gas emission avoidance.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Energy

#### **GRI EN7 Reduce Indirect Energy**

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Existing initiatives to reduce indirect energy use:

Owens Corning established a 2020 goal that 50% of North American transportation miles would be converted from diesel fuel to natural gas. In 2012, Owens Corning reported the first wave of fuel switching to natural gas from diesel fuel, and partners with Dillon Transport, Modern Transport and others on a fuel switch initiative of diesel to natural gas (NG) to deliver energy efficiency, greenhouse gas and other emission reductions. In 2014, Owens Corning carriers fueled by NG moved product 13 million miles, 30% more than the previous year. This represents 10% of our total road miles in 2014.

Of our total 142 million miles transported, 24 million miles were travelled using alternative means (NG, intermodal, rail) resulting in emissions avoidance of over 20,000 metric tons of CO<sub>2</sub>e versus over the road with standard diesel fuel.

Our goal had been to convert 50% of miles driven to NG, however with low fuel prices this is no longer a feasible option for our carriers. We will continue to request and support fuel switching while looking for alternative means for overall emissions reduction of our sourced transportation services.

Our revised goal will be to accomplish the same metric tons per mile intensity reductions planned from our work that started in 2012 by the continued conversion of diesel to NG powered equipment, as well as increasing utilization of bulk transport such as intermodal and rail (IML) and encouraging the use of lower emission equipment available to the marketplace and utilized by our carriers. As of 2014 IML comprised 7.5% of miles, while Natural Gas comprised 10% of miles.

Additionally we have implemented very robust video conferencing capabilities globally. This includes the standard video conference capability, MondoPad installations, as well as several Virtual Meeting rooms at global locations. In total Owens Corning has implemented close to 100 rooms globally with video services in over half of our locations. Additionally, we have almost 1000 employees globally with video capabilities installed on their work stations.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

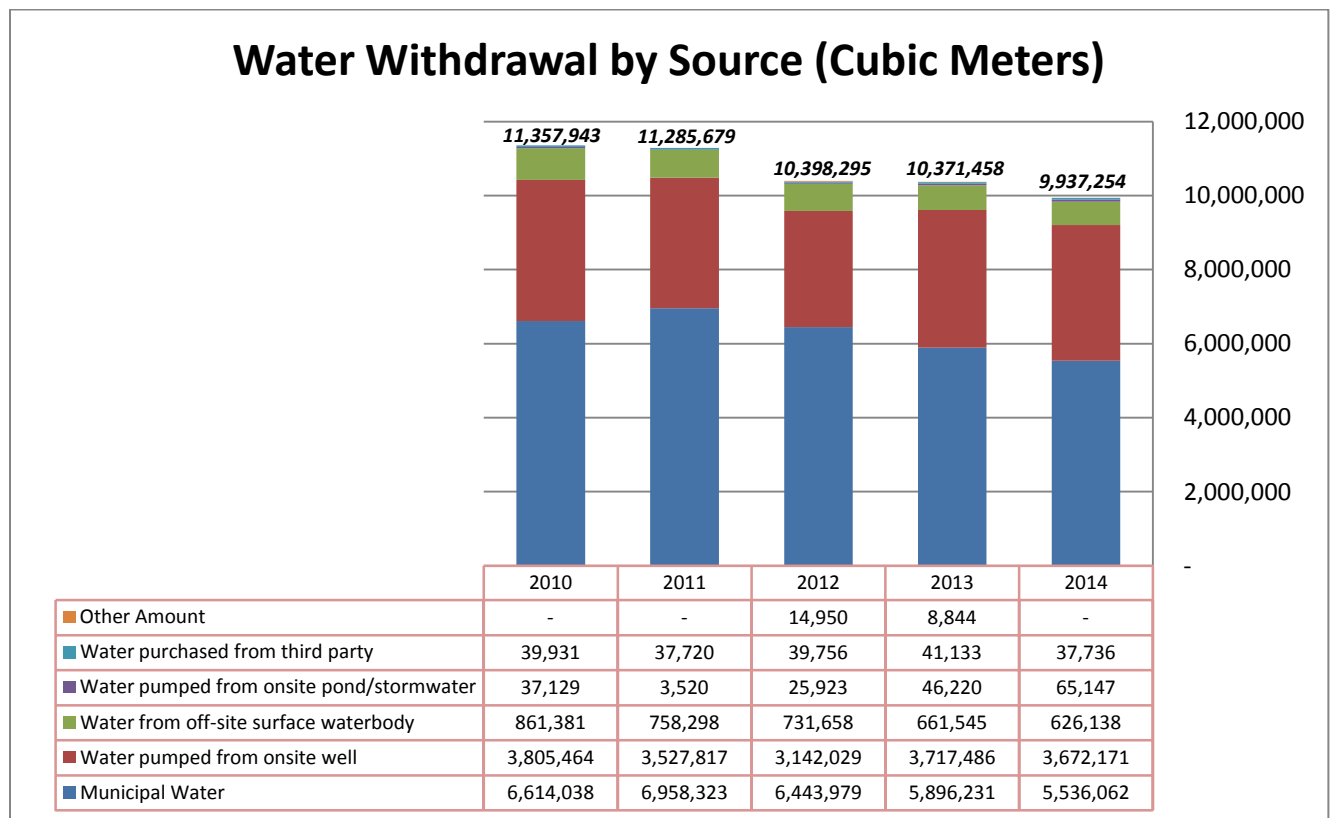
#### Environmental

#### Environmental Performance Indicators

#### Aspect: Water

#### GRI EN8 Water Withdrawal

In 2014, Owens Corning withdrew a total of 9,937,255 cubic meters of water, of which 5,536,062 cubic meters were purchased from the city, 3,672,171 cubic meters were pumped from an onsite well, 626,138 cubic meters were withdrawn from off-site surface water body, 65,147 cubic meters were pumped from onsite pond/ storm water and 37,736 cubic meters were purchased from a third party.

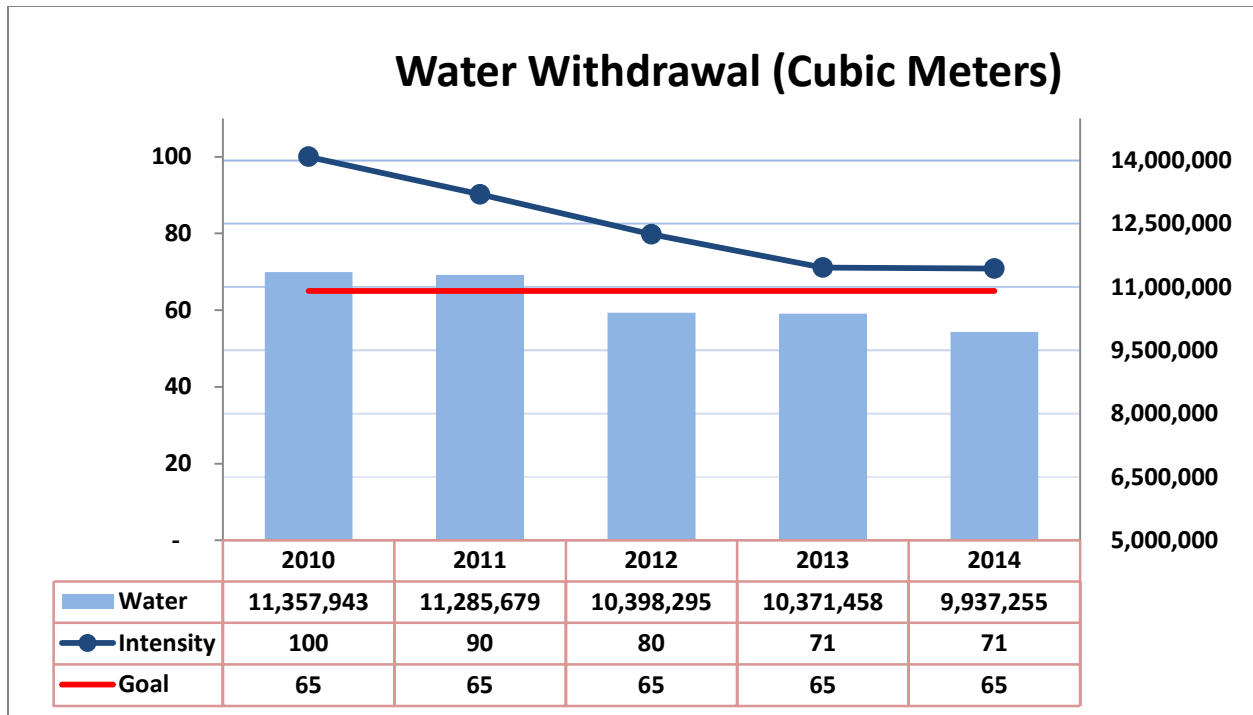


Owens Corning has a water intensity reduction goal of 35% from 2010 intensity. Currently, our intensity is down by 29% and our absolute use is down by 4%.





# GRI G3.1 INDEX 2014



In order to meet our 2020 water reduction goal plant level efforts and engagement are critical. The success of our Kansas City plant demonstrates the impact an engaged water team can have on water usage. Since 2010 Kansas City has cut both absolute water use and water intensity in half. Efforts to reuse water and minimize municipal water use have decreased both usage and costs associated with purchasing city water. The plant has implemented a metering system to populate a scorecard with water use information. The scorecard helps the plant to quickly identify and eliminate failures that increase water use.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Environmental

Environmental Performance Indicators

Aspect: Water

### **GRI EN9 Water Sources Affected**

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Owens Corning withdrawals do not exceed volume threshold and/or do not extract from Ramsar sites or other highly sensitive water resources to the best of our knowledge of suppliers and sources. Our biodiversity evaluations, described in EN12-15, include an evaluation of Ramsar wetland sites.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Water

#### **GRI EN10 Water Reused**

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Owens Corning considers recirculated water to be water that is used in the production of prime product and is (a) used in a recirculating (closed-loop) system; and (b) exits the recirculating system when it evaporates or the recirculating system is flushed / cleaned.

Recycled water is defined by Owens Corning as water that is used in the production of prime product and is then (a) pulled out of a specific production process area, mechanically and/or chemically treated then returned to the same process; (b) pulled out of a specific production process area and used in a different area (either production-related or nonproduction-related).

Owens Corning's water withdrawal levels have not deviated much over the last five years. Since 2010, Owens Corning has considerably increased their water recirculated and recycled percentage. The production process at our Insulation facilities is suitable for water recirculation. In Composites facilities process water is recycled and used in the cooling towers and for landscaping purposes. In 2014, Owens Corning had a total water withdrawal of 9,937,255 cubic meters, of which 3%, or 343,785 cubic meters, was recycled. We re-circulated 360,103,719 cubic meters of water, which is 3624% of total water use.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Biodiversity

#### **GRI EN11 Biodiverse Land**

#### **GRI EN15 Endangered Species**

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Owens Corning is committed to preserving the natural habitats that surround our operations around the world. Owens Corning assesses the bio-diversity risk of all our sites to determine if we are operating within or near protected areas or areas with high biodiversity value. To perform this analysis we compare the location of our operations to the following five important platforms:

- United Nations World Heritage Sites
- United Nations Biosphere Sites
- RAMSAR Wetlands sites
- Alliance for Zero Extinction sites (IUCN Red List)
- Natura 2000 Sites (as applicable specifically to Europe)

Based on our detailed assessment, we have a good understanding of our risk profile in the biodiversity aspect. We have determined that we have no facilities within 5 miles of any of these sites.

Owens Corning does have 3 small closed landfills and a dismantled plant in the Pinelands of New Jersey, a listed biosphere site. The landfills, which comprise a total of 164 acres, are properly capped, vegetated, routinely inspected and they attract wildlife. The former manufacturing property is undergoing groundwater remediation, but no effects on biodiversity have been identified.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Biodiversity

#### **GRI EN12 Impact on Biodiversity**

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Owens Corning is not a business that removes minerals or other resources from on or under the land. We focus on meeting regulatory requirements for all releases of air, water, waste, implementing footprint reductions beyond compliance and follow our corporate environmental policies and guidelines, and conduct periodic assessments to assure proper operations. We engage stakeholders as necessary. Environmental considerations including natural resource protection are taken into account as part of capital project planning and internal approval. We have a new proactive program to promote the use of more native vegetation on our properties to enhance indigenous and migrating wildlife.

With respect to identifying the significant impacts of our businesses and operations on biodiversity, Owens Corning assesses the bio-diversity risk of all our sites to determine if we are operating within or near protected areas or areas with high biodiversity value. To perform this analysis we compare the location of our operations to the following five important platforms:

- United Nations World Heritage Sites
- United Nations Biosphere Sites
- RAMSAR Wetlands sites
- Alliance for Zero Extinction sites
- Natura 2000 Sites (as applicable specifically to Europe)

Based on our detailed assessment, we have a good understanding of our risk profile in the biodiversity aspect. We have determined that we have no facilities within 5 miles of any of these sites.

With respect to our reporting to reflect our commitment to preserving biodiversity:

- We report biodiversity as one of the aspects on our sustainability website; which showcases that Owens Corning is committed to include biodiversity as an aspect in its planning and growth.
- We conduct annual biodiversity assessments through facility level surveys and use those results in our corporate level biodiversity impact evaluation report.
- We also include biodiversity assessment as a part of the due diligence process for all new acquisitions and mergers. These evaluations are being coordinated through the company Regulatory Law Department and Business Development Department using outside consultants. Business units are responsible for addressing any issues at a new property whenever added or acquired.
- At the facility level, Owens Corning has introduced the Biodiversity Tool Kit. We introduced 4 different habitat project types as a part of this toolkit, which enables facilities to access



# GRI G3.1 INDEX 2014

information on potential projects that could be conducted on site to enhance green cover, execute plantation projects and develop environments conducive for the growth of floral species.

- This year we have mapped all the facilities across 5 main platforms (as given in section 2.5.1) and determined that no facilities are located in or within 5 miles of any protected or sensitive regions.

Additionally, we are in the process of developing a company-wide biodiversity policy and goals. The intent of this policy is to acknowledge the importance of biodiversity to our facilities and to guide our future actions around biodiversity. We expect this policy to be finalized in 2015.

Our Supplier Code of Conduct states that suppliers are expected to:

- Provide adequate management systems for environmental, health and safety, and product stewardship programs
- Provide products that are safe and environmentally sound to use and dispose of
- Have programs to reduce the environmental impact of their products, like reduction of discharges into natural surrounding and other sources of pollution
- Establish goals and monitor the reduction of their environmental footprint

**GRI Reporting Level:** Full

**References:**

[Owens Corning Supplier Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Biodiversity

##### **GRI EN13 Restored Habitats**

##### **GRI EN14 Biodiversity Strategy**

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Owens Corning is not in businesses that remove minerals or other resources on or under the land. We focus on meeting regulatory requirements for all releases of air, water, waste, implementing footprint reductions beyond compliance and following our corporate environmental policies and guidelines, and conducting periodic assessments to assure proper operations. We engage stakeholders as necessary. Environmental considerations including natural resource protection and biodiversity are taken into account as part of capital project planning and internal approval.

In November 2011, biodiversity was recognized and added to our due diligence process for acquisitions and mergers. These evaluations are coordinated through the company Regulatory Law Department and Business Development Department using outside consultants. Business units would have to address any deficiencies identified on a new property whenever added or acquired. In 2014, we evaluated our 2 planned acquisitions/new builds (a new composite plant in Gastonia, North Carolina, U.S., and Transaco located in Chile) for their biodiversity impacts, as a part of the due diligence process.

Our facilities are well covered by the protections of the applicable regulatory permit processes where we operate, including our control processes, technology and standard facility inspections (as conducted by government). We also subject our facilities to internal assessments for special bio diverse sites, including table top biodiversity surveys for sensitive sites and species.

We are in the process of developing a company-wide biodiversity policy and goals. The intent of this policy is to acknowledge the importance of biodiversity to our facilities and to guide our future actions around biodiversity. We expect this policy to be finalized by the end of 2015.

An annual biodiversity assessment is completed by each plant. Based on this initial survey data, as collected from it's over 100 plants, Owens Corning conducts a biodiversity impact evaluation report at the corporate level. To complete this evaluation we use various databases regarding location of sensitive sites and species that must be protected. In 2014, as we reevaluated our biodiversity program, we made the decision to increase the boundary size assessed in our evaluation to 5 miles (26,400 feet) from the property boundary. We are developing a localized biodiversity assessment that will be implemented in 2015.

Owens Corning conducts a detailed evaluation of all its facilities against the following five important platforms:

- United Nations World Heritage Sites
- United Nations Biosphere Sites
- RAMSAR Wetlands sites



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- Alliance for Zero Extinction sites (IUCN Red Species)
- Natura 2000 Sites (as applicable specifically to Europe)

Based on our detailed assessment, we have a good understanding of our risk profile in the biodiversity aspect. We have determined that we have no risk or opportunities related to biodiversity for all of our manufacturing locations and have no sensitive or protected sites within 5 miles of any of our facilities.

Owens Corning is not restoring any lands as a part of raw materials extraction or any other land disturbing business. Owens Corning has 3 small closed landfills and a dismantled plant in the Pinelands of New Jersey, a listed biosphere site. The landfills, which comprise a total of 164 acres, are properly capped, vegetated, routinely inspected and they attract wildlife. The former manufacturing property is undergoing groundwater remediation, but no effects on biodiversity have been identified.

A number of our sites have the required elements for a complete habitat on site for supporting local wildlife. We encourage all of our facilities to always respect and protect nature. A toolkit has been developed to help facilities choose projects for enhancing wildlife on site using native vegetation and/or doing other biodiversity related projects either leading or participating with their communities. Past activities have included tree plantings, stream trash removal, and land litter cleanup and other related activities to improve the environment.

In 2014 we began an employee education and outreach program centered on biodiversity, with the goal of increasing awareness of what biodiversity is, why it is important to us as individuals and a company, and what we can do to preserve and enhance it. As part of the program we formed a dedicated biodiversity team with global membership, are working to implement a formal biodiversity policy, and held a biodiversity photography contest for Earth Day. Every portion of the contest (announcements, submission, voting) incorporated facts about biodiversity and its importance. The photography contest received close to 550 submissions of photos taken by Owens Corning employees that demonstrated some aspect of biodiversity from employees all over the world. Over 1,800 votes were cast by employees to choose their favorite photos, which will be published within our sustainability website and sustainability report.

**GRI Reporting Level: Full**





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

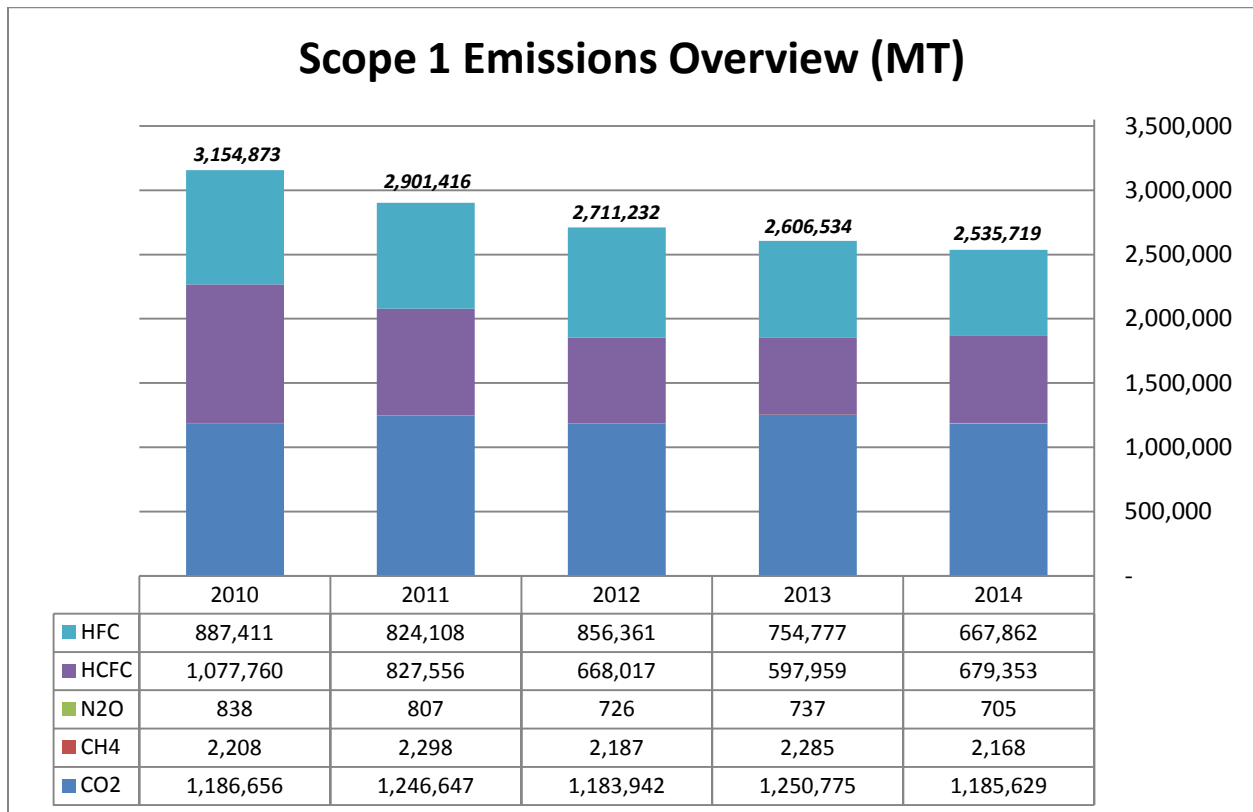
Management Approach and Performance Indicators

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Aspect: Emissions, Effluents, and Waste

### GRI EN16 Direct, Indirect Greenhouse Gas

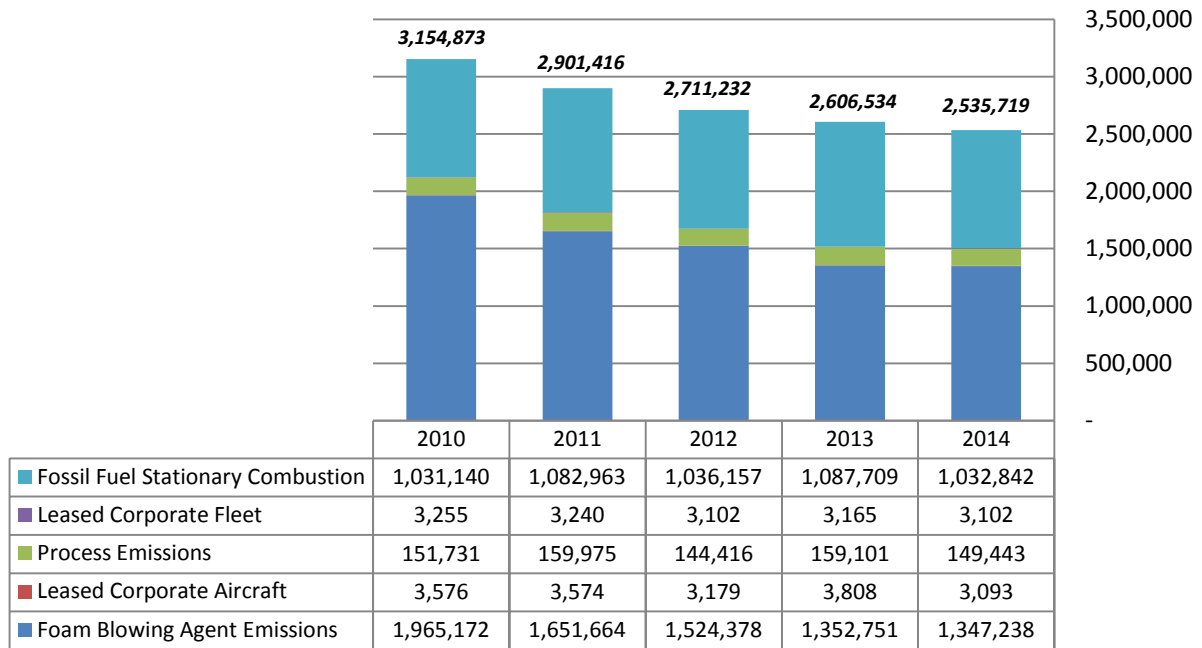


Following is a break up of direct emissions and reductions/ increase compared to the base year:



# GRI G3.1 INDEX 2014

## Scope 1 Emissions - Activity Breakup (MT)

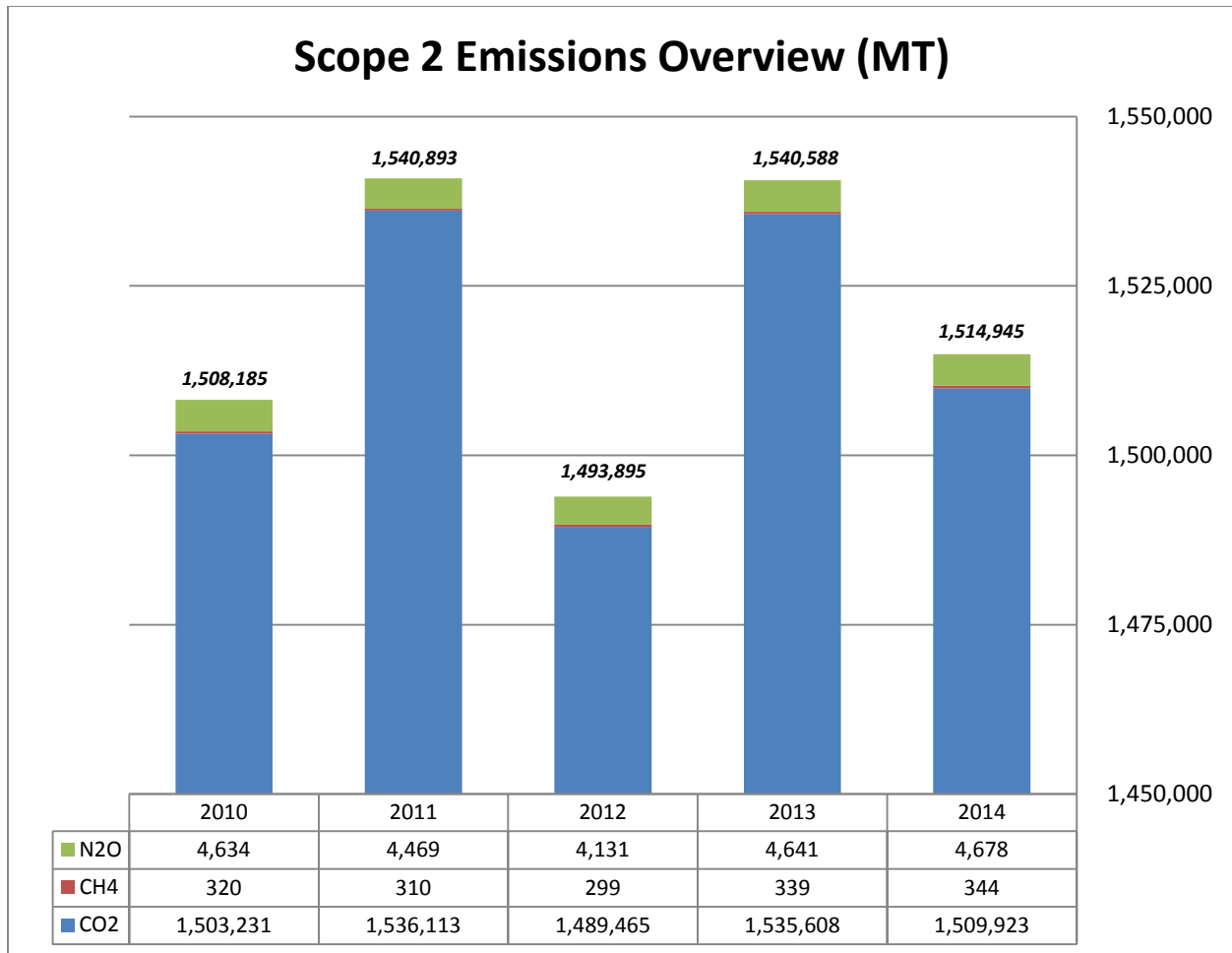


The majority of Owens Corning's Scope 1 emissions are attributable to the foam production process from blowing agent as well as fuel stationary combustion across the company. Compared to the 2010 base year we have successfully reduced absolute Scope 1 emissions by 20%. Additionally, corporate aircraft emissions have declined 13% since the base year.

It should also be noted that changes in production output could cause increases/decreases in our emissions accordingly given the raw materials and energy usage shifts.



# GRI G3.1 INDEX 2014



All of Owens Corning’s Scope 2 emissions are from electricity consumption as well as leased real estate assets.

A breakdown of our Scope 1 and Scope 2 GHG emissions intensity change from our 2010 baseline by business is in the table below. Insulation and Roofing and Asphalt are combined in the table because the businesses are both within the building materials systems.

Scope 1 and 2 Intensity Changes from Base Year 2010	Composite		Insulation, Roofing and Asphalt	
	2010	2014	2010	2014
Scope 1	100	90	100	57
Scope 2	100	99	100	80

Owens Corning’s absolute Scope 2 emissions have increased by less than 1% since 2010. The increase in absolute emissions is driven by a change in our reinforcement production process at several locations that switches usage of fossil fuels to electricity. The key programs driving to the 2020 goal of a 20% reduction include implementation of energy efficiency initiatives including expansion of fuel cell applications, combined heat and power, and growth of renewables to replace grid electricity. Internally



# GRI G3.1 INDEX 2014

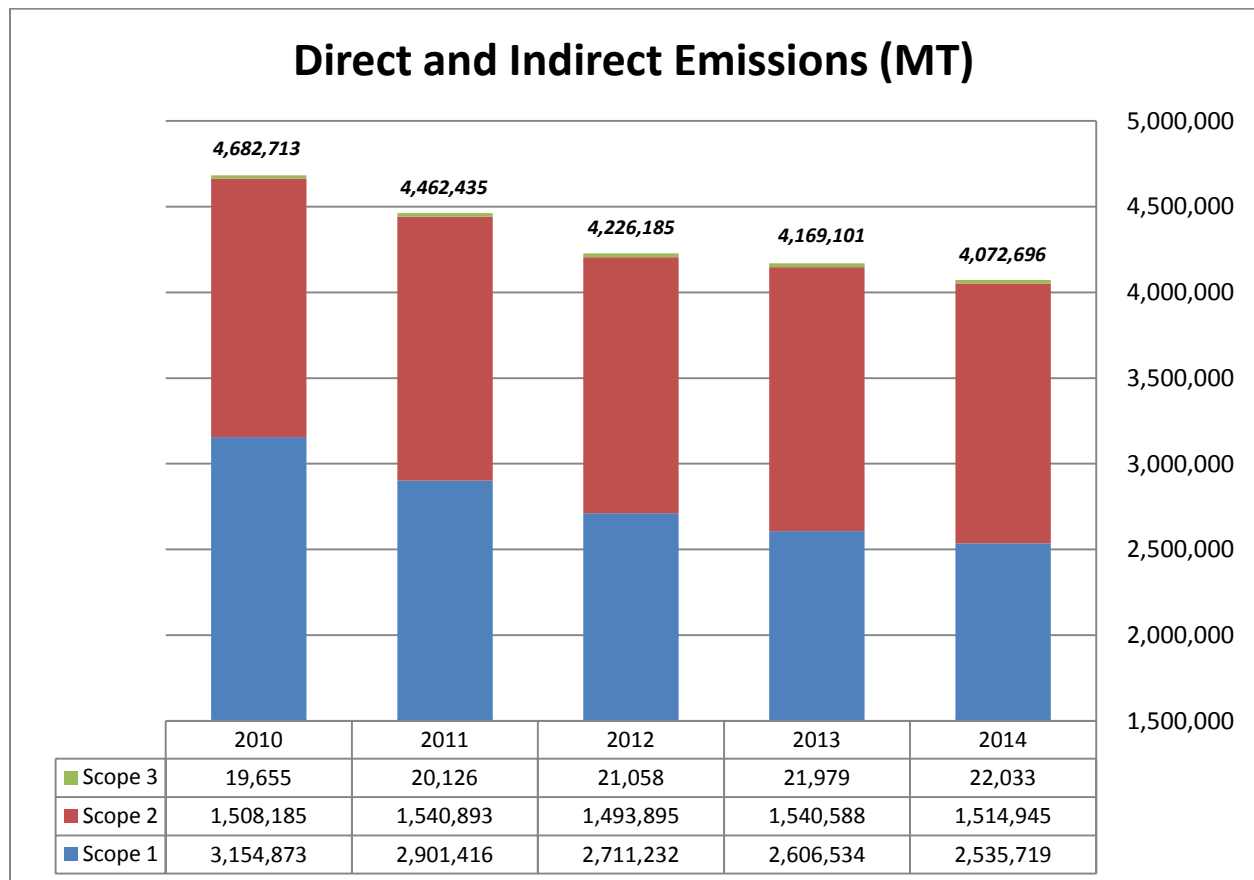
Owens Corning has set annual reduction targets for GHG intensity of 2% per year over a period from 2010 - 2020. We feel this goal strongly correlates to our externally published goal of GHG Intensity reduction of 2020.

In accordance with the WRI GHG protocol, Owens Corning made the following baseline adjustments:

- Divestiture: Masonry Products business located in Europe
- Acquisition: small distribution business located in Chile

Owens Corning has a 2020 goal to reduce its greenhouse gas intensity by 20%. We follow the World Resource Institute (WRI) GHG protocol to account Scope 1, 2 and 3 emissions. In 2014, we reported a 34% reduction in greenhouse gas intensity from our 2010 base year. This accounts for a 13% reduction in absolute emissions since 2010.

During 2014 SCS Greenhouse Gas Verification program has conducted verification with reasonable assurance of Owens Corning's EY 2014 emissions against the requirements of the Carbon Disclosure Project and the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. The verification conducted activities in compliance with ISO 14064-3. In 2015, Owens Corning plans to define a Scope 3 process related to the evaluation of upstream and downstream activities which are relevant to our company. In the current reporting cycle, our Scope 3 emissions are limited to mobile sources and business travel.





# GRI G3.1 INDEX 2014

**GRI Reporting Level:** Full

**References:**

[Statement of Verification of Climate Data for the Carbon Disclosure Project Owens Corning 2013](#)

[Statement of Verification of Climate Data for the Carbon Disclosure Project Owens Corning 2014](#)

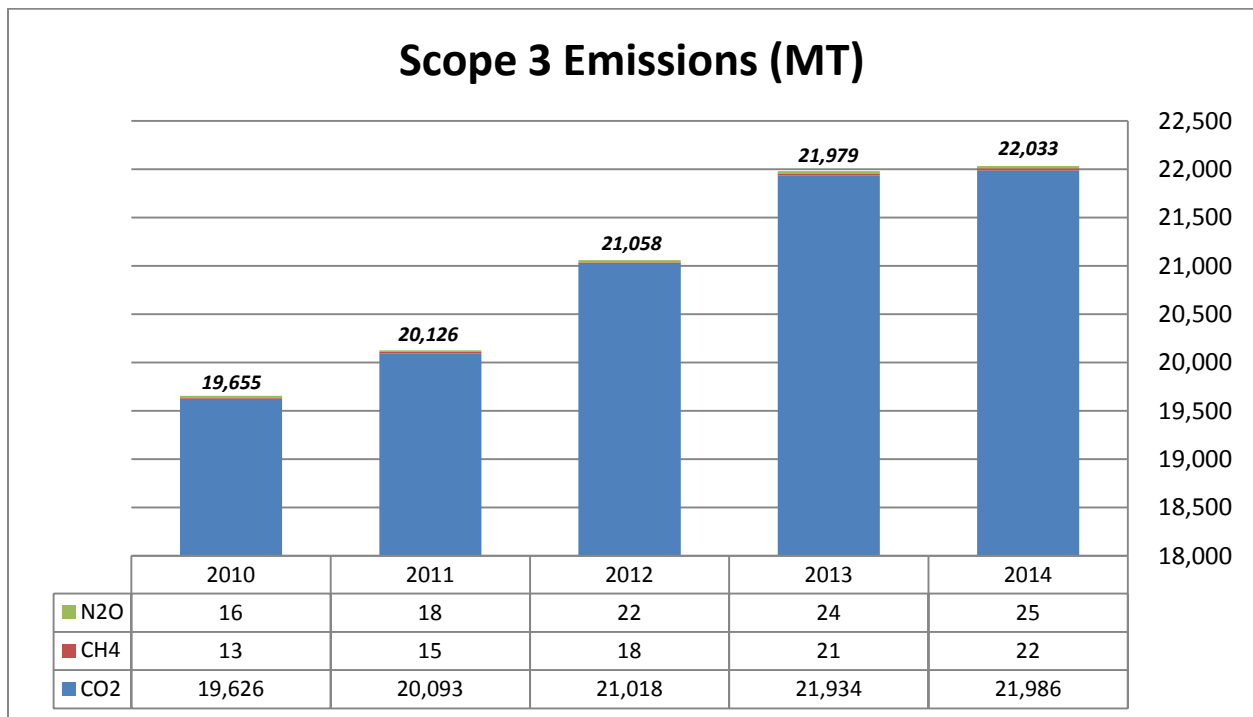


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 Aspect: Emissions, Effluents, and Waste

**GRI EN17 Other Indirect Greenhouse Gas**

Owens Corning has recorded a total of 22,033 MT Co2e Scope 3 emissions for 2014. Compared to the baseline, there is an increase of 12%. 2014 is also marginally higher than 2013 emissions.



Owens Corning Scope 3 emissions in 2014 are less than 1% of our total greenhouse gas emissions. In the current reporting cycle, our Scope 3 emissions are limited to mobile sources and business travel. We are diligently working to evaluate other Scope 3 emissions related to our upstream and downstream processes. For more information, see our CDP response to question CC14.1.

**GRI Reporting Level: Full**



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## STANDARD DISCLOSURES

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Aspect: Emissions, Effluents, and Waste

**GRI EN5 Energy Saved**

**GRI EN18 Greenhouse Gas Reductions**

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As a glass manufacturing organization we are very energy intensive and understand the impact this has on the environment. To mitigate this impact we are passionate towards implementing energy reduction programs globally in all of our businesses. Since 2006 Owens Corning has implemented over 900 projects across the globe which has reduced our MWH usage by close to 1,000,000 MWH. These projects include lighting retrofits, compressed air optimization, cooling tower upgrades, pump optimizations, solar hot water tanks, fuel switching, process optimizations, biomass conversions, etc. In 2014 we implemented over 90 programs which generated energy savings of more than almost 50,000 MWH. In turn these programs saved over 22,000 MT of greenhouse emissions. As part of our continuing drive Owens Corning will be assessing the availability of implementing these initiatives across the company.

**GRI Reporting Level: Full**



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### Management Approach and Performance Indicators

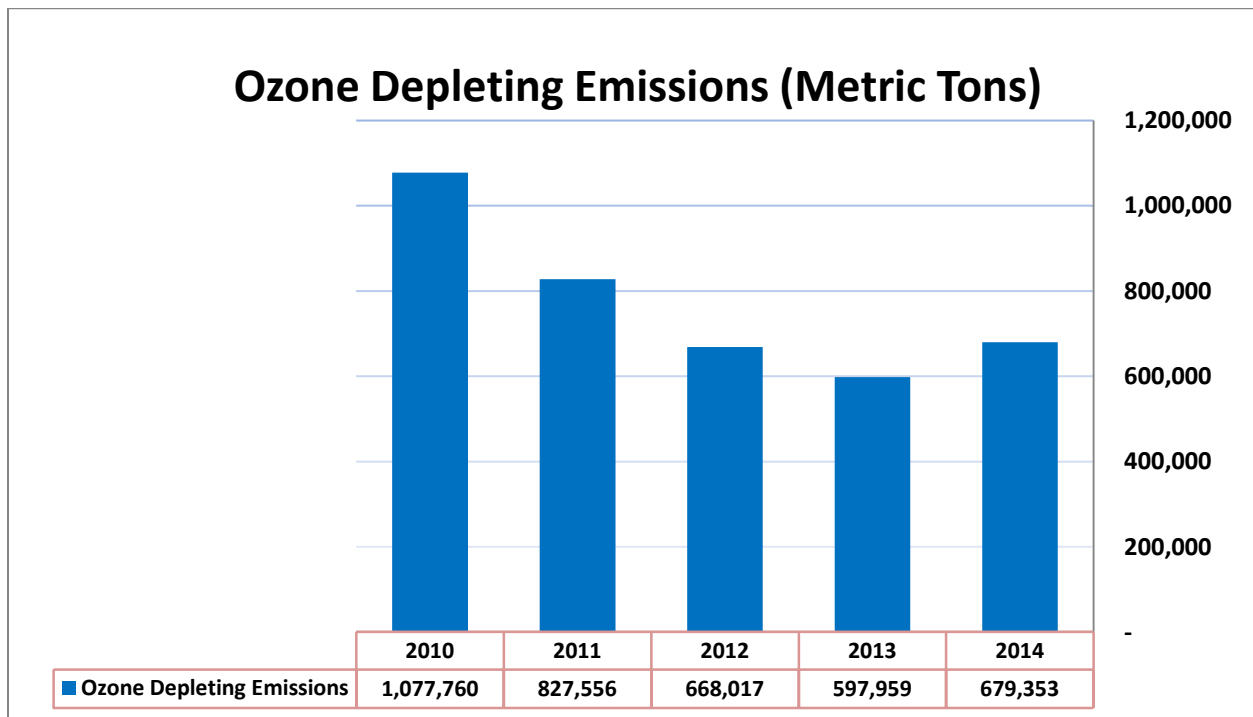
#### Environmental

#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### GRI EN19 Ozone-depleting Emissions

Compared to our 2010 baseline year, in 2014 Owens Corning reported a substantial decrease in absolute ozone depleting emissions of 54% and an intensity decrease of 53%. We did have an increase of Ozone Depleting Emissions by 12% compared to 2013.



GRI Reporting Level: Full





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## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

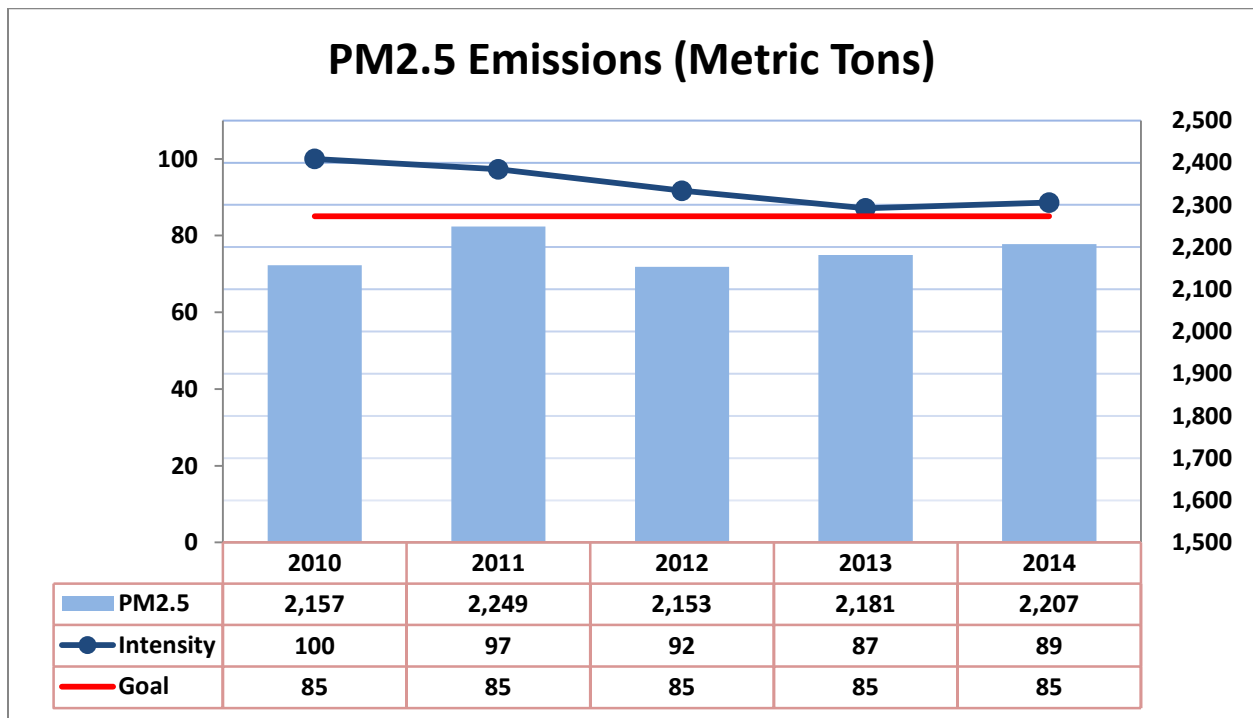
#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### GRI EN20 NOx, SOx & Other Air Emissions

Owens Corning measures its emissions based on metered data and stack emission testing performed by domain experts deployed across all facilities.

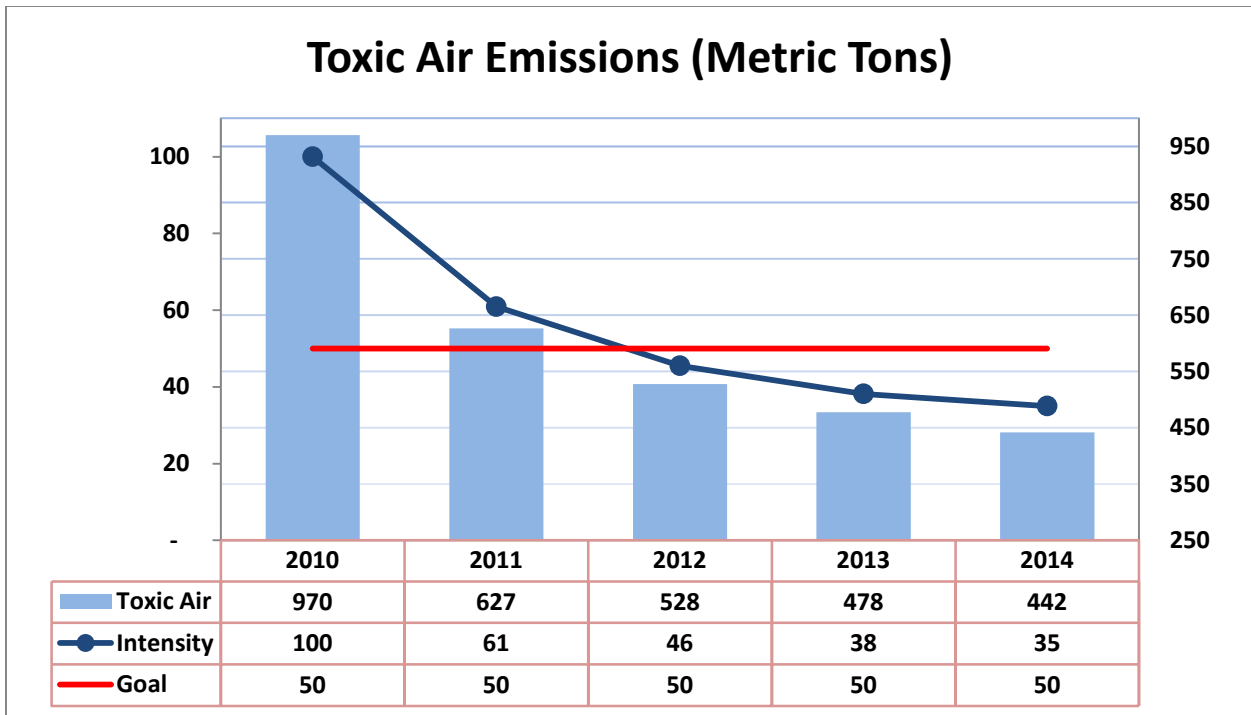
Since 2010, Owens Corning has had a steady decline in air emissions. Major air emissions at Owens Corning are NOx, SOx, VOC, and Particulate Matter. The figure below illustrates the considerable drop in NOx and SOx over the years. PM2.5 and VOC emissions have been more similar to the base year (not much change).



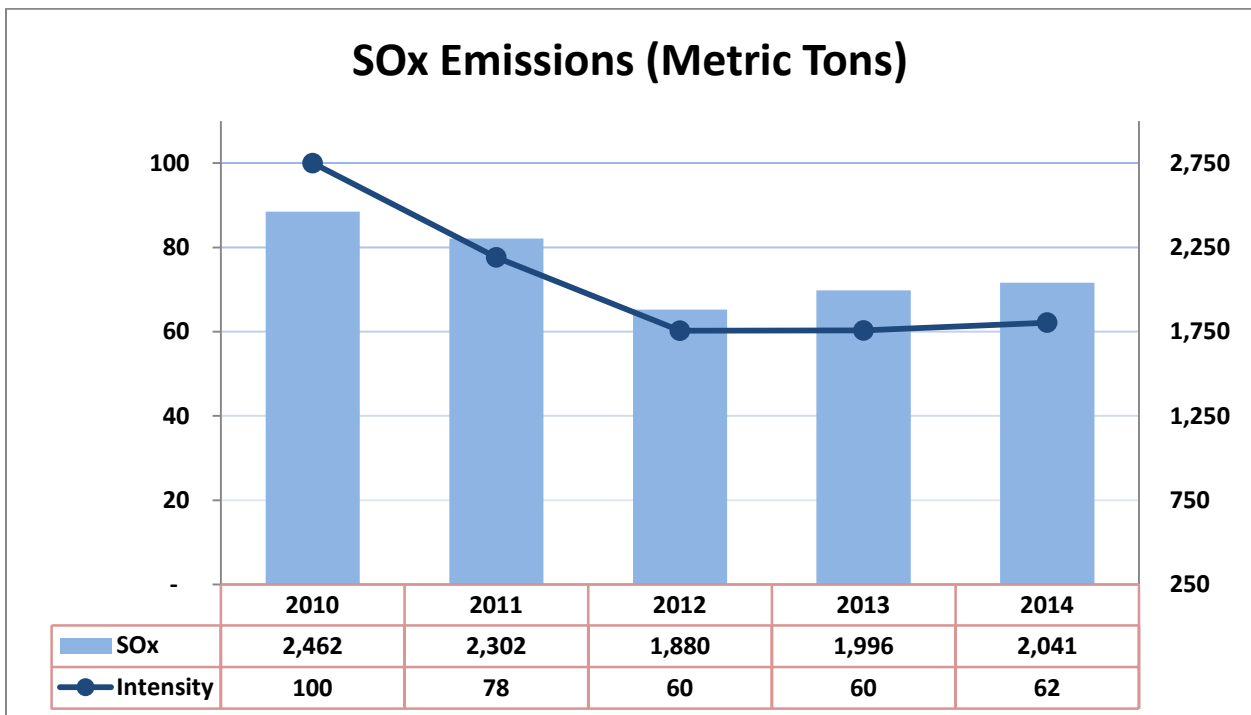
Owens Corning measures PM10, PM 2.5 as well as total PM, but our goal is a reduction in PM2.5 intensity. Our absolute PM2.5 emissions have stayed close to 2010 levels, while our intensity has decreased.



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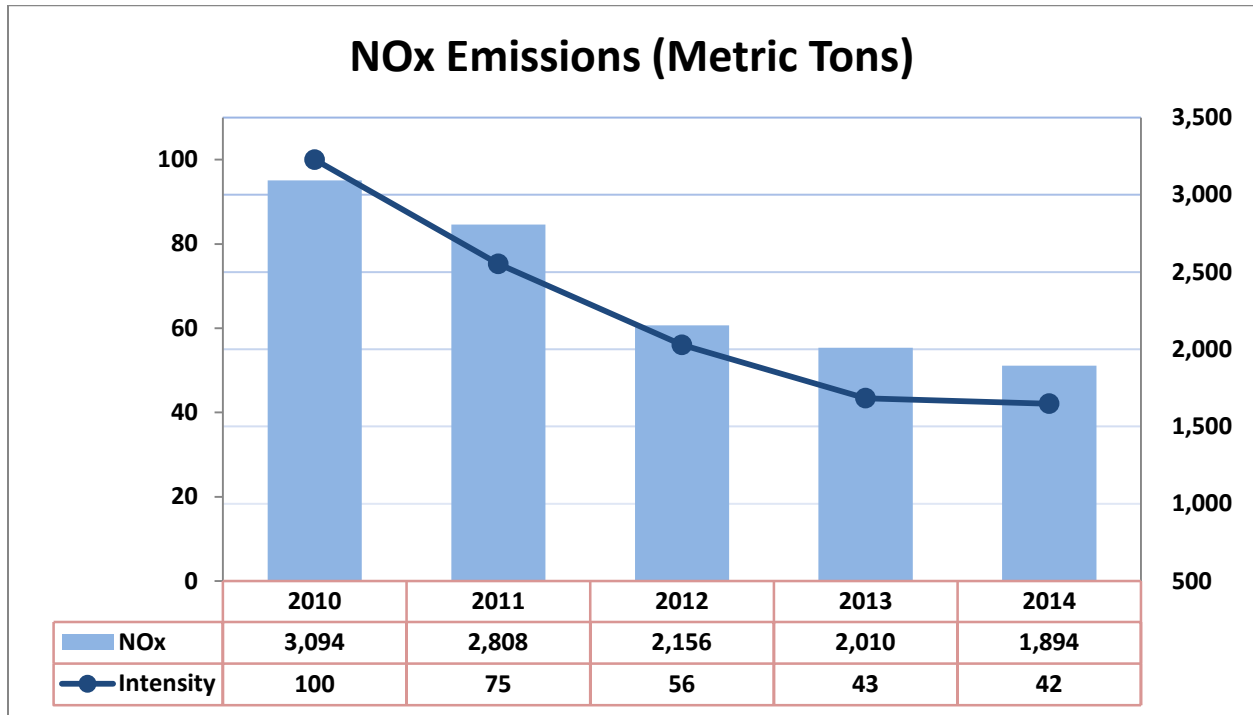
We have a Toxic Air Emissions intensity reduction goal of 50% from 2010 levels by 2020. We surpassed that goal in 2012 and have continued to reduce toxic air emissions every year since 2010.



SOx emissions intensity has decreased by 38% since 2010 levels; absolute emissions are down as well.



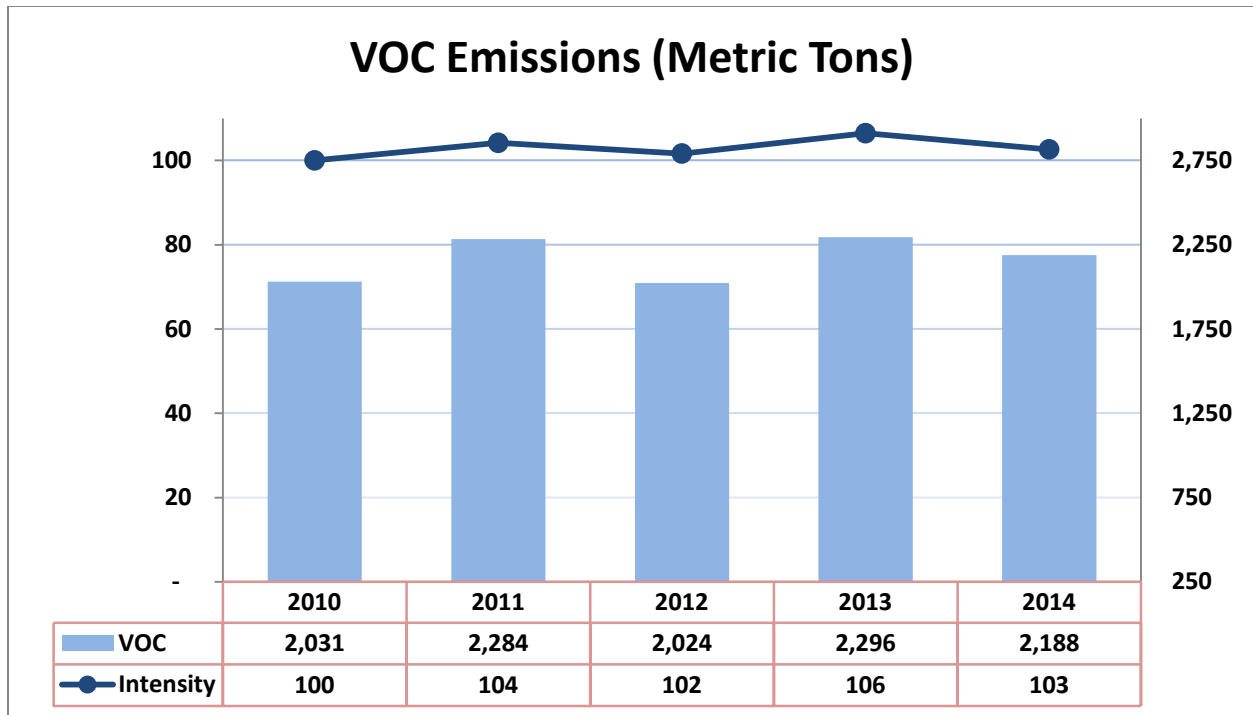
# GRI G3.1 INDEX 2014



In 2010 Owens Corning announced a 52% reduction in NOx emissions from the base year of 2002 against a goal of 25%. Given this significant reduction we made a shift in its corporate goals from reporting Nitrogen Oxide (NOx) and Volatile Organic Compounds (VOC) to reporting Toxic Air Emissions. Owens Corning defines Toxic Air Emissions to include the following: hexavalent chromium, formaldehyde, manganese, polycyclic aromatic compounds and ammonia. This shift in focus for air emissions acknowledges our past successes and our concern for pollutants that carry greater air quality concerns. NOx emissions have decreased from 2010 levels on both an intensity and absolute basis.



# GRI G3.1 INDEX 2014



In 2010 Owens Corning announced a 14% reduction in VOC emissions from the base year of 2002. Given our past successes and our concerns for pollutants that carry greater air quality concerns we made a shift in its corporate goals from reporting Nitrogen Oxide (NOX) and Volatile Organic Compounds (VOC) to reporting Toxic Air Emissions. Owens Corning defines Toxic Air Emissions to include the following: hexavalent chromium, formaldehyde, manganese, polycyclic aromatic compounds and ammonia.

A breakdown of our emissions intensity change from our 2010 baseline by business is in the table below. Insulation (ISB) and Roofing and Asphalt (R&A) are combined in the table because the businesses are both within the building materials systems.

Emissions Intensity Changes from Base Year 2010	Composite		Insulation, Roofing and Asphalt	
	2010	2014	2010	2014
SOx	100	55	100	76
NOx	100	41	100	45
VOC	100	111	100	80

**GRI Reporting Level: Full**



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## STANDARD DISCLOSURES

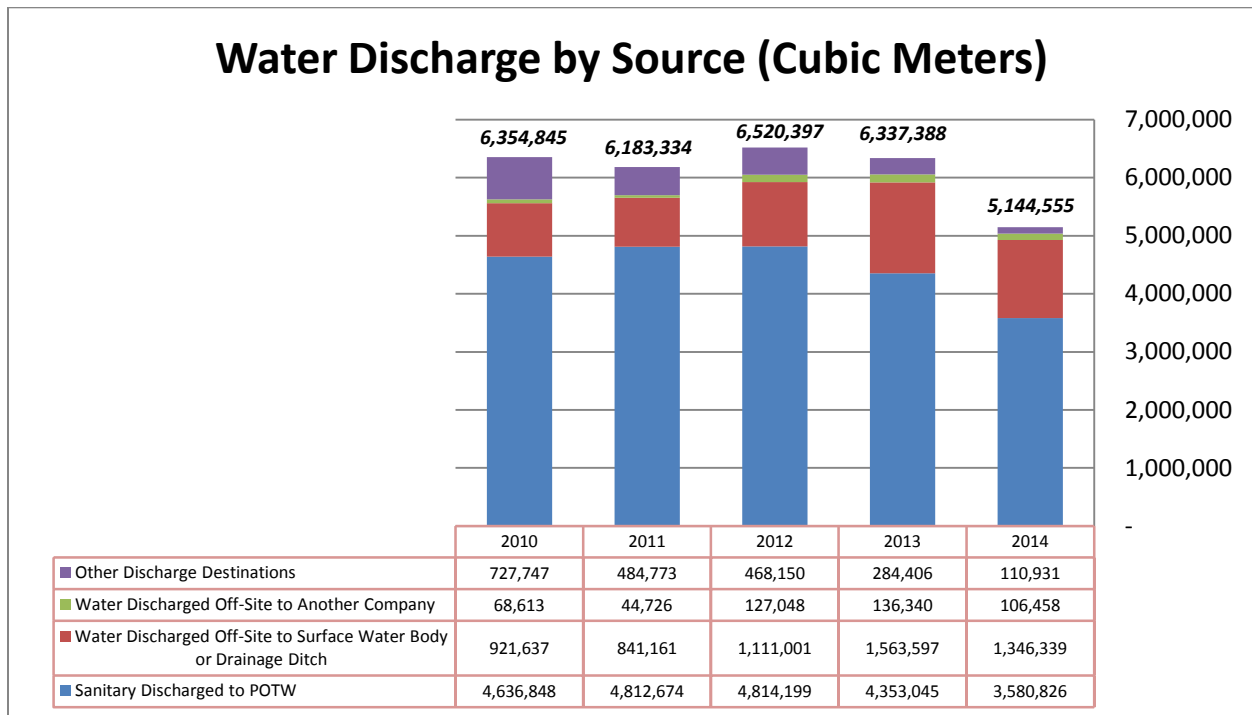
### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### GRI EN21 Water Discharge



Water discharge intensity can be seen in the table below. In 2014 Owens Corning lowered its discharge intensity by 17% compared to prior year.

<b>Wastewater Intensity Change from Base Year 2010</b>				
<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
100	78	62	85	69

Owens Corning measures its water discharge based on meter readings. Where meter readings are unavailable, the calculation is done based on estimates of water withdrawn and consumption in process. Compared to 2013, Owens Corning has reduced its overall water discharge by more than 1 million cubic meters. Actual water discharge volumes for the two years are 6,337,388 m<sup>3</sup> and 5,144,555 m<sup>3</sup> in 2013 and 2014 respectively. The reduction achieved is based on reductions across all water discharges at Owens Corning. The majority of water discharged at Owens Corning is done via POTWs, which has seen a reduction of close to 800,000 cubic meters. Several facilities have achieved zero discharge other than water used in irrigation.



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Water Emissions Data	2014
T.S.S.	1,356
B.O.D.	312
C.O.D.	2,016

Both B.O.D. and C.O.D. emissions were lower in 2014 compared to 2013, while T.S.S. emissions increased.

**GRI Reporting Level: Full**



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## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

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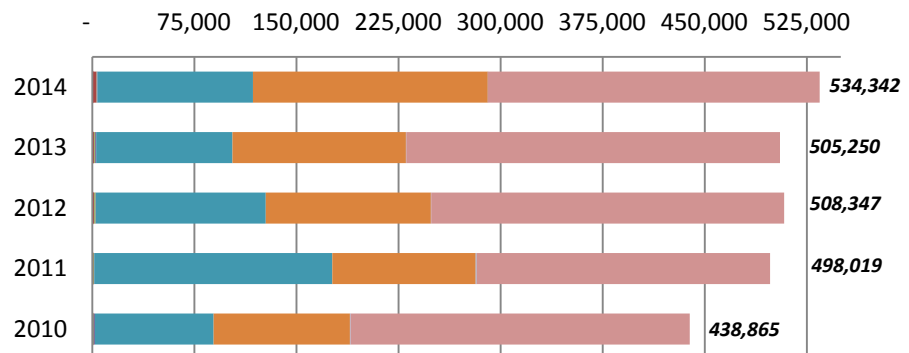
#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### GRI EN22 Total Waste

In 2014, total waste generated at Owens Corning was 544,946 MT. This includes both hazardous as well as non-hazardous waste and all disposal methods. The majority of Owens Corning's waste is either landfilled, or recycled. We also dispose of waste via Commercial composting, Incineration with and without energy recovery, and by returning it to the supplier. However all of these waste disposal streams accounts for less than 1% of overall waste generated.

### Non-Hazardous Waste by Disposal Method (Metric Tons)

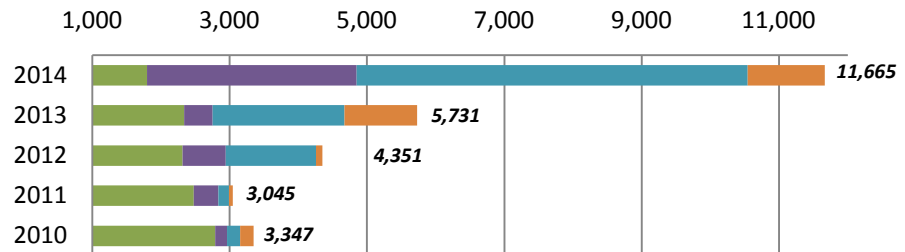


	2010	2011	2012	2013	2014
Commercial composting	10	10	15	217	109
Incinerated with energy recovery	463	619	1,506	1,267	3,071
Incinerated without energy recovery	521	643	841	693	24
Other or unknown*	953	170	280	695	691
Recycled externally (off-site)	87,098	174,855	124,728	100,156	114,100
Recycled internally (on-site)	100,310	105,288	121,459	127,400	172,507
Returned to supplier	464	759	47	143	23
Waste to landfill	249,046	215,674	259,472	274,679	243,818



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## Hazardous Waste by Disposal Method (Metric Tons)



	2010	2011	2012	2013	2014
■ Incinerated with energy recovery	24	241	54	641	244
■ Incinerated without energy recovery	19	2	7	269	330
■ Other or unknown*	2,746	2,235	2,255	1,428	1,225
■ Recycled externally (off-site)	175	358	626	414	3,053
■ Recycled internally (on-site)	188	155	1,318	1,919	5,695
■ Waste to landfill	195	54	91	1,059	1,119

Reported Hazardous waste generated has increased substantially over the past five years at Owens Corning. Compared to the 3,347 MT of hazardous waste generated in 2010, the amount generated in 2014 has increased by 249% to 11,665 MT. However, part of this increase is due to improved waste classification since 2010. In the baseline year, 82% of the waste dispositions were unknown, where now we are at only 10%. Additionally, 75% of this waste is recycled either internally or externally. Only 10% of hazardous waste was landfilled in 2014.

A breakdown of our hazardous waste generated and hazardous waste intensity by business unit:

Hazardous Waste (MT)					
	2010	2011	2012	2013	2014
Corporate	5	13	24	20	14
Composite	2,170	2,424	2,134	3,524	5,306
Insulation	1,165	595	1,902	2,170	6,340
Roofing and Asphalt	7	13	291	16	5
<b>Total</b>	<b>3,347</b>	<b>3,045</b>	<b>4,351</b>	<b>5,731</b>	<b>11,665</b>

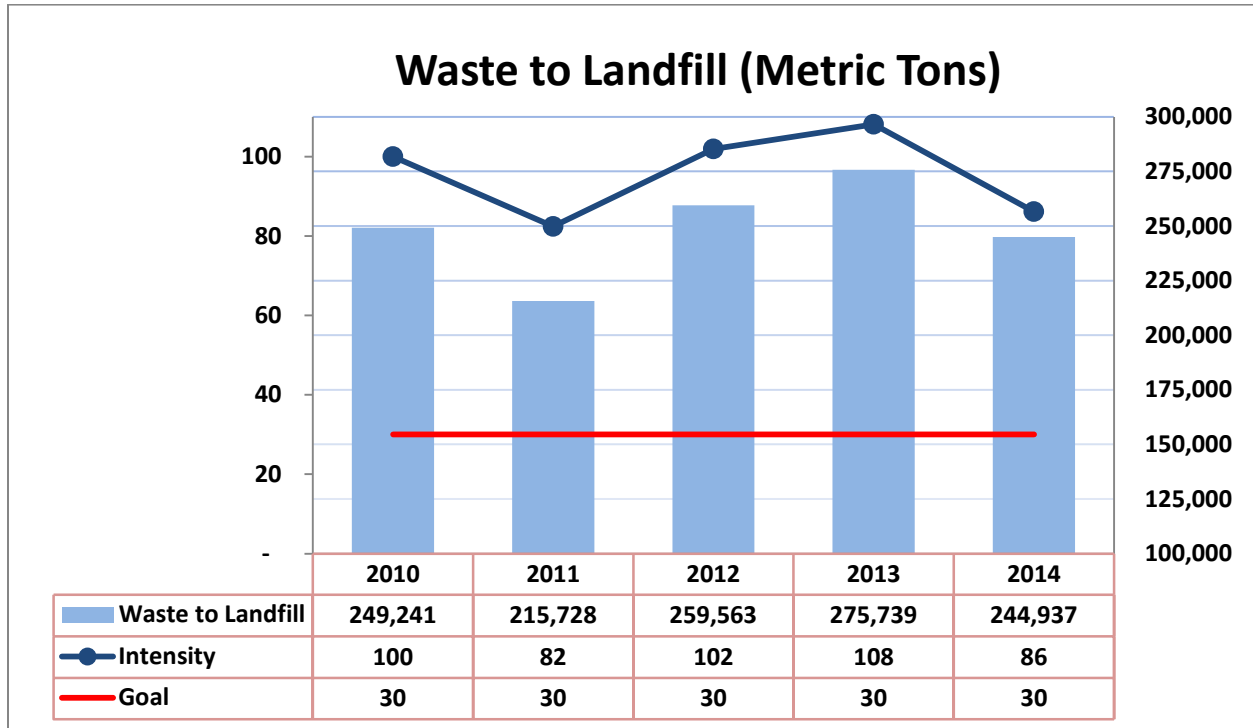
Hazardous Waste Intensity Change from Base Year	2010	2014
Composite	100	131
Insulation, Roofing and Asphalt	100	678





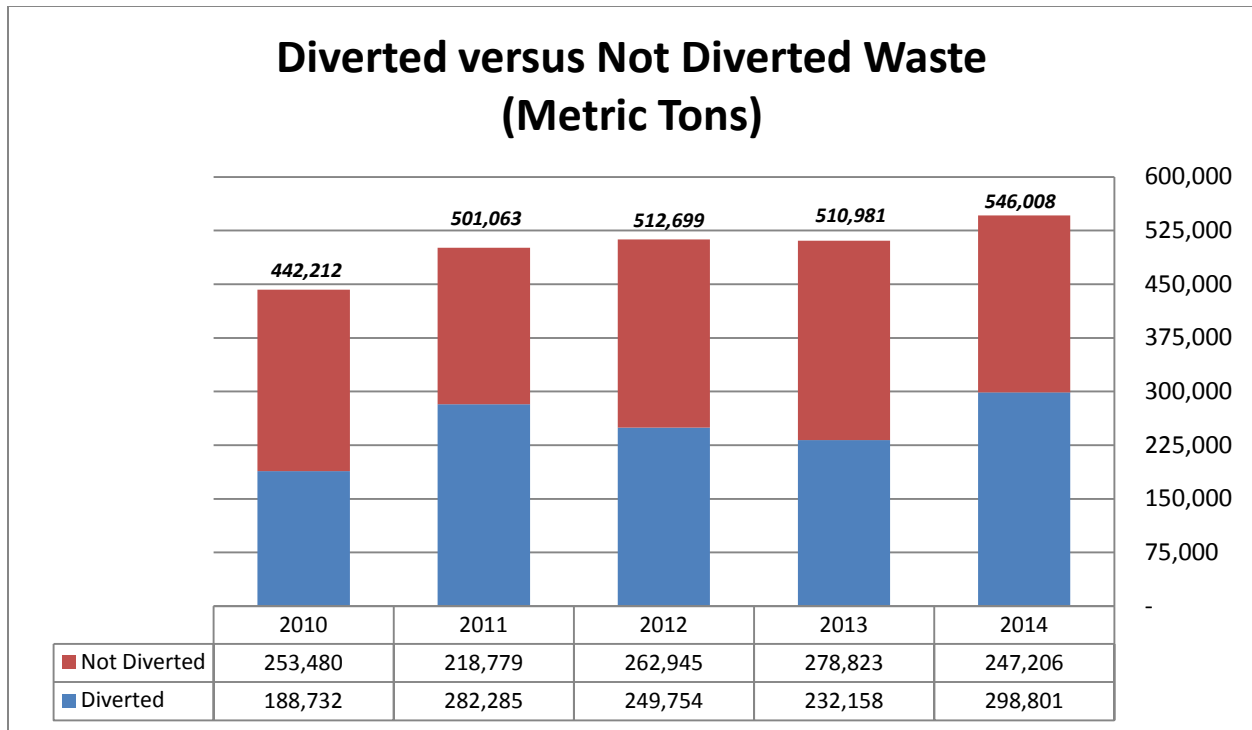
# GRI G3.1 INDEX 2014

Owens Corning has an ultimate goal of zero waste-to-landfill. In the interim, we have a goal to reduce waste-to-landfill (WTL) intensity (WTL disposed per unit of product) by 70% by 2020. We are currently at a 14% reduction in landfilled intensity compared to 2010. Due to ongoing efforts, our overall diverted tons have increased by 37% since 2010.





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Owens Corning has established a practice of rating its facilities based on waste management initiatives and progress made. Plants diverting 100% of waste are rated platinum. A 98% and above diversion rate is gold and plants with 80% to 98% diversion rates are silver. We currently have 8 plants with a gold recognition level and 22 with a silver recognition level.

The following section provides a quick snapshot of our success stories on waste as captured across various facilities:

- At a Midwestern insulation plant: We expanded recycling relationship with a local company when OEM plants temporarily lost their recycling outlets for scrap fiberglass.
- At an East Coast facility: We began working with local organizations to identify third party baler to expand some of our recycling relationships.
- In Texas: The plant initiated discussions with a company with the potential to recycle process waste from plant. Due to a change in ownership at the prospective end-user, the project was delayed to allow for re-negotiation of agreements between recycler/processor and end-user. However, project is back on track in 2015 and materials are being tested.
- Also in Texas: We executed an agreement with an external company in December 2014. They will be building a recycling facility that will take all of Amarillo's process waste within 15 months. They are currently working to obtain outside funding, working on design/scoping equipment requirements, permitting and evaluating land options.
- At a Canadian facility: We initiated discussions with an external ceramics company; conducted plant visits and provided samples of drain glass. We are currently waiting for production time to process the scrap and provide samples to some of their customers.
- In a southern plant: We realized a full year of recycling/reuse with a new recycling vendor. The plant identified customers in China to take scrap mat rolls for use as under pavement in road



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construction. The Plant also re-kindled a contact with a past recycler. These projects are currently awaiting a Product Stewardship Review.

- Roofing/Asphalt plant in Asia Pacific identified two separate recyclers, one to recycle fiberglass mat, the other to recycle sand, granules and mixed filler, which has ultimately led the plant to become zero waste to landfill.

Additionally, we have implemented the following initiatives on waste across our enterprise, which have been instrumental for us to pursue our goals on improving our percent waste diversion and reducing waste to landfill:

- Pursued expansion of relationship with a new recycler, shipments of scrap rolls and/or samples were also sent from several facilities 2014. Currently awaiting final execution of recycling agreement.
- Initiated contact with an online waste marketplace, executed NDA in December. Currently working with waste consultant to identify outlets/solutions for various waste streams from a Midwestern plant.
- At two European plants: Began sending scrap trim waste for use in low spec solutions (plastic wood for container flooring, low-end auto parts and roof sealing)
- In Canada: The plant has two projects focused on internal waste reduction/recycling of process waste that could be replicated across several Owens Corning plants.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Environmental

Environmental Performance Indicators

Aspect: Emissions, Effluents, and Waste

### **GRI EN23 Significant Spills**

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Since 2013, Owens Corning has had no significant spills. Below table lists historical spill information.

	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Number of spills	0	0	2	0
Total volume spilled in meter cube	0	0	111	0

Neither of the two spills in 2012 resulted in fines or penalties. They were each cleaned up and the root causes were identified and corrected. No environmental damage resulted from these events.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

##### **GRI EN24 Hazardous Waste**

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All hazardous waste generated at Owens Corning is incinerated, landfilled, commercially composted or recycled internally. Details of hazardous waste disposal methods can be seen in EN22.

Total hazardous waste generated in 2014 is 11,665 MT compared to 3,347 MT in 2010. (As noted in EN 22, a significant portion of this increase is due to increased accuracy in classification since 2010). The majority of our hazardous waste is recycled internally, (5,695 MT). An additional 3,053 MT of hazardous waste is recycled externally, while 244 MT is incinerated with energy recovery. Our total diverted hazardous waste is 77% of total hazardous waste, or 8,992 MT. Of the remaining 2,673 MT hazardous waste, 1,119 MT is landfilled and 330 MT incinerated without energy recovery. Other methods were used to dispose of 1,225 MT hazardous waste.

Owens Corning facilities generate small amounts of hazardous waste during production and maintenance operations. The types of hazardous waste generated at Owens Corning's facilities typically include spent cleaning solvents, paint-related wastes and some spent laboratory chemicals. There are also some business specific hazardous wastes.

In Owens Corning's roofing business, for example, we use a flammable ink to mark the shingle wrappers, so any unused ink or ink conditioner would contribute a small amount to the total hazardous waste disposed at that facility. Each location has an appropriate hazardous waste management system to ensure that the waste is properly and safely disposed. No hazardous wastes are shipped internationally for disposal.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Emissions, Effluents, and Waste

#### **GRI EN25 Water Discharge Impact**

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Owens Corning is not impacting any special protected water bodies and related habitats anywhere as defined at the country level by the UN World Heritage Sites, UN Biosphere Sites, Alliance for Zero Extinction (AZE) sites, Ramsar Wetlands, or Natura 2000 (European Sites). This determination is based on an evaluation conducted annually by Owens Corning which continues to show lack of proximity of company manufacturing site locations to the special sites or species. Regarding environments that are around our facilities, discharges are controlled through permits and required monitoring. Unauthorized discharges and runoff must also be reported to the environmental and legal departments of the corporation and corrective action must be taken if occurring. Employees are subject to disciplinary action for knowing failure to comply with company environmental reporting requirements.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Products and Services

#### **GRI EN26 Mitigate Product Impact**

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All new and significantly modified existing products sold by Owens Corning undergo a comprehensive Product Stewardship Review to ensure that they perform as claimed and are both safe and environmentally sound to make, use and dispose. We have conducted more than 1,070 reviews since 1997 and more than 770 since 2006 when the Product Stewardship program was made a mandatory element of our Business Code of Conduct Policy. Product reviews address all elements of Owens Corning's Environmental, Health, Safety and Product Stewardship Policy, and are carried out by highly qualified Product Stewardship Review Board members. Reviews are conducted at various stages, including the design, development, and test market, manufacture and distribution phases.

As part of the product stewardship process, developers are asked to complete a questionnaire that generates a sustainability map of the product throughout its life cycle. This Sustainability Mapping Tool is used to evaluate how the new product or process will impact the company's sustainability goals and to drive decisions in the design phase that will achieve a portfolio of more sustainable products. Summary reports from these assessments identifying trends and opportunities are published on a quarterly basis. In 2014, 74% of new products and 55% of new applications for our products have shown net sustainability gains. These gains were most frequently caused by product developments that improved our manufacturing footprint (lower plant air emissions, lower material consumption, lower energy usage and higher process efficiencies). Another frequent cause of gains in 2014 was moving to new product designs that use less material.

The product stewardship process is also utilized to evaluate and approve opportunities for recycling of materials, which includes products manufactured and/or sold by Owens Corning and the waste materials generated from the manufacturing of Owens Corning Products that are re-used (recycled) for other than their intended use. Although a significant number of both internal and external recycling/re-purposing opportunities were at various stages in the pipeline last year, seven met the criteria for product stewardship review in 2014 and 37 have been evaluated since 2006.

The most significant impacts of waste reductions and recycling/repurposing initiatives included internal process improvements, external repurposing opportunities for composite, fiberglass and roofing material byproducts and off-spec materials, as well as the expansion of current recycling/repurposing outlets. Globally, 47 plants/locations reported year-over-year improvements in waste intensity (as measured by total waste-to-landfill per unit of production) and 27 reported improvements in their waste-to-landfill diversion rates (as measured by waste diverted from landfill divided by total waste generated). As a company, Owens Corning improved its year-over-year waste-to-landfill diversion rate by just over 9%. Water reduction initiatives resulted in a 29% intensity reduction versus 2010 levels. Our energy initiatives have resulted in a metered energy intensity reduction of 12% and a primary power intensity reduction of



# GRI G3.1 INDEX 2014

10% from our 2010 baseline. Greenhouse gas emission intensity has been reduced by 34% from 2010 and toxic air emissions by 65%.

**GRI Reporting Level: Full**





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Products and Services

#### **GRI EN27 Solid Products Packaging Reclaimed**

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Owens Corning Roofing and Asphalt, LLC, is the first roofing manufacturer to establish a program for recycling shingles. We connect contractors with convenient recycling facilities through a national strategic alliance with Earth911.com and Heritage Environmental Services.

Shingle Recycling: As part of this groundbreaking program, contractors take the Preferred Contractor Shingle Recycling Pledge, committing to recycle their shingle tear-offs. Currently there are over 100 major cities with recycling locations. Sixty five percent of the United States population is covered by these locations allowing us to add the label “Shingles are Recyclable.”

Homeowners can also commit to recycling by taking their version of the Shingle Recycling Pledge and selecting a contractor who recycles shingles from Owens Corning’s contractor locator page.

Since the program began in 2009, we’ve recycled over 2.9 million tons of shingles, the equivalent of approximately 938,000 roofs. Every recycled roof is comparable to recycling more than 100% of a year’s worth of household waste. The recycled shingles provide oil in the form of asphalt for beneficial reuse, typically in paving. Owens Corning reached an estimated 1.2 million tons recycled in 2014, a 33% increase from 2013.

Reported from Owens Corning network of third party shingle recycling sites:

Category of product sold	% reclaimed products and their packaging materials in		
	2014	2013	2012
Roofing Shingles	38	35	23

Owens Corning and Boulevard Brewery in Kansas City, Missouri, U.S., created what some call America’s first self-contained metropolitan recycling system. The brewery was looking for ways to recycle its glass bottles, and the nearby Owens Corning plant in Kansas City, Kansas, U.S., was seeking ways to increase its use of recycled glass. Meanwhile there was no glass recycling program for local residents.

With the help of Owens Corning, Boulevard Brewery opened [Ripple Glass](#), a state-of-the-art processing facility for glass recycling and reclamation. Residents are now able to drop off their jars and bottles at 60 locations around the city. Ripple collects, sorts and crushes the glass, and then ships it to Owens Corning to be melted and spun into fiberglass insulation.

Our Toronto plant has developed a program with their biggest customer to collect and recycle all Owens Corning packaging. The customer collects Owens Corning packaging from all their sites and returns it to



# GRI G3.1 INDEX 2014

the Toronto plant when they return to pick up another load of insulation. In 2014 over 63,000 lbs of packaging was recycled using this program.

**GRI Reporting Level:** Full

**References:**

[Shingle Recycling Scorecard](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Environmental

Environmental Performance Indicators

Aspect: Compliance

### **GRI EN28 Environmental Law Non-compliance**

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Owens Corning reports any environmental fine or sanction that it has identified as potentially meeting or exceeding a significance threshold of \$100,000 in the company's Form 10-K. In 2014, we had no significant fines. Our two NOV's from 2014 that resulted in fines amounted to a combined total of \$597.00.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Transport

#### **GRI EN29 Transport Impact**

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Owens Corning contracts upstream and downstream transportation providers. All transport providers are required to be USEPA's SmartWay Certified.

In 2012, Owens Corning reported the first wave of fuel switching to natural gas from diesel fuel, and now partners with Dillon Transport, Modern Transport and others on a fuel switch initiative of diesel to natural gas (NG) to deliver energy efficiency, greenhouse gas and other emission reductions. In 2014, Owens Corning carriers fueled by NG moved product 13 million miles, 30% more than the previous year. This represents 10% of our total road miles in 2014.

Of our total 142 million miles transported, 24 million miles were travelled using alternative means (natural gas, intermodal, rail) resulting in an emissions avoidance of a little over 20,000 metric tons of CO<sub>2</sub>e versus just over the road with standard diesel fuel.

Our goal had been to convert 50% of miles driven to natural gas; however with low fuel prices, this is no longer a feasible option for our carriers. We will continue to request and support fuel switching while also looking to alternative means for overall emissions reduction of our sourced transportation services.

Our revised goal will be to accomplish the same MT/mile intensity reductions planned from our work that started in 2012 by the continued conversion of diesel to natural gas powered equipment, as well as increasing utilization of bulk transport such as intermodal and rail (IML) and encourage the use of lower emission equipment available to the marketplace and utilized by our carriers.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Environmental

#### Environmental Performance Indicators

#### Aspect: Overall

#### **GRI EN30 Environmental Protection Expenditures**

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Owens Corning is committed to complying with all environmental laws and regulations that are applicable to our operations. We are dedicated to continuous improvement in our environmental, health and safety performance. We have not experienced a material adverse effect upon our capital expenditures or competitive position as a result of environmental control legislation and regulations. Operating costs associated with environmental compliance were approximately \$34 million in 2014. The company continues to invest in equipment and process modifications to remain in compliance with applicable environmental laws and regulations worldwide. Our manufacturing facilities are subject to numerous national, state and local environmental protection laws and regulations. Regulatory activities of particular importance to our operations include those addressing air pollution, water pollution, waste disposal and chemical control. The most significant current regulatory activity is the United States Environmental Protection Agency's ongoing evaluation of the past air emission and air permitting activities of the glass industry, including fiberglass insulation. We expect passage and implementation of new laws and regulations specifically addressing climate change, toxic air emissions, and ozone forming emissions and fine particulate matter during the next two to five years. However, based on information known currently, including the nature of our manufacturing operations and associated air emissions, at this time we do not expect any of these new laws, regulations or activities to have a material adverse effect on our results of operations, financial condition or long-term liquidity.

Owens Corning has been deemed by the United States Environmental Protection Agency to be a Potentially Responsible Party ("PRP") with respect to certain sites under the Comprehensive Environmental Response Compensation and Liability Act. Owens Corning has also been deemed a PRP under similar state or local laws and in other instances other PRPs have brought suits against it as a PRP for contribution under such federal, state, or local laws. As of December 31, 2014, we had environmental remediation liabilities as a PRP at 21 sites where it has a continuing legal obligation to either complete remedial actions or contribute to the completion of remedial actions as part of a group of PRPs. Environmental liability estimates may be affected by changing determinations of what constitutes an environmental exposure or an acceptable level of cleanup. To the extent that the required remediation procedures or timing of those procedures change, additional contamination is identified, or the financial condition of other PRPs is adversely affected, the estimate of our environmental liabilities may change. For these sites Owens Corning estimates a reserve to reflect environmental liabilities that have been asserted or are probable of assertion, in which liabilities are probable and reasonably estimable. As of December 31, 2014, our reserve for such liabilities was \$3 million. Changes in required remediation procedures or timing of those procedures at existing legacy sites, or discovery of contamination at additional sites, could result in increases to our environmental obligations.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Employment

### GRI LA1 Total Workforce

Total number of employee hires by age group, by gender and by region:

Year	Female	Male
2014	2,459	11,501
2013	2,616	12,102
2012	2,537	11,655
2011	2,551	11,587

2014 Age Group	Female	Male
< 30 years	335	1,819
30 to 50 years	1,481	6,302
> 50 years	643	3,380

Country	2014		2013	
	Female	Male	Female	Male
Canada	48	488	43	504
United States	1,393	5,721	1,402	5,907
Argentina	0	1	0	1
Brazil	30	538	32	533
Chile *	*	*	0	0
Mexico	269	1,170	273	1,145
Belgium	29	83	31	88
Czech Republic	0	1	0	1
France	87	562	97	566
Germany	0	8	0	7



# GRI G3.1 INDEX 2014

Italy	20	255	20	254
Poland	0	1	0	1
Romania	0	0	27	199
Russia	98	205	112	214
Slovakia	0	2	0	3
Spain	27	40	36	111
Sweden	0	0	0	2
The Netherlands	15	140	15	144
United Kingdom	7	73	10	73
Australia	0	1	0	1
China	385	983	461	1,097
Hong Kong	0	2	1	1
India	9	723	9	731
Japan	14	148	19	156
Korea	20	314	20	319
Singapore	6	39	6	41
Thailand	2	2	2	2
Taiwan	0	1	0	1

Region	Female	Male
Americas	1,740	7,918
European Union	283	1,370
Asia Pacific	436	2,213

We no longer have employees in Romania or Sweden with the sale of Building Materials Europe.

In 2014, we purchased a controlling interest in a distribution operation in Chile. Those employees are not included in the headcount numbers above.



# GRI G3.1 INDEX 2014

Employee Category	2014		2013	
	Female	Male	Female	Male
Managers	167	667	152	697
Officers	7	49	7	52
All other staff	1,118	2,214	1,167	2,244
Primary	1,167	8,571	1,290	9,109

	Employee Category	Female	Male
Number of employees in the <b>minority group</b> by gender within employee categories	Managers	16	63
	Officers	0	5
	All other staff	90	189
	Primary	247	1,463
	<b>Employee Category</b>	<b>Female</b>	<b>Male</b>
Number of employees in the <b>age group &lt; 30 years</b> by gender within employee categories	Managers	1	4
	Officers	0	0
	All other staff	166	263
	Primary	168	1,552
	<b>Employee Category</b>	<b>Female</b>	<b>Male</b>
Number of employees in the <b>age group 30 to 50 years</b> by gender within employee categories	Managers	127	386
	Officers	6	29
	All other staff	632	1,322
	Primary	716	4,565
	<b>Employee Category</b>	<b>Female</b>	<b>Male</b>
Number of employees in the <b>age group &gt; 50 years</b> by gender within employee categories	Managers	39	277
	Officers	1	20
	All other staff	320	629
	Primary	283	2,454

GRI Reporting Level: Full





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Employment

### GRI LA2 Employee Turnover

<b>Number of employees joining the organization (for the first time) during the year</b>	<b>By Age Group</b>	<b>2014</b>	<b>2013</b>
	< 30 years	16	63
	30 to 50 years	0	5
	> 50 years	90	189
	<b>By Gender</b>	<b>2014</b>	<b>2013</b>
	Female	364	390
	Male	1,265	1,767
	<b>By Region</b>	<b>2014</b>	<b>2013</b>
	Americas	127	386
	European Union	6	29
	Asia Pacific	632	1322
	<b>Total Employees</b>	<b>2014</b>	<b>2013</b>
	1,629	2,157	

<b>Number of employees leaving employment during the year</b>	<b>By Age Group</b>	<b>2014</b>	<b>2013</b>
	< 30 years	536	507
	30 to 50 years	737	776
	> 50 years	412	427
	<b>By Gender</b>	<b>2014</b>	<b>2013</b>
	Female	349	304
	Male	1,336	1,406
	<b>By Region</b>	<b>2014</b>	<b>2013</b>
	Americas	1,286	1,191
	European Union	98	240
	Asia Pacific	301	279
	<b>Total Employees</b>	<b>2014</b>	<b>2013</b>
	1,685	1,710	

GRI Reporting Level: Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Labor Practices and Decent Work

### Labor Practices and Decent Work Performance Indicators

### Aspect: Employment

#### **GRI LA3 Employee Benefits**

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Owens Corning offers a wide range of competitive benefit offerings, allowing our employees to choose what best fits their individual needs. Benefits are made available to regular, full-time employees and some part-time employees working at least 24 hours per week. These benefits vary by country, business unit and work location. Not all benefits are available at all locations. These benefits include:

- Retirement Savings Plans
- Medical Coverage
- Maternity and/or paternity leave
- Employee Assistance program
- Flexible work-schemes and work-sharing
- Bonus/Incentive Pay
- Recall rights for laid-off employees
- Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services
- Insurance:
  - Healthcare Employee
  - Healthcare Family
  - Healthcare Domestic Partner
  - Dental
  - Vision
  - Short Term Disability
  - Long Term Disability
- Education Benefits:
  - Employee
  - Family
- Relocation Assistance
- Work/Life Support Program
- Wellness/Fitness Program
- Onsite Fitness Facilities (Available at some locations)
- Adoption assistance
- 401(k) financial education
- 401(k) match
- Paid and unpaid leaves of absences
- Onsite Recreation Facilities (available at some locations)
- Bereavement leave
- Mentoring programs
- Employee recognition programs



# GRI G3.1 INDEX 2014

- Matching gift program
- Workforce training, skills, and leadership development programs
- Wellness Credits and access to Health Improvement Programs
- Life Insurance
- Business Travel Accident Protection
- Employee Stock Purchase Plan
- Paid vacation and holidays
- Tuition reimbursement (other than career training)
- Gym facilities (available at some locations)
- Preventative healthcare programs
- Maternity Leave: Paid (for workers in certain countries)
- Retirement Healthcare Benefits (retirees prior to 1/1/2006)

Full time employees may also have access to voluntary benefit programs, including:

- Group universal life insurance
- Personal accident insurance
- Auto/home insurance
- Employee Rebate Program for purchases of Owens Corning Products

The benefits described below are designed for U.S. salaried employees.

Owens Corning employees are exceptional – and so is our total compensation opportunity. The company pays competitively and offers significant incentive opportunities. We also provide competitive benefits starting on your first day of work, with a range of options allowing you to choose based on your individual needs.

Owens Corning pays for performance. We offer competitive base salaries and the opportunity to earn additional compensation through our incentive pay program. Our incentive pay is designed to provide greater rewards to our high-performers - those that consistently raise the bar.

Owens Corning offers a market-competitive retirement savings plan that provides employees an opportunity to build a retirement nest egg. Our 401(k) savings plan offers tax advantages and a wide range of investment options. You are also eligible for a 100% match up to 6% of eligible pay. In addition, Owens Corning will contribute 2% of eligible pay whether or not you contribute to the 401(k) savings plan. All company contributions are immediately vested.

The Employee Stock Purchase Plan (ESPP) provides U.S. employees the opportunity purchase Owens Corning stock at a 15% discount every six months. Employees who decide to enroll in the ESPP will set aside after-tax dollars through payroll deduction into an individual account at Fidelity Investments. At the end of the stock offering period, shares will be purchased using these accumulated funds. The Owens Corning ESPP provides a convenient way for employees to build wealth, become shareholders and take part in the company's future success.

## **Health Care**

Owens Corning offers a variety of health care options to help meet employees needs and those of eligible dependents, including:



# GRI G3.1 INDEX 2014

- Medical and prescription drug coverage
- Dental coverage (including orthodontia)
- Vision coverage

We're proud of the fact that our employees pay less on average for medical coverage and for out-of-pocket costs than those at other companies.

The health care spending account allows workers to set aside from \$120 to \$2,500 each year on a pre-tax basis to pay for expenses not fully covered by any health care plan for the employee and any eligible dependents. The dependent care spending account allows employees to set aside from \$120 to \$5,000 in pre-tax dollars each year to pay for eligible dependent day care expenses.

## **Healthy Living**

The Healthy Living wellness program provides employees and their covered adult dependents with resources to help better manage their health. Programs include lifestyle healthy coaching, condition and maternity management, and annual health assessments and screening opportunities. For some programs, rewards for participation are also provided.

## **Life and Disability Protection**

Full-time employees receive \$50,000 of basic life insurance coverage.

If employees have a qualifying disability, the short-term disability plan replaces 100% of pay for 30 working days (or six weeks), and 60% of pay for the remainder of the disability (up to 18 months). Long-term disability benefits of 60% of eligible pay begin after 18 months for qualifying disabilities.

## **Additional Benefits**

If you're a transferring employee or a new hire, you may be eligible to receive relocation assistance. This program can include reimbursement for home sale, transition expenses, lease cancellation, final moving expenses, and/or tax assistance.

Full-time employees receive vacation time based on length of service with Owens Corning, from one week of vacation after six months up to five weeks of vacation after 25 years. In addition, you receive 11 paid holidays each year.

As an employee, you'll have access to a number of voluntary benefit programs:

- Group universal life insurance
- Personal accident insurance
- Auto/home insurance

The employee rebate program allows employees to receive a rebate of up to \$2,000 every four years for purchases of OC's wide range of products for new construction or home improvement products. At Owens Corning, your personal success is important. Our work / life policies and programs help you better manage your work and personal responsibilities. Programs include:

- Flexible work arrangements (pre-approval required)
- Adoption assistance
- Employee assistance program (EAP)



# GRI G3.1 INDEX 2014

- 401(k) financial education
- Paid and unpaid leaves of absences
- Wellness facilities (available at some locations)

## **Flexible Work Arrangements**

Flexible work arrangements are non-traditional work schedules that allow you the time you need to meet your obligations outside your job. The goal is that both you and the company will continue to meet its objectives, while allowing the company to respond to an increasingly diverse, mobile and global work force. Flexible work arrangements can be temporary or permanent. Here are some of the flexible work arrangements that might be available to you:

- **Part-Time Work:** work less than a full-time schedule
- **Job Sharing:** A special form of part-time work where two employees share the responsibilities of one full-time job.
- **Flexplace:** work a full-time schedule, but for some portion of your work schedule you work at an off-site location
- **Flextime:** work a full-time schedule in the office, but begin and end your day within guidelines determined by management, provided you work certain core hours every day.
- **Compressed Work Schedule:** perform your full-time job in fewer days than a customary work week; for example, working four longer work days rather than five.

Your flexible work arrangement might be a combination of these options. If a flexible work arrangement is feasible for your work and life situation, you and your manager can work together to develop the most appropriate schedule. You are not automatically entitled to a flexible work arrangement; your manager must authorize the arrangement. Be prepared to demonstrate how a different work schedule will meet business needs. What is crucial is that your arrangement meets our customers' needs and does not cause undue stress for the rest of your co-workers.

**GRI Reporting Level: Full**

## **References:**

[Owens Corning Benefits](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Labor Practices and Decent Work

### Labor Practices and Decent Work Performance Indicators

### Aspect: Employment

#### **GRI LA15 Return to Work**

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Owens Corning offers their employees the opportunity to take leave for many different reasons. As parental leaves vary in accordance with both local laws and customs across the regions around the world where we operate, Owens Corning is unable to track retention rates of employees returning from parental leave. For example, in the United States, parental leave is indistinguishable from broader company reporting on the Family and Medical Leave Act.

In addition to compliance with local laws, Owens Corning is committed to providing flexibility when available to meet the needs of our employee's work/life balance.

#### **Flexible Work Arrangements**

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**GRI Reporting Level:** Partial



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Labor/Management Relations

### GRI LA4 Collective Bargaining Coverage

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Percentage of employees covered by collective bargaining agreements	2014	2013	2012	2011
Worldwide	63	65	68	50

For 2014, we had 10 consultations/negotiations with trade unions over organizational changes (e.g., restructuring, outsourcing).

Approximately 63% of our 15,000 employees are covered by collective bargaining agreements. This includes relationships with unions and work councils around the world.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Labor/Management Relations

### **GRI LA5 Notice Operational Changes**

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Owens Corning prides itself on being a good corporate citizen and respects the rights of its employees, including the rights to exercise freedom of association and collective bargaining. We partner with suppliers to maintain the same philosophy.

The company has a variety of methods that it uses to ensure that workers are kept informed of operations changes, including the myOC global intranet site, email communications, and leadership meetings with team members to communicate news.

Owens Corning provides at least the minimum notice required, which varies by local legislation and collective bargaining agreements in the regions where we operate.

In many jurisdictions our union and self-represented employees enjoy similar notice periods by virtue of strong employee relations and labor practices, and well as applicable regulations.

**GRI Reporting Level:** Full





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Occupational Health and Safety

**GRI LA6 Health & Safety Committees**

**GRI LA7 Injury Fatality Rates**

Please provide values for the following data sets	Reporting Year 2014	Unit
Total number of workforce days in the year – total workforce	253	Number
Total number of working hours in the year – total workforce	31,900,689	Million work hours
Work related Fatalities – employees	0	Number
Work related Fatalities – contractors	0	Number
Work related Fatalities – males	0	Absolute number
Work related Fatalities – females	0	Absolute number
Workforce represented in formal joint management worker H&S committees that help monitor and advise on OHS programs	Between 50% and 75%	Percent of Total

At Owens Corning, our commitment to safety is unconditional, and working safely is a condition of employment.

We believe that all accidents are preventable and we have clear goal to achieve zero injuries. Risk identification is an ongoing process at our company.

We conduct discussions of work related risks between human resources and managers of business units on a regular basis. These discussions are also shared between the OHS departments, executive management and the board of directors on a quarterly basis. The action plans are presented at all levels of the organization. Owens Corning utilizes a robust risk ranking system based on frequency, severity, controls, and probability. These risk assessments are in turn used to prioritize work and working capital. Business unit leaders utilize these rankings to identify resource requirements and are held accountable for proving risk reduction on both a quarterly and annual basis.

The work related incidents against targets, risk reviews are conducted in real time metrics, and risk reductions are tracked utilizing the same approach. These metrics are produced weekly and are shared throughout the business units and to the corporate teams. The feedback to these metrics and impacts are received in real time.

Formal business unit reviews are conducted quarterly with results review with the senior leadership for a continual improvement program.

For fatalities, our emphasis is on eliminating risk associated with life altering injuries. Since 2006, we have recorded zero fatalities for contractors and employees.



# GRI G3.1 INDEX 2014

All incidents including recordable, first aids and near miss events are subjected to a go through a detailed root-cause analysis in consultation with an OHS specialist. These results are then vetted out through a process referred as "Lessons Learned". Once completed these "Lessons Learned" are reviewed with the Owens Corning Safety Development team and with appropriate operations leadership. The affected employee is always welcomed to take part in both the incident investigation and review process. With respect to internal verifications of health, safety and well-being, each regional leader in Owens Corning is required to conduct unannounced plant inspections as well as provide support and growth opportunities to each of their plants. In some cases regional leaders may even cross divisional lines to assure "Fresh Eyes" are working towards the elimination of hazards. Owens Corning also operates a corporate EHS assessment department which will thoroughly review all EHS processes at every site every 24 months.

OHS Training is conducted at all Owens Corning facilities and the process is managed at the lowest actionable level for the majority of safety training topics. Owens Corning facilities utilize a common web-based training platform for standard training modules that is delivered through our corporate intranet. This system is fully integrated with our talent management system and provides the ability to customize learning plans for individuals.

In 2014, approximately 38,500 enrollments in safety related training classes were completed by Owens Corning employees. Driver safety modules are supported by an outside provider and are focused on our fleet drivers. Over 350 sales personnel complete this training on a monthly basis.

Regular safety training also occurs in daily safety huddles, monthly meetings, and annual refresher training. Suppliers of safety equipment also support our training efforts by providing specific product or process training. New employees to Owens Corning complete a new hire safety orientation. For major focused programs, training is designed and deployed by corporate level safety leadership along with plant personnel. Training may also be contracted to capable business partners to execute on our behalf.

In 2013, an initiative was launched with core safety suppliers to Owens Corning that resulted in a joint effort to train facilities on specific PPE requirements and alternatives for proper protection. This effort includes specific fit testing by individual for hearing protection in order to provide the best solution. This program continued to mature in 2014.

Owens Corning also places emphasis on contractor safety and safety training for capital and construction projects. For major projects, behavioral based observations and audits are conducted to ensure the proper safety behaviors and processes are being executed.

For continued growth and development of our global EHS professionals and safety program administrators, a monthly EHS Skill Building LiveMeeting event is presented by subject matter experts on specific EHS topics. These one-hour sessions afford participants to gain practical knowledge and get their questions answered. Participants can download 10 key learning's from each event to share with others. Sessions are offered at various times of the day and week to cover all time zones worldwide.

A Certified Hazard Recognition and Control Specialist, Trainer, and Leadership process has been launched throughout the company. Individuals with responsibilities to conduct risk assessments must undergo this training and complete work assignments with the intent to certify hazard assessments



# GRI G3.1 INDEX 2014

conducted for both routine and non-routine work. The focus is to provide selected individuals at each facility with improved hazard ID and control skills to eliminate hazards in advance of injury.

A select group of Regional EHS Leaders undergo a Trainer Certification Process which affords them the demonstrated competency required to deliver the Certified Specialist training across the company. Leadership training is designed for plant leadership teams and teaches the principles used for certification. In 2014, 138 individuals achieved certification status representing each business segment and region around the world. We now have a total of 253 Hazard Recognition and Control Specialists certified since the inception of the program in 2012.

In 2014, Owens Corning also upgraded our Extraordinary Safety Leadership (ESL) program to include principles associated with human performance improvement (HPI). Through external benchmarking and collaboration, we see more companies addressing human performance improvement principles in order to improve the effectiveness of manufacturing and safety systems. Our ESL program is directed at front line leaders and the inclusion of HPI principles will make this training even more effective.

Owens Corning continues in the deployment of a safety training strategy and tools that migrates our core training to competency based in addition to presentation and awareness training. This includes certification in key programs. This strategy seeks to leverage best practices from other companies and utilize our network of global safety supplier relationships. This training approach will ensure that we are growing our talent by providing skill building capability in our business regions, programs and excitement in the EHS community.

Owens Corning conducts periodic Occupational Health surveys of our facilities with a focus on identifying and eliminating the risks associated with chronic illnesses. OH surveys are also conducted as required by specific projects or as defined by our management of change processes. Owens Corning has also launched specific project teams around issues such as the pandemic issues of H1N1. Regular reviews of facility status, monitoring developing events and deploying necessary resources have been key to avoiding any impact to our business globally.

Tracking and maintaining incident history is a key factor for us to establish improvement strategies. We consolidate all recordable injuries, first aids and significant near miss events. The consolidation is done at corporate level and the data is analyzed with respect to incident characteristics, associated root causes and corrective actions.

The number of recordable injuries increased from 79 in 2013 to 90 in 2014. While the number of injuries registered an overall increase, we have registered a significant reduction in the severity of the incidents, as measured by the number of injuries requiring lost time or restricted work, and the number of lost and restricted workdays. Both these metrics have shown improvement by approximately 20% as compared to 2013. Our recordable incident rate of 0.56 is 84% below industry average as reported by Bureau of Labor Statistics for 2013 (based on the most recent data available). Since 2001, the number of recordable injuries has been reduced by approximately 93% as compared to the baseline.

A significant milestone for our company's history was being named by the National Safety Council as the 2014 recipient of the Green Cross for Safety medal for our "steadfast commitment to improving safety and health in the workplace and beyond."



# GRI G3.1 INDEX 2014

Owens Corning is also active in supporting initiatives for the National Safety Council and is a founding and charter member of the Campbell Institute.

Owens Corning leadership serves as the chairman of the Campbell Institute World Class Team and the Campbell Institute Steering and Advisory Committees. Owens Corning is also active with the American Society of Safety Engineers and is a member of VPPA.

In addition to our corporate honors, several of our facilities have received individual recognition for their outstanding safety performance. The Springfield, Tennessee, U.S., Engineered Insulation Systems, plant passed its three-year recertification for the Voluntary Protection Program (VPP). Recertification requires a plant to not only maintain, but to improve its programs since initial certification. In August, 2014, the Tennessee Department of Workplace Development announced that Owens Corning's Springfield, Tennessee, plant was chosen to receive the Volunteer STAR – Safety through Accountability and Recognition – award. The Volunteer STAR Award is the State's highest honor for workplace safety and health and a nationally recognized program.

In October 2014, the Utah Safety Council honored Owens Corning's Nephi, Utah, U.S., plant for achieving a perfect safety record for the second year in a row. Additionally, the plant also received a safety excellence award from the Utah Manufacturing Association who recognizes businesses that go above and beyond to create a safe work environment.

We are proud to be among several leading companies who have banned the use of cell phones by the driver of a vehicle to conduct company business. We have completed our first year under this policy and remain even more convinced that we are a safer company as a result. The knowledge of the increasing risk that using a cell phone represents has become even clearer since implementation. This is a great example of our company's passion to identify risk in advance of injury and taking action to prevent it.

Two recent areas that we have focused on are Leading Indicators and Hazard Recognition and Control.

## **Leading Indicators**

Leading Indicators are a collection of data, based on a detailed analysis of previous injuries, which indicate when the level of risk of someone being injured in a facility changes. Collecting this data each month provides visibility to the changing level of risk and gives local leadership the opportunity to intervene and reduce that risk before an incident occurs. The Leading Indicator metrics at Owens Corning fall into one of four functional areas: Human Resources, Operations, Maintenance, and Safety. The respective functional leaders at each plant are responsible for populating the data and documenting their action plan for any elevated levels of risk identified. The Plant Leader owns the execution of the process at their facility and is expected to ensure that the data is completed accurately each month and that appropriate actions are being taken to reduce that risk. The process also provides visibility to senior leaders within each function of increasing risk levels across their business and the entire company to ensure proper actions is being taken and resources are provided as needed.

## **Hazard Recognition and Control**

The hazard recognition and control certification program teaches employees specific techniques to identify hazards unique to their work environment, how to quantify the risk associated with those hazards,



# GRI G3.1 INDEX 2014

and how to develop appropriate corrective actions to reduce the risk based on the hierarchy of controls. The program allows employees to become certified by demonstrating their ability to apply the concepts in their work environment, validate risk reduction, and teach their co-workers the basic concepts of hazard recognition. We currently have over 300 employees globally certified as hazard recognition and control specialists and 20 certified as trainers in the program.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Labor Practices and Decent Work

### Labor Practices and Decent Work Performance Indicators

### Aspect: Occupational Health and Safety

#### GRI LA8 Disease Education Programs

Program Recipients	Education / Training	Counseling	Prevention / Risk Control	Treatment
Workers	Yes	Yes	Yes	Yes
Workers' families	Yes	Yes	Yes	Yes
Community members	Yes	Yes	Yes	Yes

Owens Corning offers medical and wellness benefits that effectively deliver preventive, diagnostic and treatment services. Through the integration of benefits, occupational health, and safety Owens Corning makes the following available:

- Education opportunities specific to work and home health and safety delivered both on line and face to face.
- On-site employee clinical treatment services; regional occupational health support and corporate wide medical surveillance program.
- Direct referral protocol between our wellness program, medical plans, EAP services, and disability management team.
- Annual health risk assessment, on-site biometric screenings, disease and lifestyle management coaching, maternity management coaching, company and locally sponsored physical activity challenges for all employees and eligible dependents. These tools and programs address health risks such as diabetes, hypertension, obesity, physical activity, tobacco use, balanced nutrition and stress.
- Employee assistance and work life balance programs offered to employees and dependents globally. These provide counseling and telephonic resources to address issues such as stress, depression, family relations, financial planning and coordinating challenges in daily life.
- Annual scorecard based on wellness and claims data delivered to Owens Corning locations allowing for the development of plant specific goals around the health and wellness of our employees.
- Global wellness survey administered across all locations to track the progress of our 5 focus areas which include know your numbers, preventive care, physical activity, nutrition and tobacco.

Routine monitoring of verified biometrics, healthcare utilization, health risk scores, preventive screening, short-term disability, absenteeism (WPAI questionnaire), and health behaviors (HRA) for specific Owens Corning subgroups has shown an improved health risk profile continuously since baseline of 2007.

In many locations, Owens Corning plant volunteers are directly involved in providing health education to their local communities. At our Thimmapur, India, facility, plant personnel including the Owens Corning plant physician conducted health environment awareness programs in local villages, offering health tips, education and training, and instruction on disease prevention. Thimmapur Owens Corning volunteers



# GRI G3.1 INDEX 2014

offered an eye camp where doctors did eye exams and provided eyeglasses, medicines, and other treatments to villagers, along with counseling on subsequent treatment options and needs.

At our Taloja, India, plant, volunteers also conducted an eye camp where they educated the local villagers about cataracts and glaucoma, and discussed prevention techniques. In order to make health facilities available to the villagers, Owens Corning doctor visits are done weekly at two villages, Koynavele and Ghotgaon.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Occupational Health and Safety

### **GRI LA9 Trade Union Health & Safety**

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Application of labor agreements varies from site to site within Owens Corning. At each site where such an agreement exists, all employees are encouraged to participate in safety-related functions including (but not limited to):

- Safety committee meetings
- Risk reduction events
- In-depth hazard identification training
- Human performance training including error precursors, design safety reviews, management of change initiatives, in depth training and skill development regarding areas of concern such as confined spaces and working from heights areas.

Employees are encouraged to further their skills and are often asked to lead initiatives promoting a safe and healthy workplace.

**GRI Reporting Level: Full**





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Training and Education

### GRI LA10 Training and Education

Category	Female Hours (Sum)	Male Hours (Sum)	Female Count	Male Count	Female Hours (Average)	Male Hours (Average)
Officer	97.00	471.00	7	56	13.86	8.41
Manager	1,658.50	6,524.50	172	708	9.64	9.22
Staff	11,285.75	24,149.50	1,236	2,441	9.13	9.89
Primary	7,394.25	58,671.75	518	3,452	14.27	17.00
Total	20,435.50	89,816.75	1,933	6,657	10.57	13.49

Data includes any training that was actually recorded in our Learning Management System (LMS) in 2014. Only a portion of the Company was consistently tracking their training in the central LMS system during 2014. Owens Corning implemented a new LMS in August 2014 along with a policy that requires all training globally to be recorded in the LMS beginning in 2015. Owens Corning 2015 training data will be more complete.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Labor Practices and Decent Work

### Labor Practices and Decent Work Performance Indicators

### Aspect: Training and Education

#### **GRI LA11 Skills Management Program**

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Owens Corning is committed to investing in career growth of all employees.

On our corporate website we say the following about employee development and career growth:

*Who you are tomorrow will build on where you are today. Lifelong learning is an expectation of everyone at Owens Corning. We are committed to investing in the career growth of all employees. We realize you are unique; therefore, we believe your development plan should be as unique as you are. We'll invest in you by ensuring you have individualized development goals along with a diverse set of learning approaches. Learning happens in many different ways, such as: formal learning programs, self-guided resources, coaching, and social collaborative approaches. But most often, learning takes place through our daily experiences. We learn as a result of our work, interaction with peers, leaders and other people.*

Employees who are seeking a higher education degree and have worked for Owens Corning for at least one year are eligible to apply for the scholarship. The application period is held annually at the beginning of each year. Scholarships are awarded in amounts of \$2,000 or \$4,000 depending on the recipient's course load. Scholarship recipients are selected based on manager recommendation, statement of career goals, demonstrated leadership, and past academic performance.

Our investment in our employees is our greatest return, come and grow your career at Owens Corning.

#### **Transition Assistance Programs**

Owens Corning offers on-site retirement planning workshops to help employees prepare for retirement. On an individual basis, career transition support for full-time global salaried separated employees may be authorized by the human resources leader under the following circumstances to receive career transition services:

- Upon closing of an operation, facility or business unit
- As a result of a restructuring program that result in job elimination
- Individual separations as a result of unsatisfactory performance or inadequate fit with Owens Corning's operating philosophy and culture

Career transition services are not available to an employee who is terminated for cause such as gross misconduct, dishonesty or a violation of the company business conduct policy.

Owens Corning partners with Wright Management who offer a variety of career transition programs to meet individual candidate outplacement needs, either in-office or virtually, each focused on delivering effective outcomes. Individuals benefit from a personalized approach to career transition with flexible



# GRI G3.1 INDEX 2014

access, state-of-the-art technology (to facilitate interaction) and connections to critical resources. Additional solutions include life options, which assist individuals in planning for their next career phase (retiring, part-time work or active retirement).

Owens Corning also has an EAP and work/life services program for all us employees which continues for 6 months after employment ends with the company.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Benefits](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Training and Education

### GRI LA12 Formal Review

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Percentage of total employees who received a formal performance appraisal and review		
	2014	2013
Female	99%	98%
Male	99%	98%

This percentage is only for staff employees. We do not have a standardized reporting process for the employees at our plants. The 1% of staff employees that did not receive reviews were either on leave during the year, were in the process of being terminated, were recently promoted to a staff role, or were hired after November 1 and aren't required to have a review until after three months of employment.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Labor Practices and Decent Work

#### Labor Practices and Decent Work Performance Indicators

#### Aspect: Diversity and Equal Opportunity

#### GRI LA13 Diversity Indicators

	Employee Category	Female	Male
Number of employees in the <b>minority group</b> by gender within employee categories	Managers	16	63
	Officers	0	5
	All other staff	90	189
	Primary	247	1,463
	Employee Category	Female	Male
Number of employees in the <b>age group &lt; 30 years</b> by gender within employee categories	Managers	1	4
	Officers	0	0
	All other staff	166	263
	Primary	168	1,552
	Employee Category	Female	Male
Number of employees in the <b>age group 30 to 50 years</b> by gender within employee categories	Managers	127	386
	Officers	6	29
	All other staff	632	1,322
	Primary	716	4,565
	Employee Category	Female	Male
Number of employees in the <b>age group &gt; 50 years</b> by gender within employee categories	Managers	39	277
	Officers	1	20
	All other staff	320	629
	Primary	283	2,454

At Owens Corning, we understand that the ability to access great talent, having outstanding role models, and being comfortable with who we are is an important part of making diversity meaningful in our workplace. Our success is driven by our ability to attract and retain the most talented and high-performing employees available globally. To achieve that objective, Owens Corning is committed to being a company where opportunity for professional growth and success is determined by each employee's performance, regardless of personal attributes or other individual differences. For that to be a reality, each employee must be free to bring their complete self to work knowing that they will have an equal opportunity to reach their full potential with our company. Quite simply, we provide an environment where the most outstanding talent in the world feels welcomed, respected and valued for their contributions. Such an environment will facilitate otherwise unattainable business results and competitive advantage by leveraging the power of diverse experiences and perspectives.



# GRI G3.1 INDEX 2014

We have five affinity groups that support the efforts of Building Tomorrow's Leaders Today through activities that drive employee engagement, deliver business impact and foster internal and external community connections. These groups, and their purpose, include:

## **African American Resource Group – AARG**

Advance excellence through attracting, acclimating, retaining, and accelerating career growth, thus enhancing Owens Corning's business performance while leveraging the strength of a diverse workforce.

## **Gay, Lesbian, Bisexual, Transgender & Advocates – GLBTA**

Our vision is to achieve a work environment that is inclusive and safe, where people feel they can be fully engaged to create and problem-solve to their maximum potential and to be confident in a work environment where they will be fairly evaluated.

## **Owens Corning Multi-Cultural Network – OCMN**

OCMN's purpose is to fundamentally enhance the ability of the people within Owens Corning to understand, embrace, and leverage the multicultural differences that exist across our global organization.

## **Women's Information Network – WIN**

WIN is a group of highly engaged, dedicated and compassionate professional women who are committed to attracting, retaining and developing outstanding women.

## **Connections**

Connections enriches the lives of our employees by partnering with those in career transition, while fostering personal and professional growth and promoting community involvement in order to attract and retain top talent.

Today, Owens Corning is a diverse community of dedicated and highly talented professionals. We draw upon the unique backgrounds and experiences of our employees to fulfill our company purpose

**GRI Reporting Level:** Full

## **References:**

[Owens Corning Diversity](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Labor Practices and Decent Work

Labor Practices and Decent Work Performance Indicators

Aspect: Diversity and Equal Opportunity

### **GRI LA14 Male to Female Salary Ratio**

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At Owens Corning, our compensation philosophy is to effectively use all elements of compensation to align employees with the goals and objectives of the company and its businesses to meet and exceed desired performance objectives by reinforcing behaviors necessary to achieve success. Our talent management strategy, employee development processes and programs are aligned with the company's objectives and business strategy. In order to ensure we bring in the correct talent to our team, we look at the business needs first and then select individuals whose skills, knowledge and experience will best help us meet our business objectives.

Employee compensation is performance driven, market competitive and fair. We reward both individual and collective contributions to our business's success through base and variable pay. Base salaries are determined by job responsibility level, benchmarking data on market competitiveness, individual competencies and performance. A consistent philosophy in the design, application, and administration of total compensation programs globally ensures equitable treatment for all employees independent of gender, age or ethnicity. Employees receive compensation from the company that is proportionate to the impact of role and contribution the individual makes to the company ensuring fairness in our programs.

Most employees are eligible to receive additional cash incentives via the corporate incentive plan (CIP) based on the year-end company results and their individual performance. EBIT targets by business and a consolidated corporate target compile the corporate component, while the individual component is based on each employee's annual performance.

**GRI Reporting Level:** Partial



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Human Rights

#### Human Rights Performance Indicators

#### Aspect: Investment and Procurement Practices

#### **GRI HR1 Agreements with Human Rights Clauses**

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In 2014, we acquired a small distribution center in Chile. In addition we have been building a plant in Gastonia, North Carolina, U.S., that will be completed in 2015. Employees from both plants are required to be certified on our Business Code of Conduct, which includes human rights requirements.

Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

In addition, Owens Corning publically states our support for the UN Universal Declaration of Human Rights. The creation of the 30 articles in 1948 which make up the Universal Declaration was a watershed moment in the history of international human rights. As one of the primary driving forces behind the UN Global Compact, the Universal Declaration of Human Rights is as relevant and impactful as ever.

Owens Corning is committed – in both belief and action – to the 10 principles of the Global Compact and the 30 articles of the Universal Declaration of Human Rights. This commitment extends beyond making our products and operations more sustainable. It involves embracing the broader objectives of sustainability as we balance economic growth with social progress and environmental stewardship. In short, we believe that what is good for people and good for our planet is also good for Owens Corning. Principle 1 (businesses should support and respect the protection of internationally proclaimed human rights) and Principle 2 (businesses should ensure that they are not complicit in human rights abuses) are both concerned with human rights.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Human Rights

#### Human Rights Performance Indicators

#### Aspect: Investment and Procurement Practices

#### **GRI HR2 Supplier Screening Tips**

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Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

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Please provide values for the following data sets	Unit	Reporting Year 2014	Previous Years		
			2013	2012	2011
Percentage of contracts with significant suppliers, contractors and other business partners that included criteria or screening on human rights.	Percent	50	47	70	25
Percentage of contracts with significant suppliers, contractors and other business partners that were either declined or imposed performance conditions, or were subject to other actions as a result of human rights screening.	Percent	0	0	0	0

**GRI Reporting Level: Full**

**References:**

[Owens Corning Supplier Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Human Rights

#### Human Rights Performance Indicators

#### Aspect: Investment and Procurement Practices

#### **GRI HR3 Human Rights Training**

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<b>Please provide values for the following data sets</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
Total number of hours devoted to training on policies and procedures concerning aspects of human rights that are relevant to operations (hours)	4,412	4,500	6,000	7,476
Percentage of employees trained in policies and procedures concerning aspects of human rights that are relevant to operations (percent)	30%	30%	31%	54%

All salaried employees are trained on human rights guidelines through our annual online Business Code of Conduct training and certification.

Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.

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**GRI Reporting Level:** Full

#### **References:**

[Owens Corning Business Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Human Rights

Human Rights Performance Indicators

Aspect: Non-discrimination

### **GRI HR4 Discrimination Incidents**

---

In 2014, an anonymous report was submitted to the company alleging an employee had posted discriminatory remarks on a social media site. The allegation was investigated and substantiated, and the employee was terminated. This is the only incident during 2014 that was reported.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)

[Owens Corning Equal Opportunity Policy](#)

[Owens Corning Non-harassment Policy](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Human Rights

Human Rights Performance Indicators

Aspect: Freedom of Association and Collective Bargaining

### **GRI HR5 Collective Bargaining Risk**

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Owens Corning prides itself on being a good corporate citizen and respects the rights of its employees, including the rights to exercise freedom of association and collective bargaining. We partner with suppliers to maintain the same philosophy.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Human Rights

#### Human Rights Performance Indicators

#### Aspect: Child Labor

#### **GRI HR6 Child Labor Risk**

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Owens Corning does not have any operations that are identified as a significant risk for child labor practices. No cases of child labor were reported in 2014.

Owens Corning's Equal Opportunity policy states: Owens Corning does not and will not employ child labor or forced labor. In addition, Owens Corning will not knowingly engage a supplier or distributor, or enter into a joint venture with an organization, that employs or subcontracts child labor or forced labor. Owens Corning defines "child labor" as work or service extracted from anyone under the age of sixteen, and defines "forced labor" as any work or service not voluntarily performed and extracted from an individual under threat of force.

Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere. Principle 5 of the Global Compact is concerned with the effective abolition of child labor.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Equal Opportunity Policy](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Human Rights

#### Human Rights Performance Indicators

#### Aspect: Forced and Compulsory Labor

#### **GRI HR7 Forced Labor Risk**

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Owens Corning does not have any operations at risk regarding forced or compulsory labor practices. No cases of forced or compulsory labor were reported in 2014. Owens Corning's equal opportunity policy states: Owens Corning does not and will not employ child labor or forced labor. In addition, Owens Corning will not knowingly engage a supplier or distributor, or enter into a joint venture with an organization, that employs or subcontracts child labor or forced labor. Owens Corning defines "child labor" as work or service extracted from anyone under the age of sixteen, and defines "forced labor" as any work or service not voluntarily performed and extracted from an individual under threat of force.

Owens Corning has been a signatory to the [United Nations Global Compact](#) since 2010. The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption. By doing so, business, as a primary driver of globalization, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere. Principle 4 of the global compact is concerned with the elimination of all forms of forced and compulsory labor.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Equal Opportunity Policy](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Human Rights

Human Rights Performance Indicators

Aspect: Security Practices

### **GRI HR8 Security Training**

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Owens Corning has corporate security personnel and additional third party security personnel in place at several of our facilities. We have 100% training compliance with all security personnel regarding Owens Corning's policies related to the security and safety of our operations and our employees, contractors, and guests.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Human Rights

### Human Rights Performance Indicators

### Aspect: Indigenous Rights

#### **GRI HR9 Indigenous People Violations**

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Owens Corning has had no reported incidents related to violations involving rights of indigenous people for the period covered in this report. Owens Corning's Equal Opportunity policy states: It is the policy of Owens Corning to provide employment opportunities without regard to race, color, religion, national origin, age, disability, veteran or military status, pregnancy status, gender, gender identity, sexual orientation, or genetic information. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Owens Corning will be based on merit, qualifications, and abilities. Owens Corning does not discriminate in employment opportunities or practices on the basis of race, color, religion, gender, gender identity, sexual orientation, national origin, age, veteran or military status, pregnancy status, disability, genetic information, or any other characteristic protected by applicable law. Owens Corning will not tolerate acts of discrimination (which includes harassment).

While no cases were reported, employees who engage in harassment of others are disciplined up to and including termination.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Equal Opportunity Policy](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Human Rights

Human Rights Performance Indicators

Aspect: Assessment

### **GRI HR10 Human Rights Review**

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Owens Corning has close to 100 operations. Our Business Code of Conduct defines our overall management approach as it relates to human rights, anti-corruption, environmental, governance, social and related matters. Owens Corning is a signatory to the [United Nations Global Compact](#) and fully supports the Compact's Ten Principles, and also publically supports The Universal Declaration of Human Rights. All staff employees and the leaders in 100% of our operations globally must annually certify to the business code of conduct and confirm that we are compliant with all laws related to labor practices.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Human Rights

Human Rights Performance Indicators

Aspect: Remediation

### **GRI HR11 Human Rights Grievances**

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Owens Corning had no grievances related to human rights in 2014.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Community

### **GRI SO1 Impacts on Community**

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Owens Corning has approximately 100 operations worldwide.

Sixty one percent of Owens Corning operations had a community project or local community engagement in 2014.

Five percent of all operations (India: Taloja, Thimmapur, Tlaxcala; China: Shanghai, Yuhang) have completed social impact assessments, and 9% of all operations (India: Mumbai/Powai, Taloja, Thimmapur; Mexico: Tlaxcala; China: Yuhang, Shanghai, Guangzhou; United States: Toledo, Granville) are engaged in large scale local community development programs based on the needs of the local communities.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

#### Society

#### Society Performance Indicators

#### Aspect: Community

#### **GRI SO9 Negative Impacts**

#### **GRI SO10 Prevention Measures**

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In 2013, Owens Corning initiated local community assessments in our most economically and socially challenged global locations in India, China and Mexico. These assessments, completed through NGO partner agencies with local expertise, provide a baseline view of those communities and the challenges they face.

As an example, in Thimmapur, India, Owens Corning worked with United Way Mumbai to assess the needs of the local villages in close proximity to our manufacturing facility. The assessment noted that due to industrial development, there is a growing population of unskilled, low income migrant laborers within the villages. These families struggle to meet even the basic requirements of food, shelter and clothing. The villages lacked health care facilities, doctor visits, and services offered by NGO agencies.

Within that population, it was determined that 80 out of 100 school children ages 6 to 14 years, do not go to school (50% are female). The reasons for this dropout include:

- Illiteracy/Ignorance of parents
- Gender discrimination
- Family responsibilities
- Migration
- Inadequate family health care

In response to the issues detailed in the Thimmapur community assessment, Owens Corning worked with United Way Mumbai to obtain a proposal to address the issues and provide financial assistance. (The Owens Corning Foundation has partnered with United Way Worldwide to aid in the transfer of funds through an International Donor Advised Giving Recommendation program).

To date, Owens Corning has:

- Completed much needed renovations eliminating unsafe conditions within one school.
- Provided computers and initiated Non-Formal Education programs to help migrant children catch up and mainstream children to the appropriate classes.
- Initiated community health programs ranging from eye camps to hygiene education.

In Thimmapur, work on our initial proposal is nearly complete while we are completing our second year of effort in other communities like Talaja, India.



# GRI G3.1 INDEX 2014

Sixty one percent of Owens Corning plants and facilities engaged in at least one activity in their communities in 2014. This is accomplished through various methods including plant open houses, community volunteer events, fundraising, community board service and financial support.

Plants are able to provide funding to local charities through the Owens Corning Foundation Enhancing Lives Grant program. Financial support of local charitable organizations encourages communication and many times leads to employee volunteerism within the community. For example, in 2013 the Tlaxcala, Mexico plant engaged with the community to provide medical support and supplies, sexual health assistance, dental care, food supplies, blankets and toys for local children and adults through the Red Cross. Over 4,000 individuals benefited from these services.

In China, Owens Corning employees supported the Spring Sprout Kitchen program. This was a partnership with Amway Charity Foundation and China National Committee for the Care of Children. Eight kitchens were built and kitchen supervisors trained to provide nutritious meals to over 5,500 children.

In India, employees installed seven water tanks which created a water distribution system which benefited three villages in the region. Owens Corning India also rolled out their focus areas comprising of Education and Health for deprived individuals. Activities in this focus area included; basic computer education, tutoring programs for students struggling, community health clinic (325 individuals benefited from this activity, including distribution of medication and eye glasses) and services and infrastructure support (drinking water, kids play zone).

In the U.S., plants supported many community organizations including Habitat for Humanity, United Way and many local food pantries. Numerous employees volunteered at Habitat for Humanity Builds, United Way May Days of Caring and held food drives for their local food pantries.

In communities where concerns have been raised, Owens Corning has been proactive in community meetings and developing mechanisms for our stakeholders to review status updates while giving and receiving feedback.

Below are several examples:

[Anderson Community Involvement Plan](#)  
[Environmental Investigations Community Information Site](#)  
[Toronto Improvements](#)

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Corruption

### **GRI SO2 Corruption Risk**

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All of Owens Corning's business units have been analyzed for risks related to corruption (100%).

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Corruption

### **GRI SO3 Anti-corruption Training**

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In 2014, 100% of Owens Corning's employees are trained in the organization's anti-corruption policies and procedures.

It is Owens Corning's policy to follow the letter and spirit of all Anti-Corruption laws. Owens Corning makes it a priority to ensure all staff (management and non-management) employees are trained each year. The training includes an understanding of how to comply with all Anti-Corruption laws, which include:

- The United States Foreign Corrupt Practices Act of 1977 ("FCPA"),
- The UK Bribery Act 2010 ("Bribery Act"),
- The OECD Convention on Combating Bribery of Foreign officials in International Business Transactions ("OECD Convention"), and
- Other such comparable laws in each country in which the Company does business

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Corruption

### **GRI SO4 Corruption Response**

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There have been zero incidents where employees were dismissed or disciplined for corruption. Additionally, no incident occurred where contracts with business partners were revoked or not renewed due to violations related to corruption.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)

[Owens Corning Supplier Code of Conduct](#)





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Public Policy

### **GRI SO5 Public Policy Position**

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Significant issues that are the focus of Owens Corning's participation in public policy development and lobbying are:

- Energy
- Energy efficiency (buildings)
- Energy efficiency building codes and standards
- Renewables energy (wind)
- Housing policy: as it relates to polices that would responsibly increase housing starts
- Tax policies: that impact business today and in the future
- Transportation polices: that have impact on supply chain costs/operations and Environmental regulations on industry

Core positions held on each issue reported above:

Owens Corning supports policies that promote increased energy efficiency in new and existing, commercial and residential buildings; enhanced energy building codes, incentives for existing homeowners and incentives for wind energy. The energy code process requires each state to decide on adoption and code, therefore the position of each state can vary. We support a national goal or standard for buildings to ensure optimum energy savings and consistency. Wind energy can be promoted by state Renewable Portfolio Standards. Again, these standards differ between the states. Housing policies generally emanate from/through Federal policy.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)

[Owens Corning Supplier Code of Conduct](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Public Policy

### **GRI SO6 Political Contribution**

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Owens Corning has developed a vehicle for employees to provide political contributions, The Better Government Fund. The Fund is a voluntary, non-profit, unincorporated committee operating as a separate, segregated fund of Owens Corning. The purpose of the Fund is to provide an opportunity for executive, professional and administrative employees and shareholders of Owens Corning to take part in the American political process.

The Fund provides a convenient way for these employees to join a program of political giving so that they may have a united and constructive voice for better government. The Fund shall not directly or indirectly accept any contribution from Owens Corning or any other corporation or political action committee.

In 2014, Owens Corning did not make any contributions towards any political institutions.

**GRI Reporting Level:** Full

**References:**

[Better Government Fund Constitution and Bylaws](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Anti-competitive behavior

### **GRI SO7 Monopoly Litigation**

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Owens Corning had no legal actions for anti-competitive behavior, anti-trust, or monopoly practices in 2014.

**GRI Reporting Level:** Full

**References:**

[Owens Corning Business Code of Conduct](#)

[Owens Corning Business Conduct Policy - Antitrust and Competition Laws](#)

[Owens Corning Business Conduct Policy - Antitrust Guide](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Society

Society Performance Indicators

Aspect: Compliance

### GRI SO8 Non-compliance with Law Fines

Parameter	Unit	2014	2013	2012	2011
Total monetary value of significant fines levied towards the cases identified in 'GRI SO8 2.1' in the qualitative section below	USD	\$597	\$9,832	\$6,600	\$3,400
Number of non-monetary sanctions regarding cases identified in 'GRI SO8 2.1' in the qualitative section below	Number	9	10	15	13

In Form 10-K, Owens Corning reports any environmental fine or sanction that it has identified as potentially meeting or exceeding a significance threshold of \$100,000.

Owens Corning had no such incidences in 2014.

**GRI Reporting Level:** Full

**References:**

[2015 10K Annual Filing](#)

[2015 10K Annual Filing Amended](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Customer Health and Safety

### GRI PR1 Product Safety Assess

Parameter	Info Use	2014	Unit	2013	2012	2011
Percentage of significant product or service categories that are covered by and assessed for compliance with such procedures	Public	100	Percent	100	100	100

All new and significantly modified existing products sold by Owens Corning undergo a comprehensive Product Stewardship Review to ensure that they perform as claimed and are both safe and environmentally sound to make, use and dispose. We have conducted more than 1070 reviews since 1997 and more than 770 since 2006 when the Product Stewardship program was made a mandatory element of our Business Code of Conduct Policy. Product reviews address all elements of Owens Corning's Environmental, Health, Safety and Product Stewardship Policy, and are carried out by highly qualified Product Stewardship Review Board members. Reviews are conducted at various stages, including the design, development, and test market, manufacture and distribution phases.

As part of the product stewardship process, developers are asked to complete a questionnaire that generates a sustainability map of the product throughout its life cycle. This Sustainability Mapping Tool is used to evaluate how the new product or process will impact the company's sustainability goals and to drive decisions in the design phase that will achieve a portfolio of more sustainable products. Summary reports from these assessments identifying trends and opportunities are published on a quarterly basis. In 2014, 74% of new products and 55% of new applications for our products have shown net sustainability gains. These gains were most frequently caused by product developments that improved our manufacturing footprint (lower plant air emissions, lower material consumption, lower energy usage and higher process efficiencies). Another frequent cause of gains in 2014 was moving to new product designs that use fewer materials.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Customer Health and Safety

### **GRI PR2 Product Health & Safety Non-compliance**

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Owens Corning had no significant reported incidents of noncompliance with regulations or voluntary codes concerning the health and safety impacts of our products and services.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Product and Service Labeling

### GRI PR3 Product Information Labeling

Parameter	Info Use	2014	Unit	2013	2012	2011
Percentage of significant product or service categories covered by and assessed for compliance with organization’s procedures for product and service information and labeling	Public	100	Percent	100	100	100

Safe use of the product or service is required to be labeled. Product content information is included in fiberglass insulation product labeling and is included in Environmental Product Declarations for which we have four: fiberglass (unfaced and faced) and loosefill insulation, extruded polystyrene insulation and mineral wool insulation

Component content and disposal information is included on MSDS, SDS or SUIIS (Safe Use Instruction Sheet).

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Product and Service Labeling

### **GRI PR4 Labeling Non-compliance**

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Prior to packaging being used in the marketplace, there is a thorough review by technical services, the law department, and each business unit to ensure compliance with all regulations and codes. Owens Corning had no significant incidents of noncompliance with regulations or voluntary codes concerning labeling of our products and material services.

**GRI Reporting Level:** Full





# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

### Management Approach and Performance Indicators

### Product Responsibility

### Product Responsibility Performance Indicators

### Aspect: Product and Service Labeling

#### **GRI PR5 Customer Satisfaction**

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Owens Corning conducts a semi-annual customer satisfaction survey to measure and track satisfaction on a quantitative basis. The survey allows us to measure Owens Corning performance on three key performance indicators: Customer Experience, Customer Satisfaction Score and Net Promoter Score. Results are broken down to the business level and reported to the national leadership team twice a year. We launched the customer satisfaction survey for transactional customers. In 2014 we collected feedback from several thousand customers. The survey allows us to measure overall satisfaction and the Net Promoter Score but also go into more detail across customer touch points to help drive specific improvements. Action plans are created as a result of the survey results to drive positive change for our customers. The results from these questions help Owens Corning identify key “drivers” of satisfaction and provide areas of more targeted research or action. The NPS score has increased every year since measurement began for building materials customers in North America.

The driver of the customer satisfaction score is a question in the survey stating, "All things considered how would you rate your overall satisfaction with Owens Corning using a scale of 1 to 10 where 1 is Not at all Satisfied and 10 is Completely Satisfied?" Based on the survey results, the combined building material section of our business had the highest customer satisfaction score in 2014 in the four years we have been using this methodology.

We also leverage a process we call Customer Discovery with select customers to have a more personal, candid conversation about where we are currently creating value and identify what we can do to create additional value. The Customer Discovery data can be used on an individual customer basis to determine the needs for that particular customer and the data is also rolled up and reviewed at a DVP/channel level to feed investments and strategy. This metric compliments the satisfaction results and translates to stronger partnerships and growth opportunities with our customers. This data is analyzed on a quarterly basis and factors into our strategic planning process, new product innovation, functional area improvements and it feeds business cases for investment.

**GRI Reporting Level: Full**

**References:**

[Net Promoter Score](#)



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Marketing Communication

### **GRI PR6 Marketing Law Programs**

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Owens Corning is committed to compliance with all national, state and local laws. We have an extensive product literature and packaging review process which includes technical experts, marketing personnel and legal. Each piece must be signed-off by the review team before going public.

When Owens Corning becomes aware of a change of the law, experts within each business for the affected products perform a review of existing documentation, and changes are made where/when necessary.

**GRI Reporting Level: Full**



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Marketing Communication

### **GRI PR7 Marketing Non-compliance**

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Owens Corning had no instances of noncompliance, sanctions, warnings or fines regarding regulations for marketing communications during 2014.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Customer Privacy

### **GRI PR8 Customer Privacy Breach**

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Owens Corning had no such incidents occur during 2014.

**GRI Reporting Level:** Full



# GRI G3.1 INDEX 2014

## STANDARD DISCLOSURES

Management Approach and Performance Indicators

Product Responsibility

Product Responsibility Performance Indicators

Aspect: Compliance

### **GRI PR9 Total Non-compliance Fines**

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In 2014, Owens Corning was not subject to any such significant fines for non-compliance with laws and regulations.

**GRI Reporting Level:** Full