

WHY JOIN **KNAUF**INDUSTRIES ?

About us:

Specialist manufacturer of packaging & technical parts in plastic polymers and committed to CSR.



+2000 people



**42 plants
8 countries**

knauf-industries.com



**+400 millions €
turnover**



4 strong values:

Partnership, Commitment,
Entrepreneurship & « Menschlichkeit »

Packaging, protection & insulation solutions

In the agri-food, automotive, construction, household appliances, HVAC (heating, ventilation and air-conditioning) and industrial markets, our products package, protect and insulate, to meet the changing needs of customers and markets.

Vision & Mission



**REDUCING THE WEIGHT
ON OUR PLANET**

This is our vision.

"We innovate to create lighter cars, safer food, better insulation and smarter industrial components."

This is our mission.



Social policy

Knauf Industries considers **its employees** to be the main vector of its durability and adaptability.

Our **5 pillars** are :

- Health and safety,
- Diversity and inclusion
- Working conditions, commitment and well-being
- Recruitment and skills development
- Mobility and careers

Equality & Ethics

Knauf Industries is a company that promotes **professional equality and gender diversity**.

The Knauf Group has a **code of conduct** that applies to all employees.

It reflects its commitment to values such as **ethics, loyalty and integrity** in its relations with its stakeholders.

In 2023, Knauf Industries **scored 64/100** on EcoVadis, the extra-financial assessment platform that rates companies' supply chains with the aim of becoming suppliers of choice by improving their **environmental, social and human rights, ethical and responsible purchasing practices**.



Social medias

info-industries@knauf.com

job.knauf-industries.com

CSR policy


After carrying out a CSR analysis, we signed up to the principles of the *United Nations Global Compact* to ensure that our initiative is a long-term one.

We have chosen to focus our efforts on **five strategic areas** that our teams and stakeholders consider to be the **most relevant and priority**.

Our corporate social responsibility policy applies to **our employees, our markets and solutions, our territories and our environment**.

We want to anchor this policy over time in order to:

- ▶ Act responsibly
- ▶ Provide a safe working environment
- ▶ Innovate for a circular economy
- ▶ Open up to all stakeholders
- ▶ Reducing our consumption and emissions

The circular economy is at the  of our strategy.


Recycling

We set up a service to collect and recycle expanded polystyrene (EPS) waste.

In France, it's called *Knauf Circular*.



CSR programme

- +40 CSR Ambassador employees, in France and abroad, with a dedicated acculturation  programme
- **CSR e-learning** specific to the Knauf Industries CSR approach, comprising 6 modules
- Internal webinars on CSR topics (*decarbonisation, responsible communication, etc.*)

Climate Fresk

In-house deployment of scientific and fun workshops called Climate Fresk, to provide a better understanding of how the climate works and, more specifically, the causes and consequences of global warming.



➤➤➤ Over 150 employees have already been trained



3 Objectives

- Reduce our CO₂ emissions by 50% by 2032 (scope 1 & 2)
- Facilitate the recycling of our products and optimise the use of natural resources
- Reduce our consumption of materials, energy and water in all our activities

Environmental Policy

Following consultation with our stakeholders, we have identified a priority environmental issue: **reducing our consumption and emissions**, through two series of actions:

- innovating for a circular economy by using alternative materials that integrate a recycling process ;
- adapting and optimising our energy choices and industrial processes through a continuous improvement approach.

These actions are detailed and targets for 2025 are defined in our environmental policy, published in 2022.

Must Win Battle Sustainability

The Knauf Group has set itself five *Must Win Battles* to lead the Group to Destination Great. These are *People, Continuous Improvement, Commercial Excellence, Digitalization* and the latest: **Sustainability**.

With this fifth *Must Win Battle* of **sustainable development**, the Knauf Group is affirming its social responsibility as an essential condition for its development and success.

