

Inclusion and Diversity Policy



Appendix 2 of the Human Rights Policy

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Inclusion and Diversity Policy

Introduction

The Inclusion and Diversity Policy is issued as **Appendix 2 of the Human Rights Policy** and outlines our commitment to promoting and respecting a workplace culture in which inclusion and diversity is valued and everyone is treated with dignity and respect. Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our differences in our people. As part of our zero-tolerance approach to discrimination in any form, we are committed to encouraging inclusion and diversity among our workforce. The aim is for our people to be truly representative of all sections of society and our customers, and for each employee to feel respected and to be in a position to give their best to their role with Kingspan Group plc ("Kingspan").

Purpose

The purpose of the Inclusion and Diversity Policy (the "Policy") is to foster an inclusive environment that respects and values, the diverse background, perspectives and experiences of all our people, stakeholders and partners. The Policy seeks to ensure inclusion, diversity, equal opportunities, equity and belonging. These are core principles that we seek to promote across our business. This Policy sets out our approach to inclusion and diversity which includes but is not limited to encouraging and supporting inclusion and diversity and promoting a culture that values difference and seeks to eliminate discrimination in our workplace.

Everyone has a responsibility to treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. We endeavour to provide fairness and respect for all in our employment, whether temporary, part-time or full-time and to ensure we do not unlawfully discriminate for any reason.

Scope

The Policy applies to Kingspan, its subsidiaries and joint ventures and their directors, officers and employees. This Policy applies to all of our businesses, both international and domestic, wherever it is conducted. It encompasses all aspects of employment. However, the Policy does not form part of any contract of employment or other contract to provide services and Kingspan may amend it at any time. Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action up to possible termination of employment.

Inclusion and Diversity Policy

Important Definitions

- **Inclusion:** The practice of creating an environment where all individuals feel welcomed, respected, supported, and valued, enabling them to fully participate and contribute to the organisation.
- **Diversity:** The presence of differences within our workforce.
- **Equal opportunities:** Allowing everyone the same chances to succeed, no matter who they are or where they come from. It's about fairness and making sure no one is treated differently.
- **Equity:** Ensuring fair treatment, access, and opportunities for all individuals. Understanding that individuals have diverse circumstances and endeavouring to ensure equal outcomes.
- **Belonging:** Feeling accepted, valued, and included.

Our Commitments and Vision

- **Equal Opportunity:** We are committed to providing equal opportunities in all aspects of employment and will not tolerate discrimination or harassment.
- **Inclusion, Equity and Belonging Culture:** We seek to foster a culture of inclusion, equity and belonging by promoting awareness, understanding, and respect for inclusion and diversity through training, communication, and leadership.
- **Recruitment and Retention:** We implement fair and unbiased recruitment and retention practices to attract and retain a diverse workforce.
- **Career Development:** We endeavour to provide equal access to career development opportunities, including training, mentorship, and promotion, to ensure that all employees can achieve their full potential.
- **Supplier Diversity:** We will continuously strive to promote diversity in our supply chain by encouraging the inclusion of diverse suppliers and partners.

Implementation

To ensure the effective implementation of this Policy, Kingspan will:

- Communicate the Policy across the organisation including, but not limited to, employees and appropriate stakeholders.
- Provide training and awareness programmes to employees in accordance with Kingspan's People Passionate targets.
- Continuously evaluate and improve our Policy and practices to align with evolving standards and best practices.
- Wherever is needed, the Policy should be further adjusted to comply with local laws but maintaining the essence of this Policy of: Inclusion, Diversity, Equal Opportunities, Equity and Belonging.

Responsibility

This Policy is fully supported by senior management. Leaders at all levels are responsible for promoting and modelling inclusive behaviour, ensuring that inclusion and diversity are integrated into business strategies and practices. All employees are expected to contribute to a respectful and inclusive workplace by treating others with dignity and respect, and by actively participating in appropriate inclusion and diversity initiatives. The Divisional Managing Director (MD) takes ultimate responsibility for the implementation of the Policy and the MD may allocate responsibilities accordingly within their division.

People Passionate

Kingspan's mission is to accelerate a net zero emissions future with the wellbeing of people and planet at its heart. Our inclusive culture is based on strong foundations and enables our people to do their best work together, grow and transform themselves and the built environment sustainably, underpinned by ethics and integrity.

Our business has been built on trust in the integrity of our people and our offering. We value this trust and recognise it as being fundamental to our ongoing success. People Passionate is a Kingspan wide programme designed to make a significant contribution to the success and sustainability of our people including but not limited to inclusion and diversity.

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Access to Remedy

Kingspan empowers our people to raise issues via our global confidential hotline. We seek to ensure that our people trust our structures to raise their concerns or needs and have them addressed.

For Employees: A reporting tool is open and available in multiple languages for employees. The hotline service is operated by an external third party and provides a safe, anonymous and confidential way to raise concerns. In addition to reporting by phone or through the web portal, all issues raised by other internal and external sources are entered into the same process. This global system aims to facilitate and respond effectively to appropriate types of reports. Reports are reviewed by appropriate internal stakeholders and followed up with an investigation if appropriate and remedy if the report is substantiated. This allows us to investigate ethics and compliance reports from across the organisation's reporting channels within one centralised database. Communication and training are important in the rollout of the hotlines connecting the programme to our Code of Conduct positioning "speaking out" as part of our desire to act with honesty, integrity and within the boundaries of the law.

For Third Parties: Any other third party can write to the below address or visit our website for further contact information:

<https://www.kingspangroup.com/en/contact/>

Kingspan Group
Dublin Road
Kingscourt
Co. Cavan
Ireland

Conclusion

By fostering an inclusive environment and embracing diversity, Kingspan aims to create a workplace where everyone can thrive and contribute to our collective success. We are committed to making inclusion and diversity a core value and a driving force behind our growth and innovation.

Document Control

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THAT MAKES A DIFFERENCE.