



Our Sustainability Pledge





The Special Report on Global Warming of 1.5°C

The report finds that “limiting global warming to 1.5°C compared with 2°C would reduce challenging impacts on ecosystems, human health and wellbeing” and that a 2°C temperature increase would exacerbate extreme weather, rising sea levels and diminishing Arctic sea ice, coral bleaching, and loss of ecosystems, among other impacts.

The Special Report on Global Warming of 1.5°C (SR15) was published by the Intergovernmental Panel on Climate Change (IPCC) on the 8th October 2018.

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Every aspect of our business operates on a sustainability first mindset. It is a journey of learning, improving and changing.

Barry Rafferty

Managing Director

A handwritten signature in black ink, reading "Barry Rafferty", located below the name and title.

**Sustainability
First Mindset**



Our company has always been mindful of our impact on the environment and we endeavour to act and invest in ways that reduce harm and have a positive effect on communities.

In 2020, we formalised our response to the global environmental crisis with a more substantial, target driven sustainability strategy - including our business, customers, communities, and families. We focused on two simple questions:

- 1. Are we leaving the world in a better state for our children than we found it?**
- 2. If not, what are we doing about it?**

As part of the global group of Unilin companies, we are now able to deliver even more by combining our efforts across the world for even greater environmental impact under Unilin's ONEHOME strategy.

One Home targets real change and is backed by investment to make our sustainability pledges a reality. It will help us deliver environmental improvements to our products, our operations and in how we do business.

As a company, we are committed to science based targets (SBTs)* and we will work with industry and communities to learn and share knowledge. We will adapt to deliver a more sustainable future for our families and the communities in which we work and live.

*Targets that provide companies with a clearly defined path to cut greenhouse gas emissions, help prevent the worst impacts of climate change, and futureproof business growth. SBTs are targets that are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement - limiting global warming to 1.5°C. Our targets are monitored by the Science Based Targets initiative - an independent organisation that promotes best practices in the combat against global warming.



An aerial photograph of a rural landscape. The foreground and middle ground are dominated by agricultural fields, likely corn, with distinct dark tracks from tractors or harvesters crisscrossing the golden-brown crops. In the center-right, a dense, lush green forest stands out against the fields. The background shows more fields and a winding road or path. The overall scene is a mix of natural and cultivated land.

Our Susta

Sustainability Pledge

Our environmental impact will be the predominant consideration in all operational and commercial decisions for the benefit of our business, staff, shareholders, customers, communities and families.

Key areas of focus

1. Energy

Assess the environmental impacts of our operations and continuously seek to reduce these impacts and improve our resource efficiency through the reduction of energy, water use and waste.

2. Innovation

We are committed to continually review and improve the sustainable credentials of our products and services, to maximise both their environmental performance and the projects in which they are used.

3. Wellbeing

Prioritise wellbeing within our workplace, with our colleagues and throughout our wider family networks.

4. Collaboration

To work in partnership with our merchants, distributors, building designers, developers and site operatives to make more environmentally sensitive choices.

5. Evaluation

To continually review our environmental policies and progression towards realising our commitments, publishing regular reports on our environmental progress.

6. Awareness

A dedicated Unilin Insulation team will promote environmental awareness within the construction sector by sharing our learning with industry and academia.

7. Compliance

To comply fully with all relevant regulatory requirements and codes of practice within our industry and adopt full recommendations set by the Code for Construction Products Information (CCPI).

AREAS OF ACTION

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Product

Place

People

Partnership

Product

Unilin Insulation is improving product sustainability, as evidenced by our published Environmental Product Declarations (EPDs). Unilin Insulation, working in collaboration with the wider Unilin Group and our industry partners aims to drive a more environmentally aware industry.

ECO360

Place

Promoting the adoption of more sustainable practices in the places and communities in which we work and live.

People

Our greatest asset. Unilin Insulation's success is driven by a dedicated team. It is their vision that will deliver a more sustainable Unilin operation.

Partnership

Working with our partners throughout the business to make more environmentally sensitive choices.

Product

Innovating for Change

Our product innovations have resulted in insulation systems that have achieved performances beyond simple U-Values.

Unilin Insulation's investment in R&D is delivering exciting developments in product properties, performance and circularity, backed by improving Environmental Performance Declarations (EPDs) that meet highest industry targets for construction towards 2030.



es as standard



Designing to Zero

We are committed to developing and promoting sustainable low energy design in construction.

Meeting Passive or nZEB Standards requires us all to think and deliver differently. We continually improve and adapt to the challenge, gaining in-depth knowledge and sharing those technical aspects with industry.

The Climate Emergency necessitates an accelerated drive for reducing our own impact and the impact of the projects we work on in terms of operational energy and embodied carbon. We welcome the growing industry momentum for performances beyond Building Regulations such as the Climate Challenge 2030 and by groups such as Low Energy Transformation Initiative.

ECO360

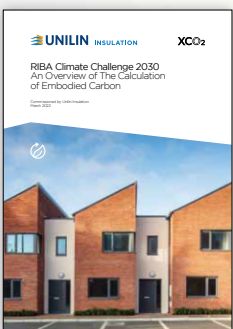
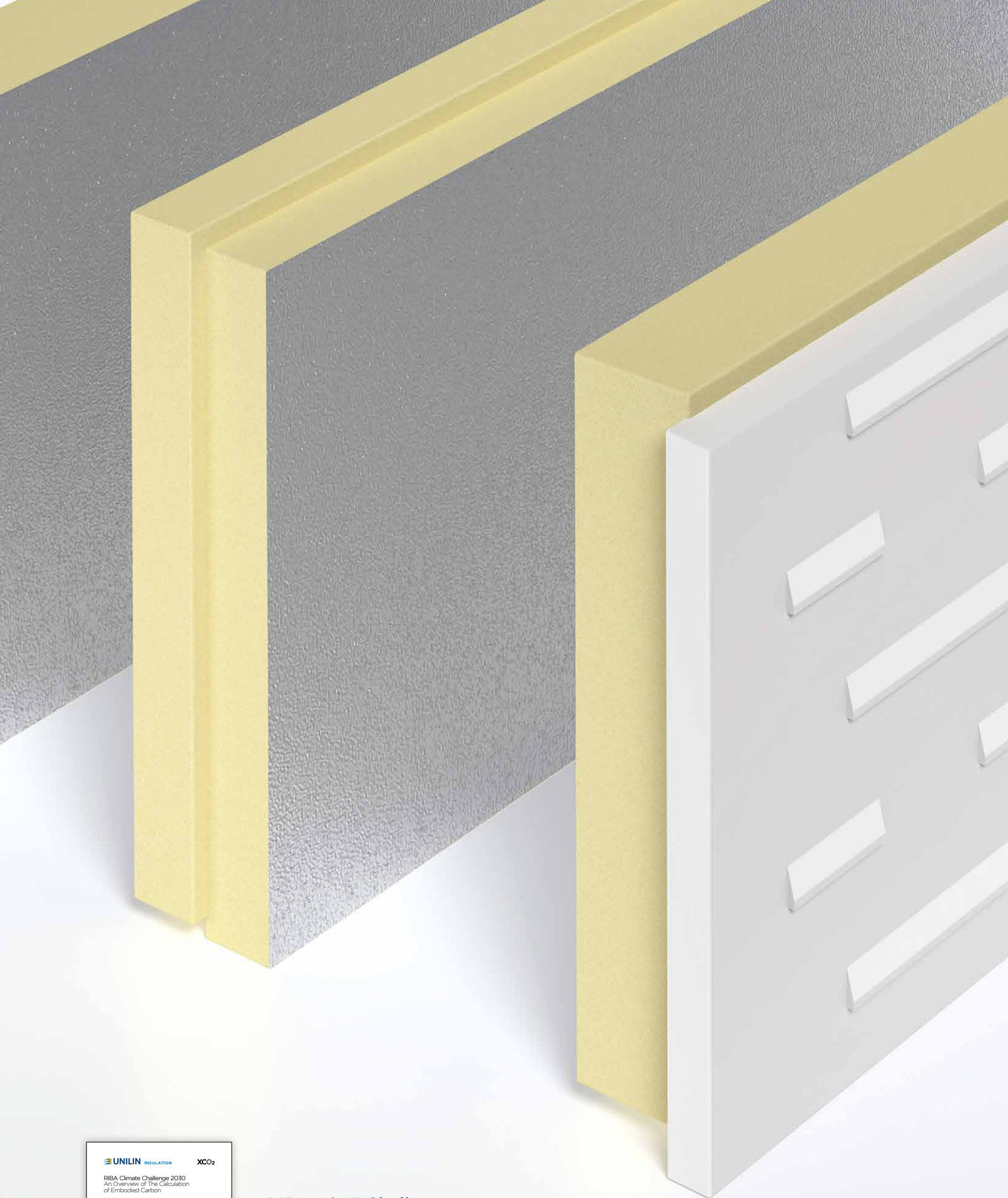
The ECO360 Range sees pioneering environmental improvements in the manufacturing, delivery and use of PIR insulation.

- ✓ Bio-enhanced formulation
- ✓ Meets Climate Challenge 2030 & LETI Targets
- ✓ Reduced packaging materials
- ✓ Halogen free formulation
- ✓ Improved thermal performance of 0.020 W/mK
- ✓ Bio-degradable packaging materials



0.020
W/mK

Bio
Inside



◀ **RIBA 2023 Challenge Embodied Carbon Report**

Visit the Unilin Insulation website to download 'An overview of the calculation of embodied carbon for 4 house types'.



Looking Forward

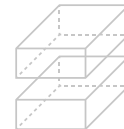
We have a dedicated R&D team focused on improved product performance with sustainability as a priority.

Ongoing R&D investment by Unilin Insulation and the Unilin Group is delivering exciting, ground breaking results for our industry. These innovations allow for the use of recycled content and bio-based input into new materials.

Continuous product improvement has delivered a thermal conductivity of 0.020 W/mK, giving an excellent performance to thickness ratio. This allows for passive performance buildings to be constructed while minimising the structure's thickness and reducing materials and embodied carbon. Our R&D team are tasked with improving on already highly efficient products and do so with an openness to new ideas and collaborations.



Investment has led to exciting developments that will allow recycled waste materials to be reconstituted and added to new products by 2026.



R&D Investment

Investment has been committed by the Unilin Group aimed specifically at meeting and surpassing 2030 sustainability targets.



Innovative Systems

Our advancements with bio-based formulae, T&G jointing, preformed corner panels, stepped cavity tray liners and insulated service voids collectively build to achieve passive U-Values and excellent thermal bridging details. We are evolving new material solutions to meet the embodied carbon targets set out by both the nZEB and 2030 climate challenges.



Third Party Verification

Progress with our own sustainability improvements will be fully visible with regular updates as we move towards science based targets. Unilin Insulation product performances will be declared under the CPA CCPI (Code for Construction Product Information) and we will work with third party bodies to provide clear and concise information for those we do business with.



50 ml ± 1 ml
Ex 20 °C ± 0.5 ml

50

40

30

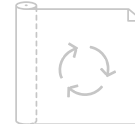
Addressing Waste

Our goal is to send zero waste to landfill from our Ireland and UK manufacturing operations by 2030.

Our new ECO360 Service offers bespoke quantifying of materials for delivery to site and includes pre-constructed components such as corner panels that do not have to be cut from full boards onsite, thus reducing waste.

Collaboration with developers and designers to achieve the targets for operational energy and embodied carbon content is further enhanced by responsible utilisation of materials and processing of site waste.

Investment in recycling technology will see Unilin Insulation reprocessing waste raw materials, allowing up to 30% of recycled raw material input into new product, by 2026.



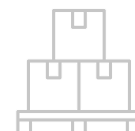
Biodegradable Packaging

By 2030, Unilin Insulation aim to replace all virgin single-use plastic packaging with biodegradable film or plastic that has up to 50% recycled content. Transition starts with the introduction of the new ECO360 range where packaging is reduced and replaced with biodegradable film.



Onsite Waste Collection

2022 sees the launch of a site waste collection pilot scheme, in collaboration with developers, to establish a process for the reduction, reuse and recycling of materials.



Bespoke Quantities

Our Technical Team work with the designer to achieve both operational and embodied carbon targets. This includes the quantifying and delivery of bespoke quantities of materials to site, minimising waste. The service covers the ECO360 range and the Xtrafall flat roofing system.





Our Local Impact

We understand our responsibility to our local environment and community. We recognise this involvement has the power to bring positive change to our immediate locality and to every community in which we operate. We actively promote a culture that fosters and supports volunteering and active participation.

High efficiency
boilers

Heat recovery

Place

 **Unilin Insulation**
Navan

Planning ahead

Biodiversity garden

PV solar panels

Rainwater harvesting

Zero emissions gas and electricity

Green roof

Energy efficient lighting

Electric car charging points



Acting on Energy

We are taking a multi-faceted approach to our onsite energy use.

100%

Renewable Sourced Electricity by end 2023

Clean electricity is a key part of our sustainability programme. It's complex and involves not just our work practices but also suppliers, procurement and our communities. We are moving to ensure all of our electricity is green, requiring suppliers to be more transparent in their data. We have upped the pace and scale of our transition to renewables, all focused on our target of 100% renewable source electricity by the end of 2023.

25%

Of energy sourced from onsite PV panels

Unilin Insulation first installed PV panels in the UK and Ireland in 2017. Today 25% of our power in Chesterfield is met from a 2.14MW array, saving 10 million kg (10,000 tonnes) overall or the equivalent of 400 tonnes of CO₂ per year. A new PV array installed at the Navan facility will deliver approx 100MW of green energy accounting for 17% of power use onsite with battery storage. We are committed to maximizing the use of renewable technologies at all our facilities.



Fleet Electrification

Where possible we will endeavor to transition all our UK and Ireland fleet to zero emissions EVs on all owned or leased personal vehicles by 2025. We will work with our logistic suppliers to improve efficiencies in their own fleets.



Rainwater Harvesting

A project to maximise the re-use of water on all UK and Ireland facilities will begin in 2022 with the aim of providing 50% of our water requirements by end of 2025.



Energy Supply

We will source 60% of our energy requirement from verified local providers by 2030.



Air Miles

Mile for mile, flying is the most damaging way to travel for the climate. Unilin Insulation has adopted practices that lessen the need for air travel. We encourage virtual meetings and only fly when necessary.



Our Local Impact

Unilin Insulation is committed to improving biodiversity within our communities.

Both on an environmental and community level, Unilin Insulation is taking proactive measures to nurture and increase prosperity for our local areas. As a business with facilities largely based in rural areas, we have a responsibility to minimise any impact we have on our local environment. This is why across the UK and Ireland we are investing in green initiatives to improve biodiversity and reduce energy consumption.

Our workforce lives locally; we are part of their community, providing economic benefit and have a responsibility to support that community where we can.



Biodiversity Garden

We've set aside over 8,000m² of land to develop a nature park. We will plant different plant species - flowers, trees and shrubs - to create a pollinator friendly habitat and attract fauna. Working with the Crann Woodland Trust, we are encouraging employees to participate in developing this bio-diverse area.



Reduce, Reuse, Recycle

Our Green Workplace policy encourages our workforce to adopt sustainable practices in the workplace including recycling, waste reduction, water conservation, energy saving, use of local suppliers, along with the 'bike to work' scheme.



Green Roof

A 'green roof' installation is planned for the main Irish office building at Navan to encourage pollination of native planting at each site.



People

Sustainability Champions

Sustainability will become part of everyone's job and so we are asking all staff to engage with us in our sustainability effort.





Sustainable Living

Our Community.

At Unilin Insulation, we are dedicated to the physical, mental and emotional wellbeing of our people. All of our staff are encouraged to participate in and contribute to our journey of sustainability on both a professional and personal level.

We are developing staff incentives which will promote a sustainability mindset and reinforce the message that small actions can have a big impact.



Employee sustainability handbook



Environment Group

Our One Home Strategy is based on three pillars, with a key working group focused on the deliverables. Through this group, a team of 'Sustainability Champions' will be dedicated to delivering on our overall strategy and promoting more environmentally friendly ways of working.



Community Support

Unilin Insulation has deep links into our local communities. For over 30 years the company has supported local and national UK and Irish charities, sports groups, community groups and initiatives with employee or company links. We foster an open door policy for everyone in bringing their citizenship ideas to the table.



Team Wellbeing

Our greatest resource is our people.

There are always demands on our time, skills and talent but at Unilin Insulation, we believe in investing in the health and happiness of our people.

We identify and foster talent within the business through personal development programmes, offering apprenticeships in all aspects of operations, production and administration which have fostered a strong team ethos.

A Zero Harm company

Respect starts with caring: we aim to be a zero-harm company with a positive culture where everyone looks out for each other and safety is an innate part of our activities.



Wellbeing Charter

The health and wellbeing charter supports management in creating a healthy workplace for all our staff to thrive.



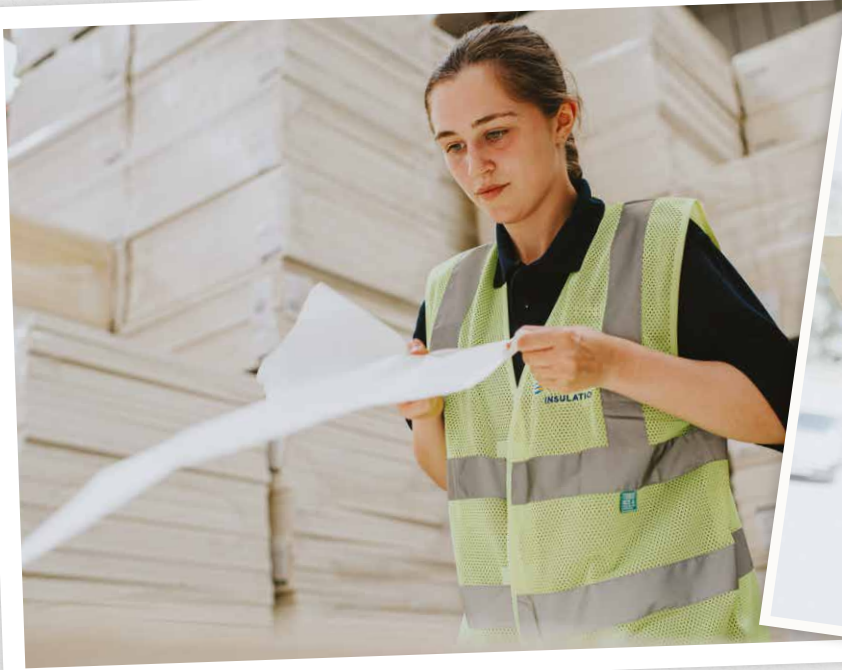
Personal Development

We identify and foster talent within the business through personal development programmes.



Apprenticeships

We place a strong emphasis on providing opportunities for learning. Our apprenticeship programme enables participants to learn and upskill while at the same time getting hands-on experience and learning.



Partnership

The Key is Collaboration

We work with our partners throughout the business to make more environmentally sensitive choices. We pledge to work together to improve the sustainability of our building projects.

We are dedicated to promoting environmental awareness within the construction sector by sharing our learning with industry and academia.





Working with Industry

Identifying new ways of doing business.

Customers are at the core of our business. We deliberately bring our frontline sales, specification and technical teams together to help fuel our partners' business growth and to help them work towards creating a truly sustainable business.

In the Irish and UK markets, this partnership is of particular importance and we are committed to developing these relationships further.

Achieving low energy design in construction requires us all to think differently and we share our in-depth knowledge through our regional technical and specification teams.

Realising the opportunities presented within a circular system will not be easy. Strong alliances and co-operation between manufacturers, the supply chain, designers and contractors will be required. At Unilin Insulation, we are aware of the critical importance of improving our own products and operations to minimise our own impact, but also how we can contribute to improving the circularity of construction as an industry. We commit to work with our industry partners in traditional and modular construction sectors to develop products and solutions to improve circularity in both materials and buildings.



ECO360

Product with Purpose

We commit to continuously improve product sustainability to meet Passive or nZEB standards. Our new enhanced product range will allow for the stringent embodied carbon targets of the Climate Challenge 2030 to be met.



Supply Chain

Throughout our entire supply chain, we work with companies who share our transparency and sustainability values. As part of the Unilin Group, we monitor suppliers to ensure that they meet ethical operations standards. This includes ensuring fair and safe working conditions, the provision of fundamental labour rights, responsible sourcing, along with fair operating practices.



Supporting Professionals

Delivering sustainable construction in collaboration with our partners in industry.

We provide resources for designers to understand and implement energy performances beyond building regulation standards. Our UK and Ireland innovation centres help construction professionals understand the principles of specifying and achieving onsite, best practice insulation standards. Visitors get to experience honest, uncomplicated explanations of issues along with examples of best practice of installation and compliance.

We offer the following CPD:

- Designing to Zero Carbon: Regulations, Future Homes Standard & RIBA Climate Challenge 2030
- Section 6 2022 Scotland, Fabric Performance and towards Passive Domestic
- BR443 Conventions for U-Value calculations
- Part F NI towards NZEB
- Online learning – Build R & Train R
- Thermal Bridging – Y Value calculator
- Part L 2021 Fabric Performance & towards NZEB and Zero Carbon House Standard



Innovation Centre & Learning Portal

Unilin Insulation's interactive exhibition space facilitates industry training. Our Discovery Hub online resource provides self-directed training – when and where you need it.

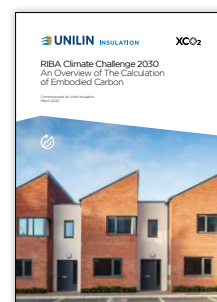


Toolbox Talks

Toolbox Talks are delivered onsite to installers and site supervisors to highlight best practice installation of insulation for walls, floors and roofs. This allows for optimal thermal performance on projects and to close the gap between design intent and actual built performance. The guidance is also available for review on our Discovery Hub.

RIBA 2023 Challenge Embodied Carbon Report

Visit our website to download 'An overview of the calculation of embodied carbon for 4 house types'.





Educational Support

We are dedicated to the improvement of knowledge and understanding of thermal performance.

One of the most enjoyable aspects of our business is our partnership with schools, colleges and universities, facilitating the education of our future construction professionals. It is their future that deems environmental improvements critical. It is the young people that we meet during training and information days that inspire us to push environmental progress and greater engagement with industry partners, teachers and lecturers.

We understand that not all learning can take place in a classroom. We have developed an online self-directed learning platform that is available to third level colleges, providing users with up to date information and educating users on regulations, thermal measurement and sustainability issues. We also arrange tours of the Discovery Hub Innovation Centres in Chesterfield and Navan to student groups where open discussion flourishes.



CIAT Aspiration Group

Supporting young professionals through networking and education is a key part of developing competencies for architectural technologists. Unilin Insulation supports aspirATion – a network group established under CIAT, for students, recent graduates or newly qualified professionals entering the discipline.

TechnoTeachers Association

The TechnoTeachers Association represents and supports teachers of technology disciplines including Wood Technology, Technical Graphics, Design Graphics, Construction Studies and Technology. We are involved at grassroots level with student talks, seminars, customised content and staff workshops right through to supporting the National Student Awards.



We support I Built It, a collaboration between leading employers, training bodies and recruiters. I Built It has been established to promote and facilitate rewarding careers in the West Midlands' construction industry and to help address the sector's skills shortage. By connecting educators, learners and employers, they aim to close the skills gap and assist potential employees from all age groups and backgrounds to gain meaningful employment.







WE ARE UNILIN



UNILIN

INSULATION

Unilin Insulation Ireland Ltd

Liscarton Industrial Estate
Kells Road, Navan
Co. Meath, Ireland
C15 NP79

t. +353 (0)46 906 6000
e. info.ui@unilin.com

unilininsulation.ie

Unilin Insulation UK Ltd

Park Road, Holmewood
Chesterfield, Derbyshire
United Kingdom
S42 5UY

t. + 44 (0) 371 222 1033
e. info.ui@unilin.com

unilininsulation.co.uk

UK/IRL_SUSTAINABILITY_JAN2023_V1

