Sustainability at work

URSA Sustainability Report

Insulation for a better tomorrow

URSA uralita

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OUR APPROACH
TRIPLE BOTTOM LINE

Company: Introduction

Insulation is one of the factors which will help us tackle climate change and protect the environment. At the same time as providing effective insulation, URSA's products offer tangible economic benefits and satisfy essential social needs.

We are committed to making URSA as sustainable as possible. So, our approach towards all the three pillars of sustainability is clear.

1. Environment

We use a considerable amount of recycled content in GMW and XPS, significantly limiting use of virgin raw materials.

2. Society

At URSA we are a team of enthusiastic individuals united around the common objective of making this planet a better place and driving the company to prosper in future. We are committed to the well-being of the communities in which we operate and always act responsibly.

3. Economy

URSA represents a sustainable business model.

We create value for shareholders and our operations in local communities offer jobs, directly and indirectly.

Company: Environment

Environment

We do our best to make products as sustainably as possible and operate as an environmentally responsible company.

A. Increasing recycled content. We use a high amount of recycled content in the production process for both GMW (recycled glass) and XPS (recycled polystyrene). Our glass mineral wool factories in Novo Mesto (Slovenia) and Delitzsch (Germany) have reached an encouraging total of 73% and 85% of recycled content respectively. We aim to continue reducing the amount of virgin raw materials we use even more.

B. Efficient use of water. Water for production is used in a closed cycle, efficiently and with a minimum intake of fresh water.

C. Efficient use of natural resources. We constantly improve our products through the more efficient use of natural resources.

D. Better compression and more efficient use of packaging. We have increased the quantity of product in the same packaging, causing less environmental impact, including from transportation. Our products can be compressed up to 8 times.

	2010	2011	2012
Recycled material in glass mineral wool (evolution in %, 2010 = 100%)	100%	103%	122%
Total CO_2 emissions (tonnes/year)	325.0	332.4	327.3
Total energy consumption (MWh/year)	954.2	989.1	981.2
Energy use intensity evolution (change of MWh/tonne of product, 2010 = 100%)	100%	100%	95%
CO_2 emissions intensity (change of tonnes of CO_2 per tonne of product, 2010 = 100%)	100%	99%	94%

E. Energy use. Over the last few years we have significantly reduced the amount of energy used for production. This also has a positive effect on the resulting CO_2 emissions from our factories. In 2012 the reduction of CO_2 was 6% and we used 5% less energy per tonne of final product.

Living efficiency – responsible and sustainable

Being efficient also improves the sustainability of our business: energy efficiency solutions from an energy efficient company.

- Energy management. In August 2012 URSA's glass mineral wool factory in Delitzsch (Germany), our extruded polystyrene production site in Queis (Germany) and our offices in Leipzig were certified for energy management according to ISO 50001.

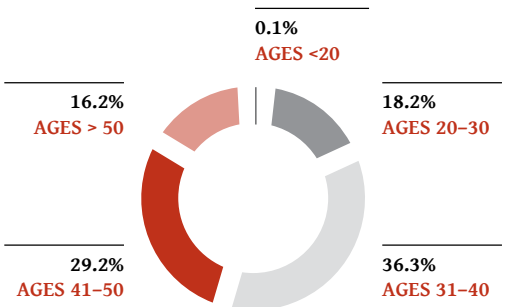
- Travel policy. We have also introduced a responsible traveling policy. In 2011–2012 we increased the use of video-conferencing and web-conferencing to make sure we execute projects efficiently. But with much less environmental impacts caused by traveling.

Energy efficient factories. ISO 50001 certification

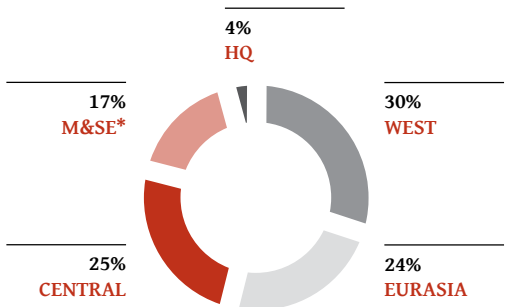
URSA works hard to positively impact on the environment and contribute to sustainable development. On the one hand we produce energy saving products and on the other we make our products as energy efficiently as possible. URSA is committed to increasing energy efficiency in our production sites even more in the future.

ISO 50001 specifies requirements for establishing, implementing, maintaining and improving an energy management system to enable an organisation to follow a systematic approach in achieving the continual improvement of energy performance including efficiency, security, use and consumption.

URSA'S TOTAL WORKFORCE SPLIT BY AGE



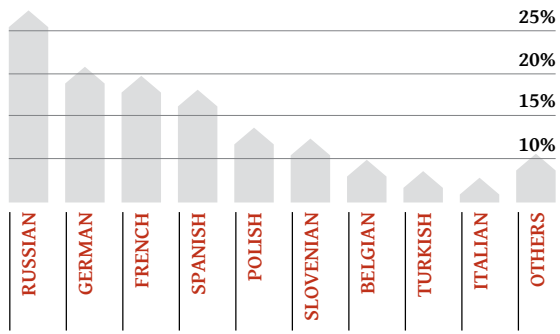
URSA'S TOTAL WORKFORCE SPLIT BY REGION



* Mediterranian and South East

URSA'S TOTAL WORKFORCE SPLIT BY GENDER

URSA'S TOTAL WORKFORCE SPLIT BY NATIONALITY



Company: Society

URSA's people – one team

At URSA we are 100% sure our time is now. The next 40 years at least are key for humanity to make sure we and generations to come have a positive future.

URSA's team is spread over Europe, Russia, Asia and Africa. We are happy to be a multinational and cross-cultural team. It means we are the result of not just different countries but also cultures. Together, URSA's people make up a mosaic of the modern world.

One of the key objectives of URSA is to develop policies that make ours a good and sustainable place to work.

- Development opportunities. Through training programmes, growth possibilities and the delegation of responsibilities, we generate new development possibilities for our management and workers. In 2012 around 95% of our employees have been assessed and advised according to their personal development plans.

- Internal promotions. URSA has a clear strategy and many years of experience promoting people from within the organisation. In 2012, around 3% of URSA staff were promoted internally.

Health and safety – what matters most

We operate a large number of factories across different countries: Russia, Turkey, Poland, Slovenia, Germany, France, Belgium and Spain. For us, it is essential that our team members are as safe as possible.

To prevent risks at work while achieving our high level of safety, we have different policies in place and a strong track record.

1. Since 2006, health and safety goals have been set up and closely tracked at top management level.

2. Every year a new safety programme is implemented at division level:

2009 URSA Safety Standards
2010 Top Five, a programme that implements and closely follows up the top five actions in different areas of health and safety
2011 H&S Radar
2012 Global Safety Action Plan

3. Since 2005, the number of accidents has been reduced by an impressive 80%.

4. During 2010 and 2011, 9 of 14 plants received URSA 500 and URSA 1000 awards for maintaining a zero level of accidents for 500/1000 consecutive days.

5. Recently, URSA's Serpukhov XPS factory has reached a milestone of 1,000,000 hours without accidents.

But our goal is not to dwell on what has been achieved. We strive for more.

Since 2005, the number of accidents at our factories has been reduced by an impressive 80%.

SafetyFirst

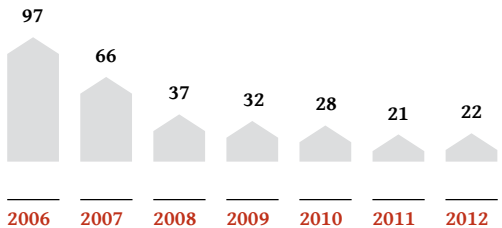
Reducing our injury rate

When it comes to implementing safety measures, we have focused particularly on reducing the rate of injuries.

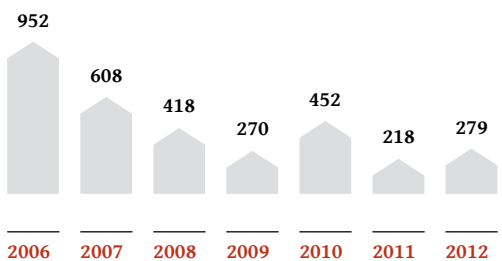
Because the safety of our colleagues is our top priority, it's especially satisfying to look back and see how far we have come. Injuries were reduced almost fivefold from 97 in 2006 to 22 in 2012.

Our goal is an injury free working environment.

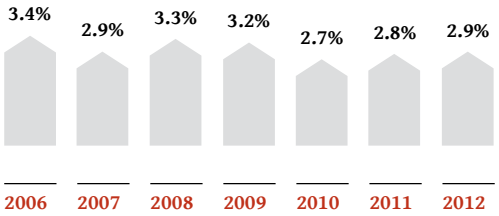
INJURIES



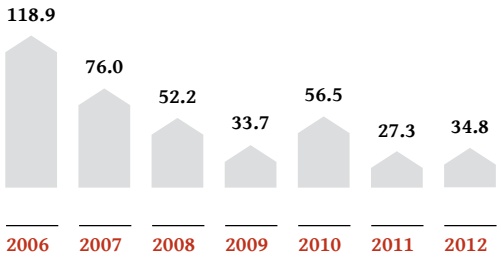
ABSENCE RATE



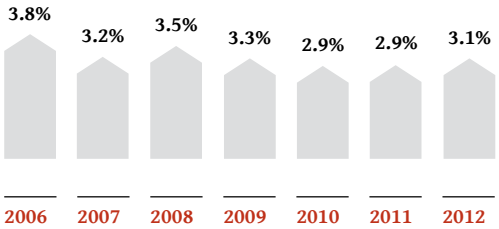
SICKNESS ABSENTEEISM



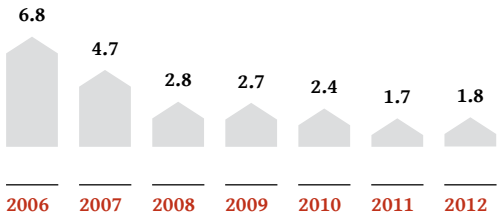
LOST DAY RATE



TOTAL ABSENTEEISM



INJURY RATE



During 2010 and 2011, 9 of 14 plants received URSA 500 and URSA 1000 awards for maintaining a zero level of accidents for 500/1000 consecutive days.

Company: Economy

URSA – looking positively into the future

We are convinced that the insulation business has a bright future. Energy efficiency is at the forefront of a modern world striving to find paths to sustainable development. Its position should be strengthened as it has the greatest potential to save energy and reduce emissions, positively impacting the environment.

There is a lot of work to be done over at least the next half a century.

Highly efficient new buildings and deep renovation of existing building stock

- New buildings. Beginning 2021 all new buildings in Europe will be constructed to a nearly zero energy building standard, meaning extremely low energy demand. One of the main required tools to be able to do so is to use high levels of insulation. URSA is preparing by developing products to satisfy the most challenging energy efficiency requirements.

- Renovation of existing building stock. In order to tackle climate change, we will have to cut energy consumption in existing buildings by 80% by 2050. Most of today's buildings have been constructed over the last decades following very low energy requirements, if any.

Powerful regulation

- Energy Performance of Buildings Directive (EPBD). EPBD was recast in 2009, which has reinforced the role of energy efficiency in both new and existing buildings. This essential legislation has been set in place to make sure buildings contribute as much as possible to reduce the climate change. It is then transposed onto national legislations and building codes.

- Energy Efficiency Directive (EED). This piece of legislation is expected to have a strong impact on renovation of existing buildings, contributing to European targets. EED is vital if we are to reach our 2020 target of 20% increase in energy efficiency and reduction by 368 MTOE (Million Tons of Oil Equivalent).

URSA – campaigning for sustainability

One voice for energy efficiency

We believe that one strong voice for the causes of sustainability and energy efficiency is needed on the European level. URSA is active in a number of associations that promote both.

- EURIMA – European Insulation Manufacturers Association. EURIMA has long championed energy efficiency in Europe. Recently, EURIMA created a Sustainability Committee to make more of a contribution to sustainable development on a European scale. The main focus has been on promoting sustainability in construction. Efficient use of resources is also a key cornerstone. It is promoted through an active use of Environmental Product Declarations (EPDs) and Life Cycle Assessment approach.

- EuroACE – European Alliance for Energy Efficiency in Buildings. EuroACE's main focuses are: proper implementation of EPBD at a Member State level, common projects with other associations and driving the Renovate Europe campaign.

- Renovate Europe campaign. This is an ambitious roadmap to be drawn up on how to triple the annual renovation rate of EU building stock from the current rate of 1% to 3% by 2020. Also to ensure that the aggregate result of those renovations leads to an 80% reduction of the energy demand of building stock by 2050 compared to 2005. Renovate Europe is solution neutral. It recognises that each building has its own particular characteristics so policy makers should emphasise performance over specific technologies.

- EXIBA – European Extruded Polystyrene Board Association. It makes sure the energy efficiency benefits of XPS are understood on both political and general public levels.

- GBCs – Green Building Councils. GBCs drive sustainable construction at a national level. URSA contributes by developing studies on energy efficiency, including a plan for an energy efficient Spanish building sector by 2050.

Insulation and energy efficiency – a win-win solution

Benefits for governments

Energy efficiency in buildings is not just beneficial for end users, environment and society. European governments could harvest significant economic benefits by taking the matter of deep renovation of existing building stock seriously.

Proof of this comes from a recent study carried out for Renovate Europe by Copenhagen Economics on the multiple benefits of investing in energy efficient renovation of buildings.

Energy saving through deep renovation of existing European building stock is one of the most attractive and low cost options to lower emissions of CO_2 and potentially improve energy security by reducing imports of fossil fuels.

Economic stimulus

The timing for deep renovations couldn't be better. In addition to the permanent benefits, it will also stimulate the European economy at a time of underperformance, spare capacity and record low real interest rates in a number of countries.

Additional co-benefits

Along with energy savings, co-benefits can be harvested. By reducing energy consumption and focusing on indoor climate issues when renovating, we can achieve reduced outlay on government subsidies, improved health due to less air pollution and a better indoor climate. These also lead to fewer hospitalisations and improved worker productivity.

Significant financial benefits for society

The Copenhagen Economics study suggests a monetised permanent annual benefit to society of €104–175 billion in 2020 depending on the level of investments made between 2012 and 2020.

€52–75 billion could be saved from lower energy bills and at least €9–12 billion from the co-benefits of reduced outlay on subsidies and reduced air pollution from energy production. If health benefits from improved indoor climate are included, benefits increase by an additional €42–88 billion per year.

The timing for deep renovations couldn't be better. In addition to the permanent benefits, it will also stimulate the European economy at a time of underperformance.

COMMITTED TO A SUSTAINABLE FUTURE

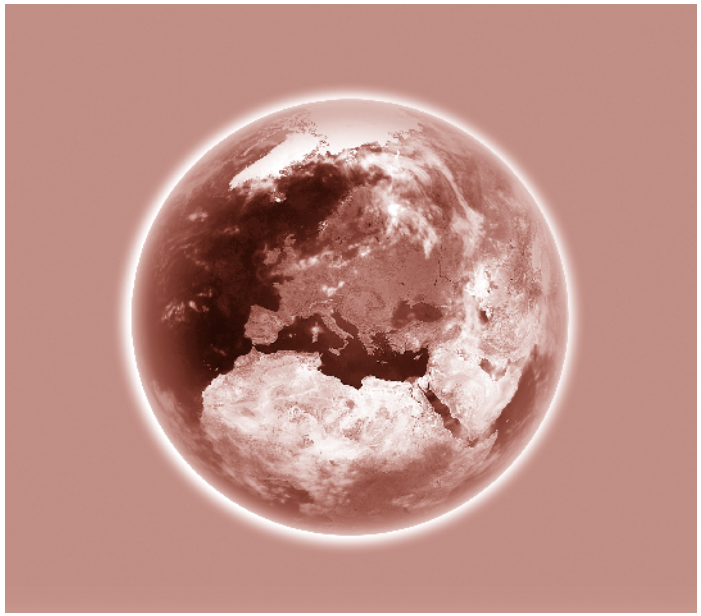
It is clear that many things have to be done in future to have a better one.

URSA is on the front line, offering what works best – insulation – for a sector that needs it most: buildings. Energy demand in buildings must be reduced by 80% by 2050 and insulation offers the best way to do this. New buildings will have to have almost zero energy levels. Renovation of existing building also stock offers considerable potential.

We are also working hard to make sure that we operate as sustainably as possible. For this reason, URSA commits to paying special attention to, and improving, our performance:

Health and safety – we aim to reduce the number of accidents to zero by 2020. A new health and safety programme is implemented each year for this reason.

Energy efficiency – in 2013 we plan to reduce total energy consumption by 2% as compared to 2012.



URSA Insulation S.A.
Paseo de Recoletos 3
28004 Madrid
Spain

For more information visit our corporate website:
www.ursa-insulation.com

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