UNILIN

ONEHOME

Our Sustainability Pledge



Are we leaving the world in a better place for our children than we found it?

If not, what are we doing about it?



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Science-Based
To Guide Our E

By 2030, Unilin Group is committed to reducing our direct (Scope 1) and energy-related indirect (Scope 2) emissions by at least 42% compared to our 2020 baseline.

This target is absolute, meaning that regardless of organic growth we want to emit 42% less greenhouse gases (GHGs) by 2030. Emissions associated with companies acquired after 2020 will be reduced at the same rate of 4.2% per year from acquisition until 2030.

We also intend to reduce our Scope 3 emissions, emissions associated with our raw materials and the end-of-life treatment of our products by 12.3% by 2030 compared to our 2020 baseline, in absolute terms. To assure that our GHG-reduction targets are effectively aligned with climate science and are ambitious enough, we are following the guidelines set by the Science-Based Targets initiative (SBTi), an independent organization promoting best practices in the fight against global warming. Our detailed calculations and targets to SBTi for validation of our approach and confirmation of our alignment with the 1.5°C goal of the Paris Climate Agreement were approved in early 2023.

1. **All data presented is inclusive of Flooring Rest of the World business segment, including Godfrey Hirst.**

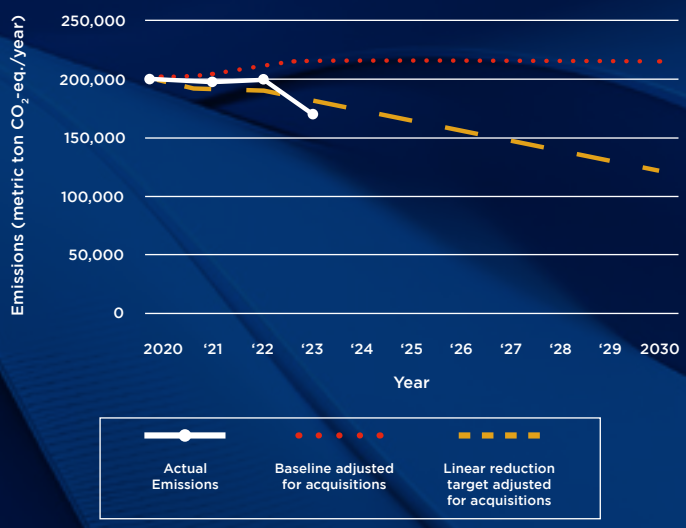
2. **Unilin Science-Based Target (SBT) reduction progress tables can be found in Carbon Substantiation. www.mohawkind.com/_pdf/Mohawk_2023_Carbon_Substantiation.pdf**

ONEHOME

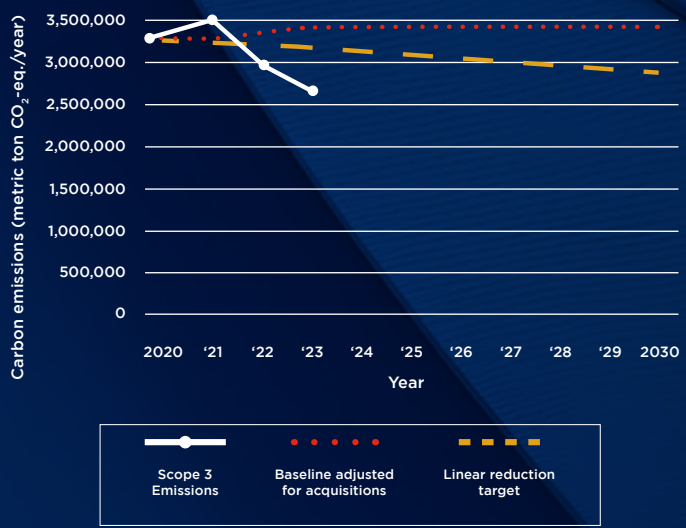
Targets
Efforts

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Scope 1 & 2 Carbon Footprint Compared to Our Reduction Target[2]



Scope 3 Carbon Footprint Compared to Our Reduction Target[2]



What are 'science-based targets'?

Science-based targets provide a clearly-defined pathway for companies to reduce greenhouse gas (GHG) emissions, helping prevent the worst impacts of climate change and future-proof business growth.

Targets are considered 'science-based' if they 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 above pre-industrial levels.

Setting science-based targets is a five-step process that involves official validation of the targets set along with tracking and communication of progress on an annual basis.

Scan the QR code to find out more information:

OneHome targets real change and is backed by investment to make our sustainability pledges a reality.

Aidan Doyle
General Manager





UNILIN

Our company has always been mindful of our impact on the environment and we strive to act and invest in ways that reduce harm and positively affect our communities.

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

The group-wide approach allows us to direct our resources where we can make the most impact, to share ideas and learnings, to move forward more efficiently and to do so at a greater pace.

ONEHOME

OneHome 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.

Ensuring a sustainable business is entrenched in how we operate – investing in decarbonisation by improving energy efficiency, exploring alternative energy sources while encouraging and steering innovation through the entire product life cycle. These frameworks are in place and are progressing.

SCIENCE BASED TARGETS

Unilin remains committed to science-based targets (SBTs). That commitment extends to our working with our partners, wider industry, education and communities to learn and share knowledge. We continue to adapt to deliver a more sustainable future for our families and the communities in which we work and live.

We have made progress. We are also conscious of the amount of work that remains to be done. It's encouraging to see our employees, suppliers and industry partners engaging and working together to make choices around sustainability that will impact now and way into the future.


Our
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Our environmental impact has become 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.

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.

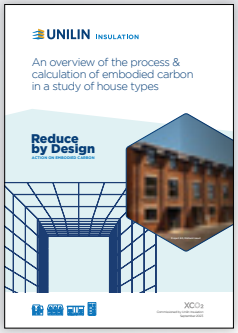

FOR SMART LIVING

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.



'An overview of the process & calculation of embodied carbon in a study of house types'

is available to download from our website.

ECO360

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

- Bio-enhanced formulation
- Part of a solution to help meet Climate Challenge 2030 & LETI Targets
- Reduced packaging materials
- Halogen free formulation
- Improved thermal performance as low as 0.020 W/mK
- Bio-degradable packaging materials

UNILIN



HIGH LOW

THERMAL PERFORMANCE

EMBODIED CARBON

Looking Forward

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

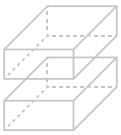
Ongoing R&D investment by Unilin Insulation and the Unilin Group is delivering exciting, ground breaking results for our industry. These innovations allow for the use of recycled content and bio-based input into new materials.

Continuous product improvement has delivered a PIR range with a thermal conductivity as Low as 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 lead to exciting developments that will allow recycled waste materials to be reconstituted and added to new products.

A project team has been set up and trials are underway to examine the feasibility of a mechanism to allow waste materials to be reconstituted and added to new products.



R&D Investment

Unilin Group have committed investment aimed specifically at meeting and surpassing 2030 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 further lower embodied carbon which will assist in achieving the carbon reduction targets set by various industry organisations.

UNILIN


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Addressing Waste

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

We continue to focus on decreasing the amount of virgin materials in our packaging; moving towards higher recyclable content. Where possible the majority of our materials have recycled content to a minimum of 30% with thicknesses reduced overall.

Close collaboration with developers and designers is required to achieve the targets for operational energy and embodied carbon content.

To help industry understanding of embodied carbon and its calculation", we commissioned a report as a tool to assist in the understanding of, and to encourage engagement with the accounting of embodied carbon in construction projects.

The aim is to gauge the impact of our improving Environmental Product Declarations (EPDs) on a building's Life Cycle Analysis. Adopting these recommendations has the potential to decrease embodied carbon through the efficient design and use of materials.

Investment in recycling technology is aimed at the reprocessing of waste raw materials; allowing recycled raw material input into new product.



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. This transition has started with the ECO360 range where packaging is reduced and replaced with biodegradable film.



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.



Place



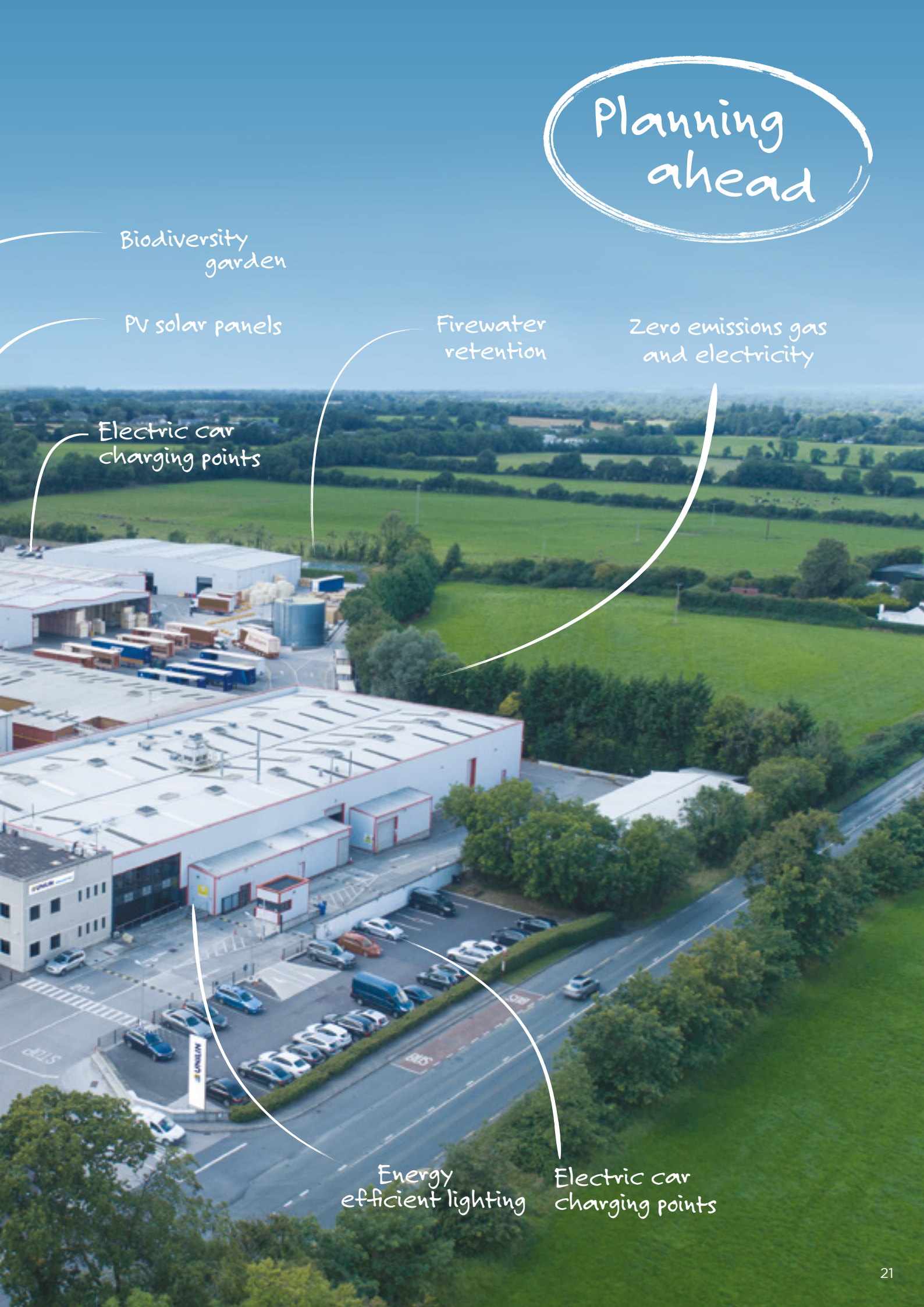
Our Local Impact

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.



Unilin Insulation
Navan

Planning ahead



Acting on Energy

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

100%

Renewable Sourced Electricity

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 and we remain focussed on our target of renewable source electricity.

25%

Of energy sourced from onsite PV panels

Unilin Insulation first installed PV panels back in 2017. Approximately 25% of our power in Chesterfield and Navan is currently supplied from our PV arrays. In 2023 alone, this equated to a saving of over 450 tonnes of CO_2.

We have two ongoing projects looking at further developments in this area. One is examining the viability of installing PV at our Ballyconnell plant. The second is exploring the usage of battery storage as a mechanism to capture over production of energy which is currently fed back to the national grid.



Fleet Electrification

By end 2026 we hope to transition all our UK and Ireland fleet to zero emissions EVs on all owned or leased personal vehicles. We are continuing to work with our logistic suppliers to improve efficiencies in their own fleets.



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.

UNILIN



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 have planted different plant species to create a pollinator friendly habitat and attract fauna.

To encourage a pollination friendly environment, we now have five active beehives on site in Navan, all populated with Native Irish Honey Bee colonies.

Some of our team have trained as Beekeepers and we have already seen many honey harvests



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.



With our beekeepers.

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.

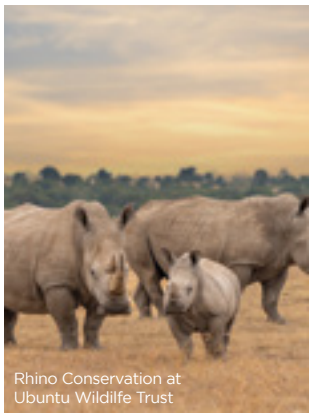
At Unilin Insulation, we are dedicated to the physical, mental and emotional wellbeing of our people. All of our staff are encouraged to participate in and contribute to our journey of sustainability on both a professional and personal level.

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


AtlasKinder Orphanage on the outskirts of Marrakech


Rhino Conservation at Ubuntu Wildlife Trust

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 40 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
Ensuring that every employee goes home safe and well each day is our highest priority. Safety is fundamental to our values and is integrated into every aspect of our operations. We remain focused on identifying and reducing risks, while making safety an intrinsic part of our daily activities. Through our Zero Harm programme, we continue to strengthen our safety culture and foster a shared sense of responsibility by involving all levels of our organisation. This collective commitment empowers us to challenge existing standards, drive continuous improvement, and create safer workplaces and work practices that protect our people from harm. With the help of Unilin's Zero Harm Safety Leadership coaches, we continue to roll out the Zero Harm program across our UK & IRISH sites.

Since embarking on our Zero Harm journey in 2023, we have achieved significant improvements in safety performance across all four sites. We continue to see a positive shift in employee behaviours and attitudes towards health and safety, with engagement and accountability growing stronger each day.

Our safety initiatives not only enhance workplace safety but also support the development of leadership and management skills, helping to prepare our people for the future. By investing in our teams and fostering a proactive safety culture, we are creating safer, more productive workplaces while continuously improving operational excellence across our business.

The progress we have made is a direct result of a collective team effort. It has been truly encouraging to see how enthusiastically our people have embraced the principles of Zero Harm and the shared responsibility that comes with it. Thank you for your commitment, dedication, and ongoing contribution to making our workplaces safer every day. Keep up the excellent work.

Jonathan Flynn,
Operations & Engineering Manager UK & IRL



Wellbeing Charter

The Charter drove the launch of our Volunteer Policy where employees are supported through additional leave to allow for volunteering for activities in their local community.

The Charter also provided health and vitality initiatives and are planning a programme of activities to encourage positive living both inside and outside of work hours and ensure that we remain an Employer of Choice.

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.




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/INSULATE

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 indepth knowledge through our regional technical and specification teams.

We realise 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.



UNILIN

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.

Compliance

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.


UNILIN
INSULATION
FOR SMART LIVING

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 Discovery Hub 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:

- Introduction to Part L 2026 Future Homes Standard (FHS) and Home Energy Model (HEM)
- Section 6 Scotland, Fabric Performance and towards Passive DOMESTIC
- BR443 Conventions for U-Value Calculations
- Part F NI towards NZEB
- Thermal Bridging – Y Value calculator
- Part L 2021 Fabric Performance & towards NZEB and Zero Carbon House Standard
- From NI Regulations to RIBA Climate Challenge – Energy Targets & Accounting for Embodied Carbon



UNILIN

DISCOVERY HUB

Discovery Hub centres

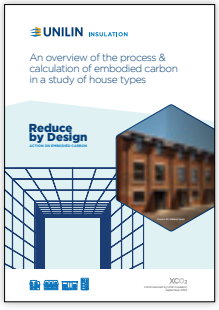
We have 2 of these centres - one in Navan and one in Chesterfield.

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.

An overview of the process & calculation of embodied carbon in a study of house types

visit our website to download a copy.





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 resources online 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.



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.

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