

3 Social and environmental report

How we relate to our people, our communities and the world

| | |
|----------------------------|-----------|
| Managing our asbestos past | 74 |
| Safety | 76 |
| Environment | 80 |
| Our people | 84 |
| Community relations | 88 |

We aim to create a safe and nurturing environment to unlock people's full potential.

Carefully managing our asbestos past

Asbestos is part of our past and we continue to manage our history with the material carefully. Our group-wide policy enforces this commitment.

Asbestos through the years

In the past, some of our companies used asbestos as a raw material in production.

Preventive measures

Starting in the 1970s, Etex companies took measures to reduce asbestos concentration levels in the air in their factories. These include:

- Masks and other protective gear
- Dust extraction equipment
- A shift from dry to wet production
- Automating production processes
- Exploring alternative materials
- Banning blue, brown and later white asbestos.

These measures were aligned with the legislation and based on scientific knowledge available at the time, and were considered effective ways to prevent health risks. However, scientific and medical knowledge further evolved, indicating later that this was not sufficient and that some risks persisted. Asbestos-related diseases such as mesothelioma can take an average of 45 years from the start of exposure to the

development of the disease. It is the most cause-specific asbestos-related disease. This significant average latency period has slowed down or influenced the progression of scientific understanding of these diseases.

Stringent regulations

Throughout the 1980s and 1990s, the use of asbestos was more strictly regulated and in 2005, the European Union completely prohibited its use. Etex entirely banned asbestos from the production processes of all its companies in 2002, thus prior to the European Union ban.

The global picture

The name Eternit is used to patent the technology which was sold worldwide to multiple companies, several of which adopted and retained the name for their company as well as it being the name of the product. As a consequence, some companies today bear and/or sell products under the name Eternit while not being part of Etex.

It should also be noted that although the EU prohibits the use of asbestos, in many countries around the world, asbestos can still be legally used and sold.

Health provisions

Since asbestos-related diseases have a long latency period, Etex companies may still receive claims related to former asbestos exposure. As part of our commitment to compensate victims, our companies provide settlement costs for past and future claims.

Several variables affect how compensation is calculated, and these may change over time. We therefore regularly review our approach to take into consideration any new information that may become available.



Group-wide policy

We cannot undo the past and we deeply regret that people become seriously ill due to asbestos exposure. To put adequate support systems in place, we established a mandatory policy that enables our companies to manage their past vigilantly. The policy is based on a three way approach: compensate victims, prevent exposure and support research. It is our sincerest hope that treatment for asbestos-related illnesses will benefit from medical and scientific research in the future.



1 policy, 3 principles



1. Compensate victims

Etex companies have to ensure that those who become seriously ill due to the use of asbestos in their factories receive a fair financial compensation.



2. Prevent exposure

Etex companies constantly monitor the presence of airborne fibres and safely manage all buildings and landfills.



3. Support research

Etex supports medical and scientific research into asbestos-related diseases.

About asbestos

Key facts

Since its discovery, this naturally occurring, industrially relevant mineral has been used, and is still used, around the globe by various sectors.

It became the norm to use asbestos in many industrial processes and products. However all the health implications of inhaling asbestos fibres were not yet known. Unfortunately, it has taken the world decades to fully understand the risks associated with asbestos exposure.



A set of naturally occurring minerals which are bundles of fibres that can separate into threads.

Numerous industrially relevant properties

- Heat and fire resistant
- Mechanical strength
- Resistant to chemicals
- Non-conductive
- Affordable
- Rot-proof

Asbestos use in various industrial applications

- Railroad vehicles
- Power plants
- Automotive industry
- Home appliances
- Insulation
- Construction & building
- Textile
- Shipbuilding
- Plastics
- Food industry

Former application of cement produced by some Etex companies

Safety and well-being

Our mission to drive excellence in environment, health and safety (EHS) touches every single thing we do at Etex, in line with our value 'Connect and Care'. All of our 2019 EHS initiatives aim at helping our people – and our customers and partners – carry out their responsibilities at the very highest level of safety performance. This means giving them the tools, knowledge and motivation they need to demonstrate safe behaviours at work and beyond.

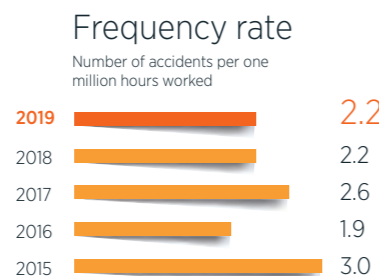
Leading indicators in 2019

Training Hours
19.73
per employee



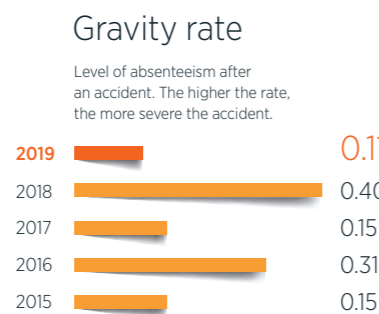
Safety Conversations
5.8
per employee

During site visits or upon any occasion that staff observe an unsafe situation or behaviour, company leaders and EHS colleagues engage in a safety conversation with the people involved.



Corrective Actions
86%

Number of actions following accidents, incidents, serious event reports and near misses that have been implemented; expressed in % and over a period of one year. The percentage is the number of corrective actions implemented in 2019 divided by the total number of corrective actions following accidents, SERs and near misses.



Uniting as one global Etex EHS task force

As always, our zero-accident ambition continues to be the top priority at every Etex facility around the world. Three EHS pillars guide our path:

- **Minimising** our impact on the environment
- **Protecting** our people from danger, risks and injuries
- **Safeguarding** the health and well-being of all our external stakeholders

Becoming a zero-accident organisation through these three pillars means aligning our efforts, empowering our EHS teams and enabling a single, centralised view of all concrete goals, risks, compliance efforts and remediation plans.

Local achievements paving the way to a zero-harm organisation

In 2019, many Etex entities around the world celebrated the achievement of important safety milestones, illustrating the fact that strong safety commitments lead to tangible results. Etex teams themselves describe the efforts behind their inspiring achievements in the following stories.

2,000 days without accidents in San Justo, Argentina

In 2018, we rolled out SafeStart, a world class awareness training programme focusing on safe employee conduct. Crediting a strong focus on SafeStart principles, Production Manager **Fernando Cervino** at Etex Argentina explains that awareness and responsibility for the welfare of others were key in this October 2019 achievement. "Continuous SafeStart training, boosted awareness and even better processes were the perfect combination", **Fernando** explains. "This record is a team effort, the result of our tireless drive to improve health and safety conditions in the workplace", adds plant EHS Manager **Carolina Caunedo**.

2,555 days – 7 years – of completely safe days in Malargüe, Argentina

Etex colleagues in the Argentinian town of Malargüe also had reason to celebrate in March 2019: seven years without lost-time accidents. "True safety comes from knowing that, every day, we perfect ourselves a little more by caring for ourselves, our colleagues and our families", explains **Nicolás Lineros**, Head of Safety and Hygiene. Plant Manager **Miguel Suppich** adds: "It is a constant challenge to lead changes that add value

and consolidate a safety culture in all our activities."

6 zero-accident years in Portillo, Spain

The Etex team in Portillo (Valladolid) celebrated six years without a single lost-time accident in June 2019. Following up on the achievement, the facility held a Safety Day event, inviting the entire workforce to participate in several workshops and training sessions on first aid, SafeStart, safety at the wheel, 3D vision, mindfulness and firefighting.

Etex Australia marks 5 years without a lost-time accident

In Adelaide, Etex colleagues came together during a special event in May 2019 to celebrate the achievement of five zero-accident years. Thanks to the ambitious efforts of the facility management team and workforce colleagues, the excellent design, implementation, management and execution of the plant's safety systems continue to deliver results.

SafeStart enables 1 year of accident-free operations in Cartagena, Colombia

Through the commitment of all employees to SafeStart principles, the Etex facility in Cartagena, Colombia celebrated a motivating one year without accidents in November 2019. "We are very proud of this milestone", asserts **Eylin Mendoza Quevedo**, Interim Technical Manager at the plant. "However, we must continue to promote our safety culture not only in our plants and offices, but also in our homes."

Etex Brazil sets a record with 14 accident-free years

An integrated team, a culture of trust and committed compliance with Etex's EHS standards enabled Etex's facility in Araripina (Brazil) to reach a whopping 14 accident-free years of operation in December 2019. To highlight this occasion, the local team gathered to review key topics including firefighting techniques, hearing and respiratory protection, traffic education, first aid and personal protective equipment.



Mission: possible – Etex sites exceeding 10 years of accident-free operations

In addition to these safety achievement stories, a number of Etex sites also celebrated a decade or more of safe operations.

| Number of accident-free years | Location |
|-------------------------------|--------------------------|
| 16 | Torre de Passeri - Italy |
| 14 | Araripina - Brazil |
| 13 | Konin - Poland |
| 12 | Olkusz - Poland |
| 11 | Colombe - France |
| 11 | Chojnice - Poland |
| 10 | Mañeru - Spain |
| 10 | General Roca - Argentina |



Revisiting Etex's safety initiatives in 2019

In addition to our continuing commitment to SafeStart in every Etex facility, we broadened our safety scope in 2019 to include players across our value chain, as well as our own families. We strongly believe that safety is everyone's responsibility, and with this in mind, we shared our knowledge with those around us.

Etex's first Global EHS congress takes place in Amsterdam

In 2018, the corporate Etex EHS team performed a stakeholder analysis to identify which topics to prioritise in 2019. "Our stakeholders were very interested in holding an international EHS congress", explains **Eva Angeli**, EHS Manager-Environment. "Responding to their needs, we gathered 65 Etex EHS professionals from around the world on 24 and 25 October in Amsterdam, the Netherlands. Our goal? To establish a robust, multinational, singular EHS community at Etex."

During the congress, the EHS team focussed on motivating and inspiring Etex EHS professionals, explaining the new EHS roadmap, giving them context and training on the topics of physical and mental resilience, and offering opportunities to

connect and network. External speakers were also invited, and a teambuilding exercise took place on the second day.

"In addition to sharing best practices, we wanted all of our EHS colleagues to feel close to one another", adds **Yves Van den Kerkhof**, Corporate EHS Manager. "After one-and-a-half day of interaction, everybody went home with a clear understanding of each other's passions and strengths, in addition to Etex's EHS ambitions."

Customers and partners star on World Safety Day

Since 2017, we invite Etex sites around the world to organise interactive and insightful safety-themed events, training courses and gatherings in the context of the **World Safety Day**. For the first time in 2019, we took our safety insights beyond factory walls, inviting family members, partners, installers and dealers to participate.

"This idea was actually suggested by some of our leaders", explains Eva Angeli. "These bright minds suggested linking Etex's sense of purpose with safety, and then bring it to our stakeholders on a local level."

→ Didier Staquet,
Chief Performance Officer



In 2019 we intensified our efforts towards our goal of zero accident. Corporate, divisional and local teams united to further improve the safety and wellbeing of all Etex employees.

Children get a taste of SafeStart at Etex Italy

Plant colleagues from all departments as well as contractors and family members participated in aerial tests of agility and plenty of **SafeStart**-themed activities at a local adventure park. It was a creative way to link behaviours with SafeStart and get everybody involved to bring safe behaviours back home. The entire day was plastic free as well!



Etex Colombia 'connects and cares' for key customer groups

Factory floor colleagues had the chance to bring Etex safety best practices to major customers during the Etex Colombia World Safety Day event. The goal was not only to reinforce our safety efforts at the plant, but to boost safety behaviours **across our entire value chain**. It also gave the team a chance to interact with, listen to and learn from customers.

Introducing safety visits with big impacts

Although they offer some insights, traditional audits are highly structured and formal, often placing heavy burdens on factories without delivering significant value.

"We noticed that our classic approach to the audit process was no longer delivering the level of impact we wanted to achieve", Yves Van den Kerkhof says. "To identify a new, more effective way of working, we asked colleagues at 15 plants what kind of EHS safety support they valued most. When we visited their premises, instead of pointing out issues and filling out long forms, we actually helped them solve their challenges in concrete ways."

For example, the EHS audit team assisted local plants in developing a site traffic safety plan, training courses and programmes that the local teams could roll out immediately.

"In 2020, we are taking an even more targeted approach. We plan to focus on five of our plants facing the biggest risks and those that can benefit the most from our help", Yves asserts. "Our ambition is to provide these plants with safety tools, knowledge and programmes that are customised to their specific needs."

EHS roadmap 2020: ensuring measurable progress

We will continue to make strong strides forward in our safety enablers, including EHS leadership skill development, digital tools, training and SafeStart. However, we are eager to do even more in order to ultimately achieve our harm-free goal and reduce the number of lost-time accidents, which has reached a plateau in recent years.

Yves Van den Kerkhof: "In 2020, we will be following up on the action plans put in place in 2019 to ensure that our efforts are truly keeping our people safe, empowering our teams, building our EHS community, changing behaviours and growing our safety leadership. The key concept here is continuous improvement."

Targeted action points for EHS excellence

Our 2020 EHS efforts and initiatives at group level will revolve around three well-defined activities:

- We will further reduce the risks in our factories and concentrate on machine safety and the animation of critical standards.
- We will strengthen our support and assistance to our plants.
- We will join with our Human Resources colleagues to work on EHS leadership and keep SafeStart alive and thriving.

Teaming up for sustainability

Present in many diverse locations around the world and performing a wide range of activities, Etex holds great responsibility when it comes to ensuring health and well-being – not only of people and communities, but also of our natural resources. As in previous years, 2019 featured many different projects that further reduced the impacts of our activities on the environment. We also actively worked to make positive contributions to the planet.

Preventing emissions and pollution

Cutting the CO₂ emissions and environmental impacts of our activities means healthier, cleaner ecosystems. There are a variety of different ways to achieve lower levels of pollution, and local Etex plants find creative ways each year to improve the quality of air and water.

Investing in air-friendly technologies

Etex Italy took big strides towards lower CO₂ emissions by replacing old boilers with new burners. The results speak for themselves: the site achieved a 50% reduction in NOx emissions, for a final figure well below the limit stipulated by Italian legislation.

In Poissy, **Etex France** colleagues shifted their company car policy in 2019, taking CO₂ emissions into account during the car selection process. Hybrid cars were included in the catalogue extended to commercial professionals.

Shrinking footprints through ambitious goals

In Manizales, the **Etex Colombia** team implemented a very important initiative aiming to reduce the facility's carbon footprint, with the target of becoming carbon neutral. To do so, the team calculated their 2019 carbon footprint. With the help of external contractors, they are establishing a carbon footprint baseline and developing a reduction plan, which adheres to ISO 14064.

Keeping chlorides out of sensitive biomes

Chloride – salt – is a common by-product of many different processes that can be toxic to plants and animals on land and in the water, if present in unusual amounts. With this in mind, colleagues at **Etex Italy** modified the osmotic method used to treat water for production boilers, resulting in a remarkable 100% reduction of chlorides in wastewater.

Prevention is better than cure

In 2019, **Etex Colombia** established two new indicators related to environmental near misses and follow-ups on actions taken. This allows them to track environmental events and their own remediation efforts, with the goal of mitigating or even preventing impacts.

Enter the Green Team: Etex's sustainability champions

As part of the central EHS roadmap and with the contribution of Joerg Ertle, Head of Corporate CSR, we have created the Green Team. This team of 30 internal experts and motivated Etex employees will focus on the sustainability reporting, starting with four material aspects for Etex: **water & effluent, waste, energy & emissions, and materials.**



The Green Team has three main goals for 2020:



to **review the reporting framework** for environment based on the GRI (Global Reporting Initiative) guidelines



to collect and **analyse the data that will lay the groundwork** for targets and projects that will reduce our environmental impact



to **create the first sustainability report** based on the GRI framework

Responsible use of resources

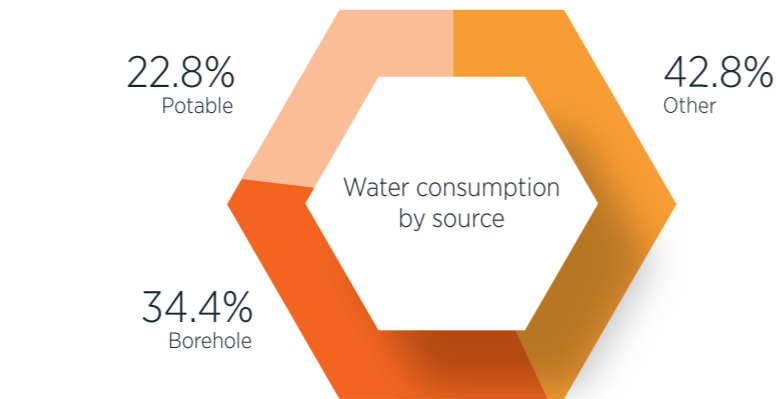
Ensuring the best use of energy, water and other resources is not only the goal of Etex operations; we also seek to enable these benefits for our customers. Here are a few examples of projects which our local teams implemented to improve efficiency in and awareness of resource consumption.

Boreholes: anything but boring

Water use was on the environmental agenda at **Etex UK**, where borehole water supplies were reinstated in Bristol in 2019 to reduce the consumption of potable water. Their target was 10% by the end of 2019, but they had already cut use by 11% in the third quarter of 2019 – a savings of about GBP 350,000 per year.

Bright ideas to save electricity

As part of its 4-initiative 2019 environmental roadmap, **Etex Italy** reduced the consumption of electricity at the Filago facility by replacing old lamps with new LED lighting fixtures in production areas. Similarly, **Etex US** sought simple ways to reduce electricity consumption. By turning off equipment and lighting when not in use and reducing lighting to meet minimal US Occupational Safety and Health Administration (OSHA) requirements, the US team decreased consumption by 14%, with plans for further cuts.



Etex Colombia goes the extra mile to achieve ISO certification

In 2019, **Etex Colombia** colleagues began implementing the ISO 50001 programme for energy efficiency and expect certification in the near future. The plant is currently working on setting energy efficiency targets translating into less energy consumed per unit produced.

Developing standardised water management plans

The **Etex Colombia** team also initiated their zero wastewater discharge plan in 2019. In this context, they created a new industrial wastewater treatment plan with the local environmental authority, optimised their treatment approach and developed a new method to technically validate their water treatment system.

Using sensors to optimise water consumption

In Maryville, **Etex US** found ways to reduce water consumption without any impacts on activities, with the goal of reducing use by 25%. Landscape irrigation proved to be the largest source of wastewater, leading the team to install a rain sensor, a soil moisture sensor and a timer to prevent unnecessary watering and water loss through evaporation. The result? A 39% reduction in potable water use!

Pioneering waste management and recycling

More and more of our products are designed with reuse and recycling in mind. Every year, we strive to identify new ways to limit production waste and reinsert the materials we do discard into new supply chains.

Supporting the circular economy

As part of its ongoing sustainability strategy, **Etex Colombia** is making significant progress in putting an end to waste landfilling. The team now negotiates wood waste disposal with external contractors who can use it as a raw material for their activities. Even more, they optimised a waste disposal site, dividing it by waste type and adapting it for waste pickup, reuse or internal recycling.

Multi-material recycling efforts for 'zero landfill'

The **Etex US** team focussed on boosting their recycling efforts in 2019 by finding service providers capable of recycling all of the plant's waste material, beginning with paper, plastic and cardboard. Initial results have boosted the amount of recycled material by 62% since 2018 – with 'zero landfill' as the ultimate ambition.

Partnering up for better waste segregation

Etex UAE joined forces in 2019 with a waste management partner, aiming to establish

an efficient waste organisation approach. The team kicked off the partnership with a comprehensive review of the Dubai plant's environmental waste streams. Thanks to this plan, waste is now separated into four types, and the facility recycles 70% of its total waste – including paper, cardboard, plastic and dry materials.

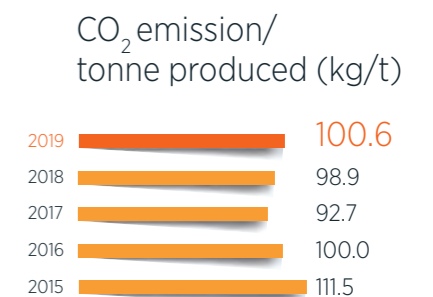
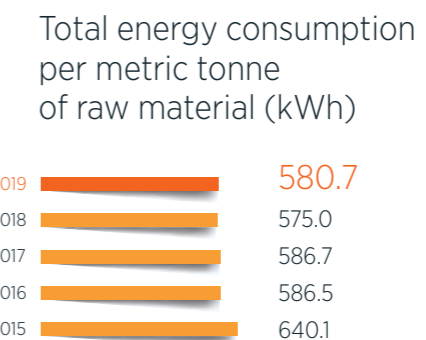
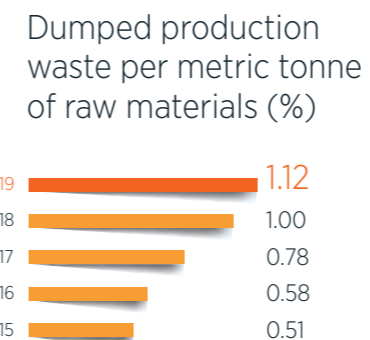
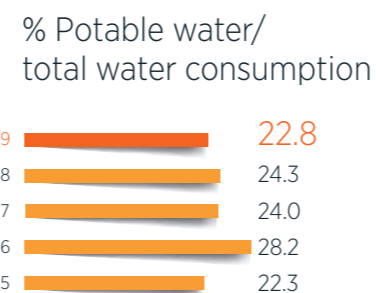
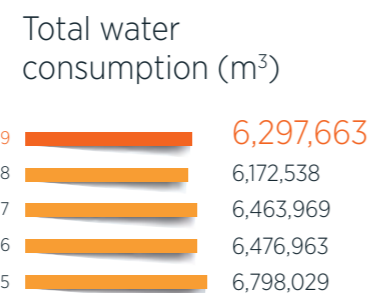
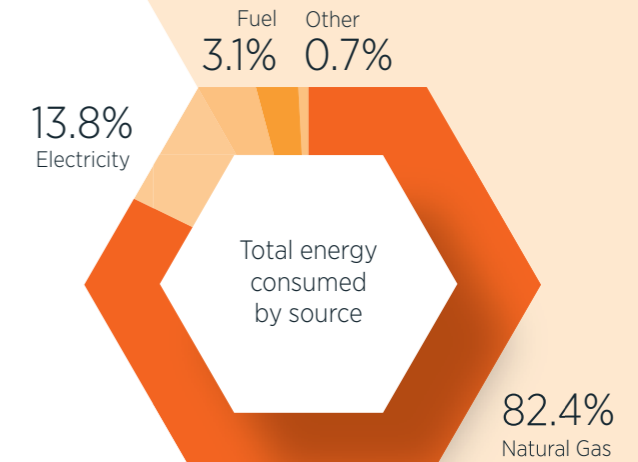
Secondary raw material use pays off

As the second prong of their 2019 environmental strategy, **Etex UK** sought to recycle waste in order to substitute it for primary raw materials in the production process. By using recycled gypsum derived from plant process waste and post-

consumer gypsum from construction sites, the team achieved an average dosing of 18% in the use of recycled material – the highest on the UK market. This initiative has already saved the plant approximately EUR 380,000 in raw material!

Small steps lead to big changes

With the plastic crisis in mind, **Etex Italy** launched initiatives to prevent the unnecessary consumption of bottled water in 2019. The Italy team installed drinking fountains throughout the factory, while **Etex France** colleagues now carefully separate different everyday waste materials to keep recycling top of mind.



Our people

In the previous Annual Report, we highlighted Etex's new three-pillar agenda – profitable growth, operational performance and engaged people – and how employee engagement is critical to the achievement of our ambitions. Building on this strong start, in 2019 we further sharpened our approach to the development, support and empowerment of our people. Even more, we implemented exciting new ways to celebrate their importance to our shared future.

405

Etex Impact Awards handed out worldwide in 2019

66

Etex Excellence Awards handed out worldwide in 2019

1st

Etex CEO Award will be handed out in Q2 2020

From insights to action: Etex reward and recognition programme

Following up on the results of our first global employee engagement survey in 2018, we have implemented many actions in 2019 to encourage, recognise and motivate our people to grow, achieve and believe in Etex as a company.

Etex Awards: giving back to our people

Our largest initiative on this front are the Etex Awards. This project offers instant recognition of achievements, promotes the leadership of line management and stimulates a reward and recognition culture, all to boost the level of engagement among Etex colleagues.

- **Etex Impact Award:** recognises individuals or teams who embody our values through their actions, consistently contribute to our growth or continually deliver very high performance.
- **Etex Excellence Award:** presented to an Etex colleague or team who made a significant financial impact through business development, product improvement and more.
- **Etex CEO Award:** given annually by the CEO during our Senior Leadership Meeting to recognise a person or team who has achieved a breakthrough on one of our strategic goals.



Developing, supporting and empowering our talent

2019 marked the continuation of our successful leadership development initiatives, as well as the introduction of some new ones.

Investing in an Etex-specific agile leadership framework

In order to make the most of our dynamic environment, gain key competitive advantages, capture new opportunities and shift from a reactive to a creative approach, it is key for us to identify and invest in the right leadership behaviours. On that front, we defined eight leadership principles this year, linking each one with our Etex values: 'Passion for Excellence', 'Pioneer to Lead' and 'Connect and Care'.

Second edition of our Etex Explorer Programme

For the second year in a row, Etex's high-potential young talent had the chance to participate in our Explorer Programme, delivered in collaboration with Vlerick Management School (Belgium).

This programme strikes a balance between leadership theory, social learning and our unique Etex framework. During this intense, week-long programme, participants were encouraged to learn more about themselves, dive deeper into our organisation and help pave the way to sustainable growth. Topics such as finance, strategy, marketing and innovation, and team dynamics were covered.

→ Eric Lox, Purchasing Business Owner (Etex Luxembourg)



What a gold mine of talent we have at Etex, and in so many areas! It was a real treat to meet them and get inspired by our own development strategy.





In taking part in the Explorer Programme, young Etex talent also had the opportunity to connect with senior leadership and network with peers from around the world.

Global introduction of our Personal Development Booster

Created in-house by our Building Performance division last year, the Personal Development Booster initiative was such a big success that it was rolled out Etex-wide in 2019. This four-day programme will take place every year.

During their personal development programme, participants reflect on their own growth ambitions and career development potential. The goal is to empower them to steer their own development journey by providing them with the right tools and opportunities. At the end of the programme, each participant leaves with a personal development action plan, a support network and a mentor that aids him/her on the path forward.

People cycle and process revamp

Etex as a company is currently in the global process of aligning, simplifying and harmonising all processes across every business activity. Within the context of HR, we continued our efforts to make the HR processes and performance cycles as streamlined as possible.

For the third year, our teams around the world continued to conduct talent reviews and regular follow-ups according to our revised processes. One of our goals is to identify our high potentials and continue to steadfastly support their development.

Talent Day: Etex executives plan for the future

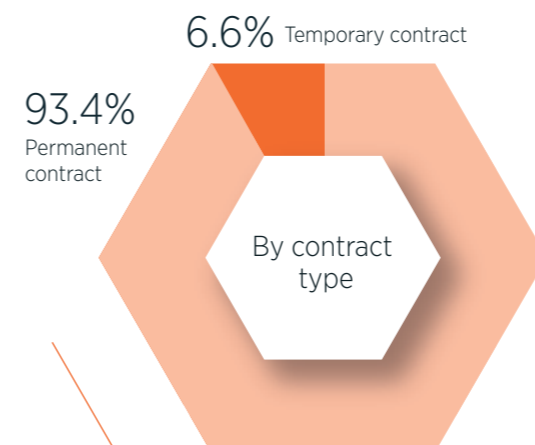
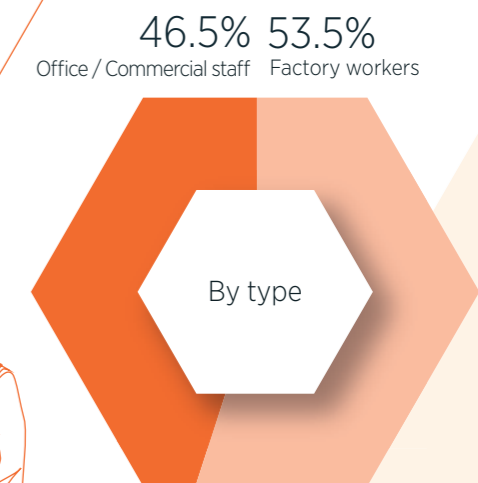
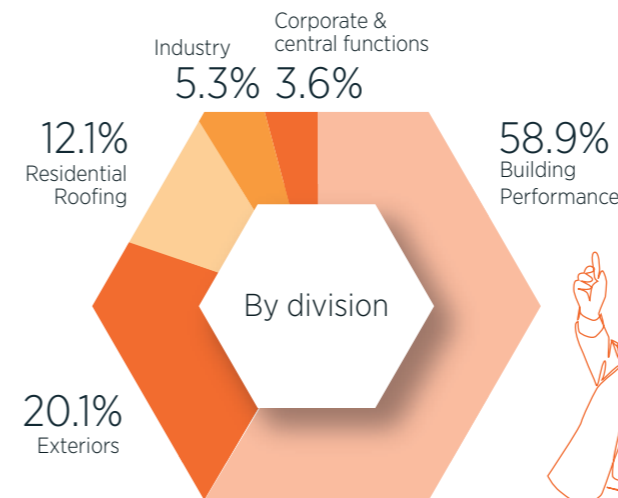
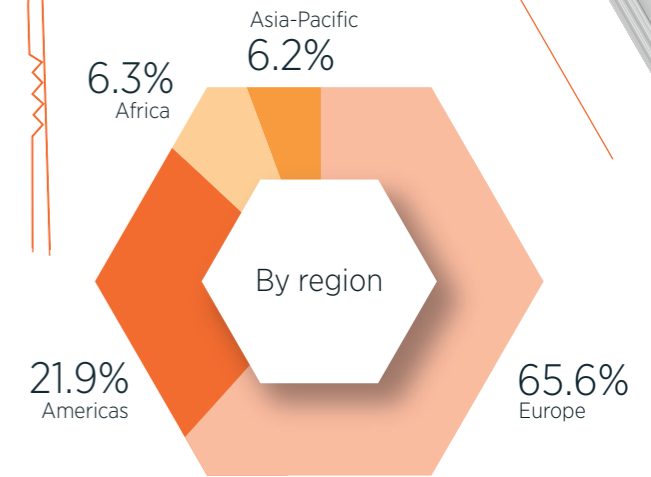
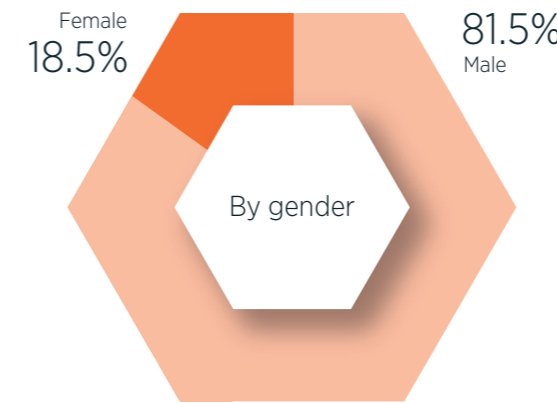
At least once a year and sometimes more frequently, the Talent Day offers

an opportunity for the Etex Executive Committee to discuss talent reviews of direct reports. Even more, they also explore ways of developing our leaders and shape the succession pipeline for the company's leadership in alignment with our strategic goals and values.

Ensuring ever-better performance reviews

Within the context of our HR process review, we have also taken the performance review cycle at Etex to the next level. During reviews, objectives and day-to-day performance will only form part of the discussion. Managers and leaders will discuss with their people how they have shown the behaviours we need to reach our objectives as defined by our new leadership principles.

Our employees in 2019



Enabling the growth of our communities

Etex is present in diverse communities worldwide, from large metropolises to small villages. No matter where we are active, we always strive to solve global challenges on a local level where our strengths meet the needs of our communities, that give us purpose and motivate us to achieve our ambition of 'inspiring ways of living'. Following are a few highlights of our community-building initiatives launched in 2019.

Etex and Techo join forces to improve living conditions of Peruvian families



Watch the Techo project video

Taking our promise to offer better construction solutions, Etex partnered with non-profit organisation Techo in 2019. This Latin American housing initiative fights poverty in countries across the region, and collaborated with Etex to build safe, beautiful, affordable and resilient modular homes for families in Peru.

Etex called for internal volunteers in all countries where it is present, asking colleagues to contribute to this important corporate social responsibility initiative. The response was enormous – over 400 colleagues applied to participate, out of which 16 volunteers were selected.

"This is an incredible project. By connecting and caring, Etex gives the world new hope and a new future."

Clara Alverina, HR Legal Staff
at Building Performance Indonesia

Together with Techo experts and international Etex volunteers, local volunteers from Etex Peru demonstrated our shared commitment to 'Connect and Care' by improving the living conditions of nine families in the Hijos de Terrazas, Ampliación Terrazas and Los Humedales communities in the Ventanilla district located north of Lima.

On 9 and 10 March 2019, the team worked together to develop a proposal for a modular residential solution of 16 m² in surface area, made up of three separate spaces that can be used as bedrooms or dining rooms. All nine homes were constructed entirely of Etex products, demonstrating the high quality and simple installation of our modular construction systems. These new homes are lightweight, highly weather resistant and provide excellent ventilation. This project is just one example of how our shared purpose mobilises talent and enthusiasm across borders, languages and positions to change the world for the better.



Etex constructs seven new primary schools in South Africa

Etex South Africa joined forces with Ikhayalami, a non-profit organisation with technical construction expertise. Together, they constructed seven primary schools of different sizes (up to 70 m² in surface area), benefiting over 150 children. All of these schools feature Siniat plasterboards and KalsiClad fibre cement boards.

For the design of the schools, Etex developed a modular structure with excellent technical performance and a high fire protection rating to fulfil the standards required by local legislation.

Four locations in the Western Cape benefit from these new educational spaces:

- Kosovo:** one school for 30 children.
- Philipi:** one school for 16 orphans.
- Nyanga:** one school for 15 disabled and mentally ill children.
- Delft:** four schools for 110 children.

Construction at two sites was completed by the end of 2019, with the remaining schools to be built this year.



"I'm so grateful to have had this experience to contribute to society through the Etex team. It is a great experience to see our products helping and changing lives – and demonstrating our Etex values in the process."

David Lai, HR Manager
at Building Performance China

"This is a great initiative that combines social commitment with the opportunity to team up with Etex colleagues from every part of the world."

José Antonio Gutierrez,
Process Operator at Exteriors Spain



"There are no words to describe it – because it has been a life-changing experience for me and for the families we have helped. I've met a lot of people and I'm returning home with more than good memories – with new friends. My colleagues have become my family."

Catalin Ciocan, Forklift Operator
at Building Performance Romania



Etex Argentina brings better quality of life to over 200 children and their families

Since August 2019, Etex Argentina in association with Selavip and in collaboration with the Madre Tierra Civil Association and the Healthy Children Project, contributes to improve the living conditions of over 200 inhabitants of Moreno and José C. Paz, villages located in the province of Buenos Aires, by providing 50 biodigesters.

Prior to this project, children and their families had no access to an adequate drainage system and were exposed to health risks. Along with experts, the beneficiaries installed the devices after a training provided by Etex Argentina. The Eternit biodigesters are maintenance-free, mechanised disposal systems that decompose human waste using unique bacteria. The waste is converted into water and biogas that can be used as fuel.



Even more, these systems do not require the presence of a sewage system, making them ideal for remote and underdeveloped areas where people and environments are most vulnerable.

In working together with local initiatives like these, Etex is able to identify the most impactful ways to support communities.

Employee-driven CSR initiatives shine at Etex Poland

The Etex value of 'Connect and Care' extends beyond our offices and plants around the world. Illustrating this fact, in early 2019 a dedicated CSR work group at Building Performance Poland created a unified CSR strategy.

As part of their roadmap, they invited all employees from three facilities to submit their own ideas on how to boost health and safety, protect the environment, offer educational opportunities and support local communities.

Demonstrating their commitment, engagement and collaborative spirit, the Polish team successfully launched and completed seven projects in 2019.

Safety vests for children in the cities of Gacki and Konin

Six colleagues distributed more than 200 safety vests to kindergarten and elementary school students and gave short training courses on the importance of wearing the vests in low light and when riding bicycles.

Keeping children safe between home and school

Thanks to a learning kit provided by Etex Konin, 20 students at the Pentilczek kindergarten in Konin explored the importance of safe pedestrian crossing behaviours and traffic sign reading.



City youths receive Christmas surprises

In partnership with the Konin Motorcycle Group, Etex Konin delivered festive packages full of gifts and sweets to over 200 children across the city.

25 elementary school students get life-saving training

Two Etex colleagues from the Konin facility used dummies to teach 25 children how to keep an unresponsive person alive through cardiopulmonary resuscitation (CPR).



New equipment means better meals for children

Aligned with the theme of supporting local communities, the Etex facility in Gacki donated brand-new equipment to a local school, enabling it to provide meals to more than 180 students.

Expanding a local dog shelter

Etex colleagues helped construct new paddocks for a dog shelter in Konin, improving the animals' quality of life and offering them more room for exercise and socialisation.

Continuing a tradition with a local technical school

As part of a yearly partnership with Eugeniusz Kwiatkowski Building School Complex in Konin, Etex colleagues trained students in the use of Etex products in diverse construction applications. Samples of plasterboards, metal profiles, compounds and drywall accessories were also provided.

