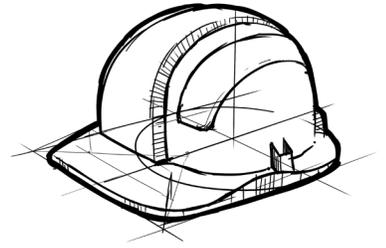


# Working at ROCKWOOL

Bringing new manufacturing jobs to North America

ROCKWOOL is the world's leading manufacturer of environmentally friendly stone wool insulation. Since our founding in 1937, we have grown to operate over 45 manufacturing facilities on three continents. Our strong and growing presence in North America includes manufacturing sites in Marshall County, Mississippi as well as Milton, Ontario and Grand Forks, British Columbia. We plan to open our newest facility in Ranson, West Virginia in 2020.

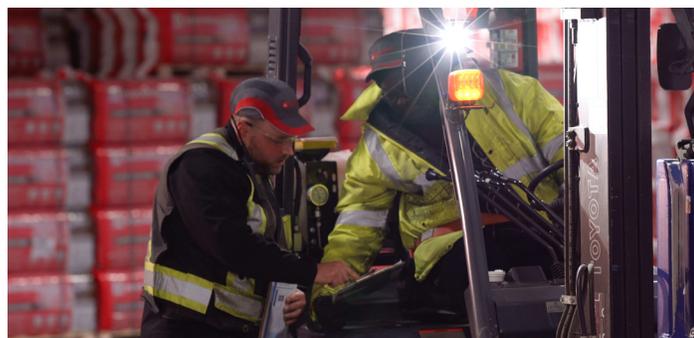


## ROCKWOOL offers manufacturing opportunities in four departments:

- Operations: where our range of insulation products are made.
- Engineering: provides the technology solutions for our production process.
- Maintenance: tradespeople that maintain equipment and building services.
- Site Leadership and Supervisory: manage the plant's operations and personnel.



**Training and development:** At ROCKWOOL, you can count on having managers who will support and empower you to grow and develop. ROCKWOOL provides access to courses, apprenticeships, and a range of in-house and online training programs and resources to support skills development and advancement for employees.



"I've gotten a lot of support from my managers in the past that got me to where I'm at today with proper training in different positions... Also, the benefits are important to me. I have a teenage son, so the dental, the vision, he needs glasses, medication, stuff like that. I find the benefits packages have helped me greatly over the years."  
- Samuel, Warehouse Supervisor

**Compensation and benefits:** ROCKWOOL is proud to offer an attractive benefits package to all employees, consisting of:

- 2-3 weeks of paid vacation
- Employee retirement planning assistance and company contributions
- Annual fitness and safety shoe reimbursements
- Medical, dental and vision insurance (of which the company pays a substantial portion of the premiums)
- Company-provided disability and life insurance (employees can elect coverage for spouse and dependants)

**Work environment:** We believe that the foundation of a sustainable community is its people. ROCKWOOL is proud to foster a positive environment and empower a workforce that delivers solutions aimed at enhancing modern living for people and the planet. Our track record of success in fostering entrepreneurial thinking in a positive workplace culture has earned our Milton, Ontario facility several top employer awards.



**Workplace Culture:** We pride ourselves on providing a people-driven and inclusive culture, with a commitment to recruiting and retaining the best talent while ensuring equal opportunities and non-discrimination.

Workplace health and safety are also at the core of our culture and are the first priority in everything we do. Safety starts with the line operators and goes all the way up to management. It is because of that commitment that we continually invest in industry-leading practices and processes.

**Corporate social responsibility:** We take great pride in giving back to the communities in which we live and work through corporate donations and volunteering our time, resources and energy to local charities. If a strong social conscience is an important part of what you look for in an organization, look no further than a career with ROCKWOOL.

**Leaders in sustainable solutions:** ROCKWOOL employees can take comfort in knowing that our products contribute toward energy-efficient building solutions. We provide durable, efficient and versatile thermal insulation for new and renovated buildings, enabling significant energy and CO<sub>2</sub> savings. Our building insulation sold in 2017 alone will save 850 terawatt-hours of heating energy during its lifetime and, as a result, save 190 million tons of CO<sub>2</sub> emissions. This is equivalent to 80 times the carbon emitted in the production of the products at our factories.



"Being at ROCKWOOL, what stands out to me is the teamwork. It's not just between the work groups, it's from management and leadership. I find too that when you put in extra effort, it is recognized, and I think that is very important because it encourages the team to push harder to meet our goals."

- Evan, General Operator

**ROCKWOOL's purpose is to release the natural power of stone to enrich modern living and help solve some of the world's biggest challenges. We live that purpose every day and we will continue to hire team members that share that same commitment.**



**Are you ready for a career that makes a difference?**

To learn more and browse current openings at ROCKWOOL, visit [rockwool.com/careers](http://rockwool.com/careers)

"Fantastic company and great people to work with. The company culture is the best I've ever experienced. Very down-to-earth, energetic, and family-like setting. The team at ROCKWOOL is fully engaged and if you are fortunate enough to work here, you will meet some of the best people in your career. The company is constantly growing and there are so many opportunities for growth."

- Glassdoor review, 2016

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