



# Building Resilience

SUSTAINABILITY REPORT OVERVIEW | FISCAL YEAR 2025

At James Hardie, we pride ourselves on providing products that help craft more resilient, durable homes and buildings. Our commitment starts with our people, who are putting sustainability into action. Their relentless pursuit of innovation is helping to develop technology that lessens the impact of our products, reduces waste from our operations and recycles water used in our plants. At the same time, our people work hard to strengthen our supply chain, promote safety and contribute to our communities. From our front-line employees to the homeowners who enjoy our beautiful and durable products, sustainability and resilience are key components to fulfilling our purpose of **Building a Better Future for All™**.

[View the Full Report →](#)

<https://www.jameshardie.com/all-about-james-hardie/sustainability-esg-initiatives>



## What Drives Us Forward

At the heart of everything we do is a commitment to creating lasting value — for our customers, our communities and our planet. Grounded in a clear sense of purpose and unified by our vision and mission, we operate with integrity, innovation and impact. Our core values and foundational imperatives shape our culture and guide our journey.

“

At James Hardie, our purpose is **Building a Better Future for All™**.

Those aren't just words — we're continuing to make progress, evolve and innovate to ensure homes are built to last.”

— Aaron M. Erter  
CEO

## Purpose

Building a Better  
Future for All™

## Vision

To inspire how communities  
design, build and grow  
today and tomorrow.

## Mission

Be the most respected and  
desired building materials  
brand in the world.

### Our values guide our behavior as we work to achieve our purpose

STARTS & ENDS WITH  
THE CUSTOMER



HONOR OUR  
COMMITMENTS



COLLABORATE  
FOR GREATNESS



BE BOLD AND  
PROGRESSIVE



DO THE  
RIGHT THING



EMBRACE OUR  
DIVERSITY



### Supported by our foundational imperatives





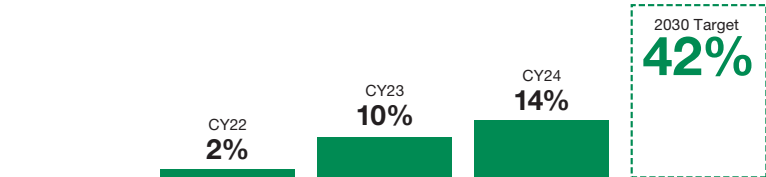
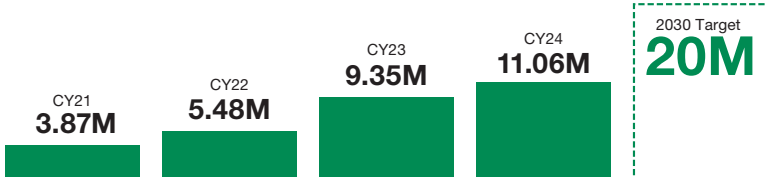
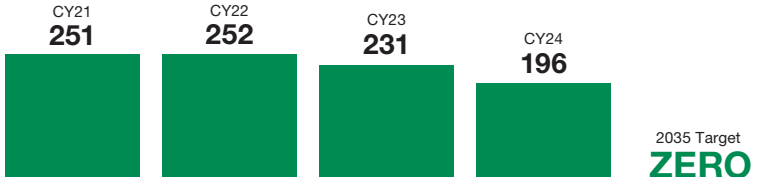
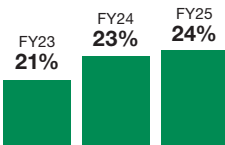
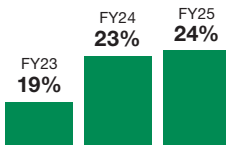
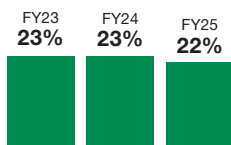
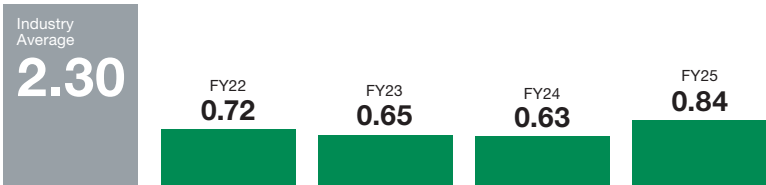
# Tracking Progress and Building for Tomorrow

James Hardie is committed to proactively improving our performance by carefully managing our social and environmental impacts. Our sustainability goals align directly with issues that matter most to our stakeholders and with our overall corporate objectives. This ensures that James Hardie is striving to positively impact our employees, the customers we serve and the communities in which we operate while creating value for our business.

We continued to make progress in FY25 toward our global goals because each region prioritized its interim targets.

### FY25 HIGHLIGHTS

- + Reduced our CY24 Scope 1+2 emissions by 14% from our CY21 baseline
- + Launched our Global Human Rights Policy and completed our first salient issues review
- + Conducted on-site social compliance audits of the few Tier 1 suppliers in high-risk environments
- + Invested more than \$75 million over a three-year period in strategic safety infrastructure projects globally

SUSTAINABILITY GOAL	PROGRESS																								
<b>Reducing Scope 1+2 emissions</b> <p>42% absolute reduction in Scope 1+2 GHG emissions by 2030, compared to CY21 baseline, and work towards net zero by 2050</p>	<p>Scope 1+2 emissions reduction from CY21 baseline</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>Reduction (%)</th> </tr> </thead> <tbody> <tr> <td>CY22</td> <td>2%</td> </tr> <tr> <td>CY23</td> <td>10%</td> </tr> <tr> <td>CY24</td> <td>14%</td> </tr> <tr> <td>2030 Target</td> <td>42%</td> </tr> </tbody> </table>	Year	Reduction (%)	CY22	2%	CY23	10%	CY24	14%	2030 Target	42%														
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<b>Prioritizing safety</b> <p>Continuously improve our Zero Harm culture, processes and systems</p>	<p>Days away from work, restricted work activity or job transfer rate (DART)</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>DART Rate</th> </tr> </thead> <tbody> <tr> <td>Industry Average</td> <td>2.30</td> </tr> <tr> <td>FY22</td> <td>0.72</td> </tr> <tr> <td>FY23</td> <td>0.65</td> </tr> <tr> <td>FY24</td> <td>0.63</td> </tr> <tr> <td>FY25</td> <td>0.84</td> </tr> </tbody> </table>	Year	DART Rate	Industry Average	2.30	FY22	0.72	FY23	0.65	FY24	0.63	FY25	0.84												
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# Sustainability in Action

## Increasing supply chain transparency

As a member of the Procurement Center of Excellence team, Patrice worked closely with social impact and regional procurement teams to help gather information to risk map our suppliers, providing greater transparency into our supply chain to understand the potential risks of human and labor rights violations.



**Patrice Davis**  
Senior Compliance Analyst  
Chicago, United States

## Saving costs by reducing natural gas use

Julian's precision and innovation reduced natural gas usage per standard meter of board produced by 10% in Münchhof, Germany. This work is anchored in Hardie Manufacturing Operating System (HMOS), driving long-term sustainable results. Building on the success of his work, this initiative will be implemented in Orejo, Spain.



**Julian Laumann**  
Process Engineer  
Münchhof, Germany

## Coordinating donations for good

Lupe leads many of the donation and charitable activities conducted by our R&D department in Fontana, California. She ensures pallets of material from R&D projects which cannot be sold, but meet quality standards, are instead donated to Habitat for Humanity® ReStore. Lupe also coordinates a volunteer day to support Homes for Our Troops, a nonprofit that builds adapted custom homes for severely injured veterans.



**Lupe Olive**  
Team Leader, Research and Product Development  
Fontana, United States

## Recognizing exemplary safety leadership

To coincide with our Global Zero Harm Month, we presented our second annual Zero Harm CEO Awards to sites and individual employees from each region to recognize those who routinely go above and beyond when it comes to safety. Our individual winners demonstrated exemplary safety leadership and behaviors daily and are committed to the James Hardie Zero Harm philosophy.



**Nathan Anderson**  
Operator  
Carole Park, Australia

# Building Materials Made to Last



## Sustainable Product of the Year

Green Builder® Media recognized James Hardie as an innovation and brand leader for the second year in a row, naming Hardie® Artisan® Trim as a 2025 Sustainable Product of the Year. Each year, Green Builder spotlights products that are more resilient or more resource efficient in the manufacturing process, rewarding manufacturers that encourage sustainability through innovative technology. James Hardie was also recognized as one of the Green Builder® [Eco Leaders for 2024](#).

Explore the Recognition →



## Engineered for Climate®

Our **Engineered for Climate®** fiber cement products are noncombustible\*, flood-zone rated (U.S. only) and resistant to damage from pests. Built to defy even the most extreme weather in a specific area, Hardie® siding stands up to blistering sun, hurricane-force winds, brutal humidity, extreme cold, sheets of snow and more. Our commitment to sustainability extends to products that are developed to last longer, require less maintenance and provide resiliency and durability.

Explore the Zone System →



## Building for Tomorrow

At the 2025 International Builders Show, Aaron Erter, CEO of James Hardie, was joined by industry leaders Nicole Tysvaer of Symbi Homes and Peter Pfeiffer of Barley | Pfeiffer Architecture. The three discussed innovative home projects, future resilient building trends and what it takes to be “built to last.” When it comes to building products and sustainability, homeowners want lasting beauty and products that protect what matters to them most, both inside and outside the home.

Explore the Insights →



## Habitat Strong

James Hardie is a multiyear corporate sponsor of Habitat for Humanity® International and its Habitat Strong initiative. As part of our three-year commitment, we make financial grants and donate our engineered-to-last fiber cement siding and trim products to enable the construction of homes across the U.S. In FY25, 29 Habitat Strong grants were provided to build affordable and climate-resilient homes that can withstand severe weather conditions and natural disasters.

Explore the Collaboration →

\*Hardie® fiber cement products are noncombustible and/or have a Class A fire rating when tested in accordance with ASTM E84. Fiber cement fire resistance does not extend to applied paints or coatings, which may be damaged or char when exposed to flames. The use of noncombustible siding, combined with other fire mitigation measures, can help harden a home against external fire.