



**COMMUNICATION ON PROGRESS
2020-2021**



CHRISTENSEN & CO

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Front cover: Student housing for University of Toronto at Mississauga Campus. The design for the new student housing at University of Toronto, Mississauga focuses on creating a feeling of being home away from home, making the transition into everyday life at campus an easy and positive experience. Thus, the architecture becomes an important part of ensuring the students have a positive experience when encountering academia. We have worked actively with integrating UN's 17 Sustainable Development Goals into the building. As a result, we address the following goals in the design. We have worked actively with integrating UN's 17 Sustainable Development Goals into the building. As a result, we address the following goals in the design:

SDG 3, 4, 5 and 10: The design provides a vibrant and safe physical framework for empowerment and inclusion in social and political activities. This wayfinding braille and focus on clear signage in line with AODA guidelines. We work to ensure rich daylight, high quality acoustics and high quality indoor climate. Thus, the student housing architecture is designed to reduce illness from air pollution and enhance health and well-being. We work with gender specific issues related to sense of safety through connectedness and transparency as well as related to access to sanitary facilities.

SDG 6 and 7: Technical installations, utilities and energy concept is designed to optimize energy and water use. Thus, we integrate solar panels, explore potential for geothermal heating and work with water harvesting for reuse as well as smart lighting and water efficient fixtures.

SDG 8, 9 and 11: Designing based on a prefabricated modular system reduces quantity of used raw material, in turn reducing waste and embodied carbon. By designing with a modular system and having a local manufacturer producing the construction modules, we contribute to a sustainable industrialization.

SDG 12 and 13: We work with circular principles for reducing materials and conduct Life Cycle Analysis combined with Life Cost Analysis, to assess potential for reducing embodied carbon. With a flexible concept we incorporate future potentials for refurbishments and transformations of function. In terms of user behavior, we nudge sustainability through strategically placed recycle shops.

SDG 11 and 15: We pay attention to the surrounding nature and incorporate access to safe inclusive green areas at campus.

Client: University of Toronto
Area: 10800 m²
Year: 2024
Location: Mississauga, Canada

Executive Statement of Commitment for 2020 / 2021

We are pleased to confirm our ongoing commitment and support to UN Global Compact and the 10 principles covering the issue areas; human rights, labour, environment and anti-corruption. In this Communication on Progress report, we express our support for the principles, which are part of the core values of Christensen & Co. Architects.

The current reporting cycle of 2020/21 posed another unusual year for our company as we've had to conduct our daily operations with a minimum of physical meetings with both clients and collaborators due to COVID-19. We've worked from home and we've worked in shifts, giving project teams with pending deadlines an opportunity to be present at the office, as our creative processes of drawing and exchanging ideas are better suited for physical meetings than online presentations. Thus, our CSR efforts this year has been focused on maintaining a good work environment and focusing on staying connected to minimize a sense of isolation and demotivation.

However, we continued to develop our strategic focus on the 17 Sustainable Development Goals (SDGs). Thus, in October we decided to appoint an SDG and CSR advisor, with the main task of further developing our approach and tools to incorporate the SDGs into our projects and in internal CSR activities. We see great strength in having an in-house focal point that can support both project management and define focus in office operations in terms of a holistic approach to sustainability. Among specific results of our increased focus are a new meeting policy based on corona experiences, a policy against sexual harassment and hosting a series of webinars on how to integrate the SDGs into campus management for Canadian universities.

For the current reporting cycle, we have strengthened our focus on inclusion and equality. Today, we have a policy for how we address sexual harassment, and we are pleased to see that our union, FAOD, and business association, Danish Architectural Companies, have taken the policy in as a template for other architectural companies. We also continue our efforts to address issues of gender equality and diversity in the building industry and in our own practice, we are in a process of defining a policy on diversity, which we expect will be value based and define governance principles that can address issues of inclusion and diversity (DE&I). Finally, we also follow up on our carbon accounting from last year. This year we further develop this effort and we have set an ambition for 2022 to set our baseline, based on 2018 activities, thus enabling us to set realistic KPIs for our reductions.

Since 2010 we have been committed to UN Global Compact and we continue to see great value in reporting on our company's CSR-activities. To address some of the issues that we work with we recognize the need to be involved in sector specific associations that can leverage activities across the building industries complex value chain. Especially our commitment to the Danish Association for a Responsible Construction Industry (FBSA) strengthens our ability to focus on how to act responsibly as a link in the value chain of the building industry. During the last year, this effort has included relaunching the associations new charter on responsible conduct and taking on the role as ambassador for increased diversity in the building industry.

Copenhagen, 2021



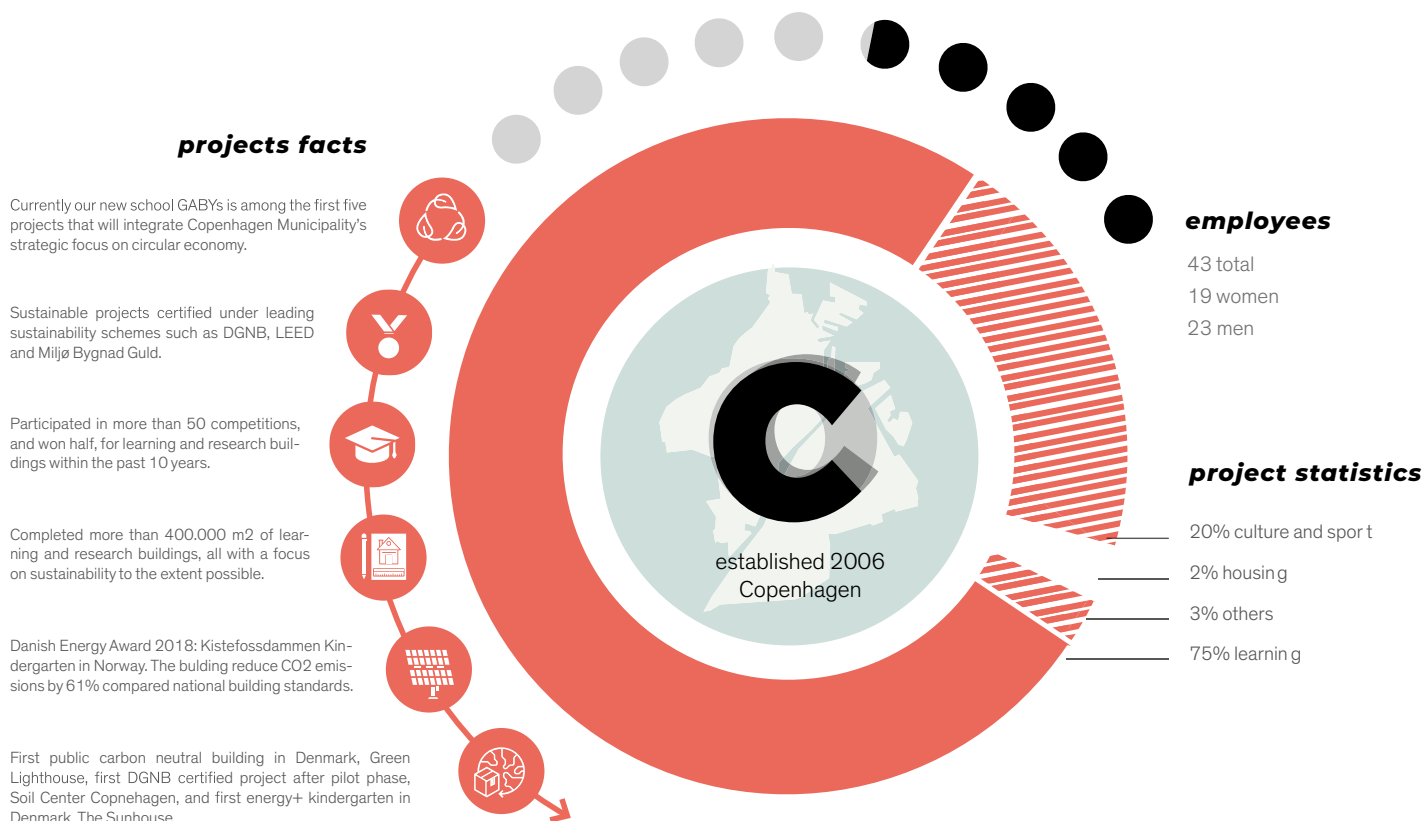
Vibeke L. Lindblad,
CEO and partner at Christensen & Co Architects



Michael Christensen,
Creative Director and founder Christensen & Co Architects



Christensen & Co Architects



At Christensen & Co Architects, every single project is an opportunity to realise a unique architectural potential. We believe architecture makes a difference, and that architects with intention, empathy and thoroughness can create buildings that can actively change people's lives. Consequently, we build social environments in close collaboration with the people who populate our buildings and our architecture is always focused on creating synergy and strengthening social interaction.

To us, sustainability is about creating beautiful architecture with progressive, innovative energy solutions that ensure long-lasting quality of life for people and the environment. This means that our buildings, both in terms of their aesthetics, social ambition, materials, and technology are made to last. We ensure high architectural quality, including the UN Sustainable Development Goals (SDGs) into our designs. We screen all our projects for solutions addressing the 17 SDGs. We strive to use sustainable principles in all parts of our building projects and we incorporate international standards and certifications, such as

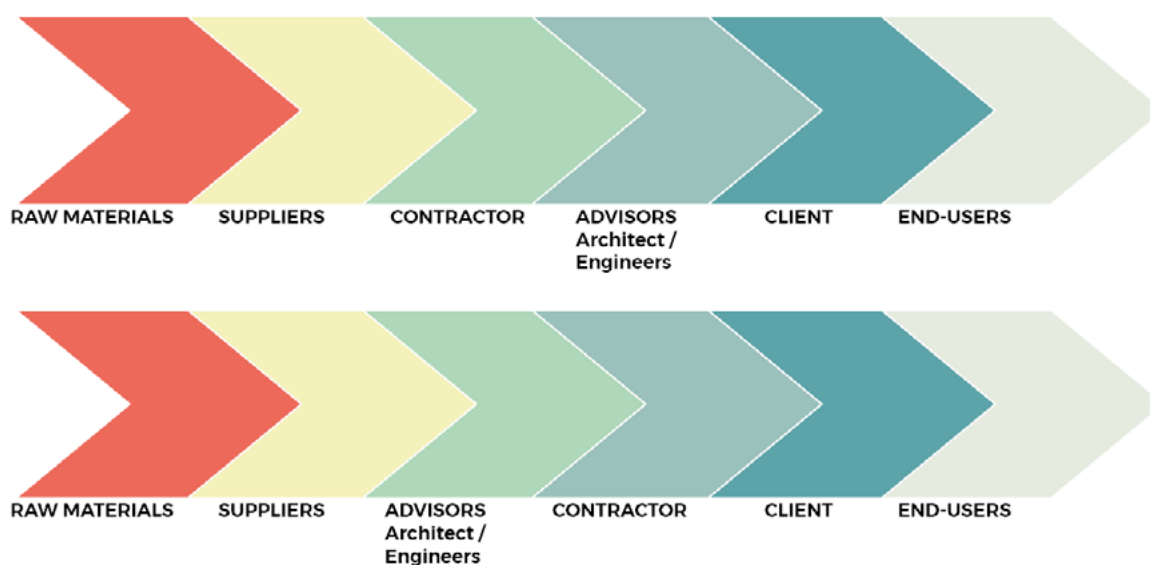
Our commitment to the UN Global Compact



Christensen and Co. Architects continue to commit to the 10 principles of UN Global Compact defined under the four areas human rights, labour, environment and anti-corruption. We do this as described below and specifically we uphold our standards by committing to The Danish Association for Responsible Construction's CSR Charter.

To us, the SDGs are an added layer to our work with the 10 principles of Global Compact. We use the SDGs as a tool for driving innovation, select projects and create brand value while ensuring license to operate for Christensen & Co Architects. Since 2006 we have worked with sustainable solutions that ensure long lasting quality of life for people and the environment.

Our value chain and materiality assessment



As advisors, we typically enter into collaborations with clients, engineers and contractors under two different scenarios. Top scenario shows the situation where we are direct advisors to the client, giving us the primary responsibility of decision and budget management. Bottom scenario shows the situation of the contractor having the direct responsibility to the client. In this scenario we are advisor to the contractor. The two scenarios highlight the fact that we hold different positions in terms of setting ambitions on sustainability.

OUR VALUE CHAIN

As a result of our activities both related to Global Compact and in the Danish Association for a Responsible Construction Industry (FBISA) we've become more aware of our value chain and the impact of our activities related to this. As a result we include a mapping of our value chain. The mapping strengthens our understanding of how we can directly and indirectly have an impact on UN Global Compacts 10 principles, which we are addressing in this report under global compacts 4 overarching themes of human rights, workers' rights, environmental impact and anti-corruption and the SDGs.

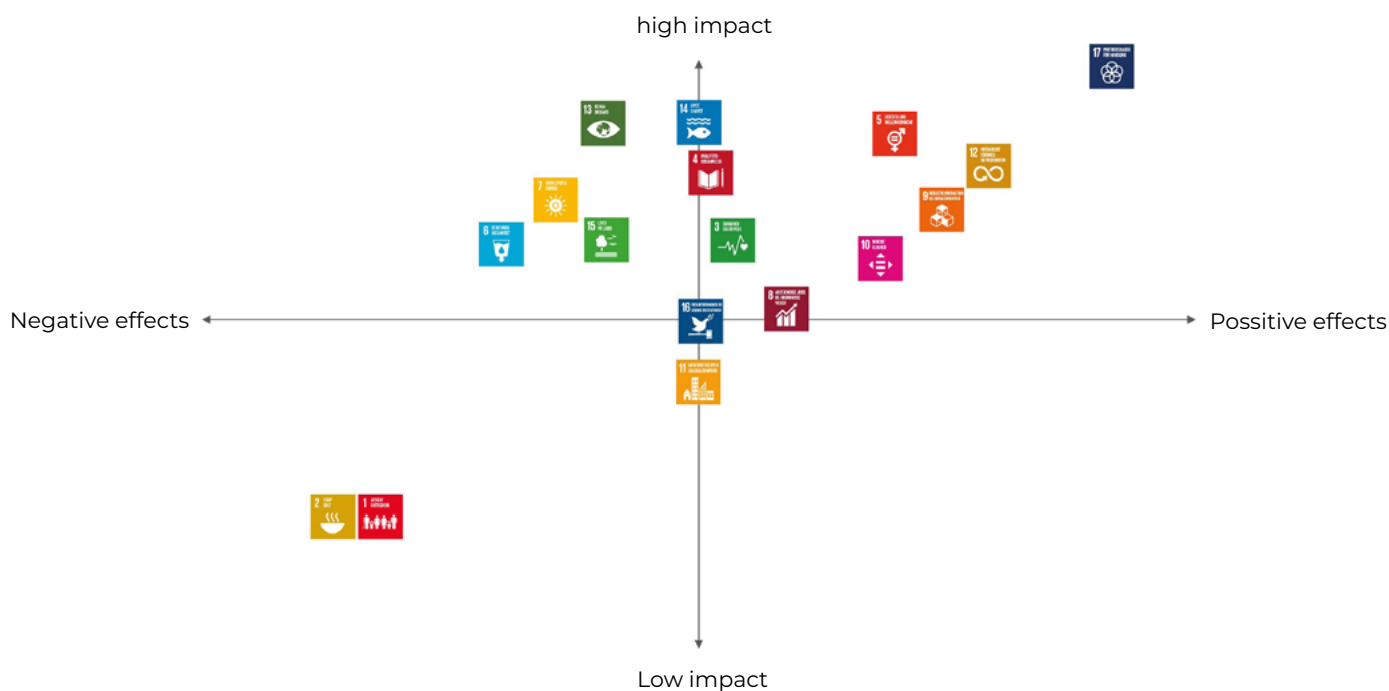
The mapping also make us more aware of hoe to define activities targeted different stakeholders, which links well with our action plan, which is defined by impact on colleagues, agreements with collaborators and on how we conduct our office operations in terms of procurement, waste management and reducing carbon emissions.

Our mapping of our value chain is closely linked in to how we focus on materiality in our assessment on impact.

MATERIALITY ASSESSMENT

Our CSR activities are closely linked to our materiality assessment, which were carried out during a workshop for all office employees during our last reporting cycle (2019/20). The assessment has formed the bases for our action plan running from 2019 to 2023. This year we include KPIs for 2023 (see more p19).

On 6 March, we held a workshop on how our daily operations impact the SDGs. The workshop's focus on our environmental, social and economic impacts that are closely linked to our practices focused on respecting human rights, having contracts, decent employment and transparent decision making.



Our Materiality Assessment maps positive and negative impacts. During a workshop four individual groups assessed impacts at target levels on the SDGs. The individual conclusions were discussed and combined in a joint materiality assessment for all the SDGs.



Materiality assessment moderated by Carve Consulting.



At the workshop we assessed our own activities, divided into actions related to staff, office operations and collaborators. The workshop presented the 17 SDGs and the 169 targets, and a guidance of how to go through the five steps of the working methodology recommended in the SDG Compass.

The materiality assessment included two sessions. First session, four groups, assessed which targets were relevant to our practice. The groups identified relevant actions that could be implemented. SDG 17 were integrated into discussions on all the other goals. The result of the assessment were presented to our management at a meeting held in late april. Here the partner group decided on the following focus areas for the coming years (see p 19 for full action plan):

- An employment policy with specific KPIs on diversity
- A procurement policy with KPIs on sustainability
- Mapping of CO2 emissions related to our business
- A code of conduct on the UN SDGs for business partnerships

The materiality assessment were moderated by Carve Consulting to avoid blind spots in our own practice and introduced new perspectives on our profession.

To have a clear distinction between direct and indirect impact on sustainability, and to avoid so called "double accounting" this report specifically accounts for our internal activities and not project specific activities, as these are reported on within each project framework and as part of our clients' sustainability activities.

How we work with the SDGs



During 2020 we've developed the model above. We call it the Quality Compass. We use the compass to identify potential on sustainability defined within the SDG framework, which is closely linked to the architectural value of our projects. The compass incorporates attention to both economic, environmental and economic sustainability - however, as we work with architecture the basic three principles we address are resources, culture and functionality.

VISION

We use the Sustainable Development Goals as a communicative and strategic tool to create architectural quality in all our projects.

MISSION

We work with all 17 Sustainable Development Goals, as the framework was intended. In addition, we have a strategic aim of always addressing SDG 4: Quality Education - target 4.a, as designing learning environments is one of our key competencies.

APPROACH

We screen all new projects systematically, mapping out the potential for contributing to the Sustainable Development Goals in each project. We apply qualitative methodologies supported by data to show the value that architecture creates. We select target goals and related facilitating goals, to clearly document

how working with one goal sets off a domino effect activating several other goals in the overall framework. For each phase, we evaluate opportunities / ambitions / needs, applying relevant tools such as LCC and LCA.

BASELINE AND INNOVATION

In a Danish context we see an increased interest in sustainable solutions in architecture. Often the demand for solutions that can be documented are based on certifications, which are mainly DGNB solutions. However, to push for innovation and drive sustainable solutions further we focus on the SDGs to go further than legislation and certification. Currently we are developing Building 313: Climate Change Laboratory for Technical University of Denmark, in this project the DGNB system function as a baseline and the SDGs are then applied to define additional potentials. An example of the result is that we're applying the 7 principles of Universal Design to ensure inclusion in our architectural solutions.

Our work with the SDGs in projects 2020-2021



This diagram shows identified potentials not realized solutions. In future reports we will show two measurements; one for potentials, one for solutions. Currently we are conducting screenings of all new projects. Based on our materiality assessment methodology (see more page 11), we identify specific positive potentials and negative impacts for each project.

During 2020-2021 we have conducted SDG screenings on 9 out of 13 competitions. In total, our screenings identify impact on 52 out of the 169 targets of the 17 SDGs, posing solutions with various degrees of impact on 16 out of 17 SDGs.

Our screenings on the SDGs are based on the same methodology as our own materiality assessment (p6). Thus, we assess both positive and negative impacts and we have a direct focus on enhancing positive impact on social sustainability while at the same reducing negative impact on the environment. For each phase of a project we re-evaluate our initial priorities in collaboration with our clients and project teams, thus ending up with a materiality assessment with a specific focus and defined indicators to evaluate from. In 2020-21 our full screenings include a new student housing project for University of Toronto, Mississauga Campus, transformation of the HQ of Finansforbundet in Copenhagen,

B313 - Climate Change Laboratory at Technical University of Denmark, Vocational college in Spijkenisse in the Netherlands.

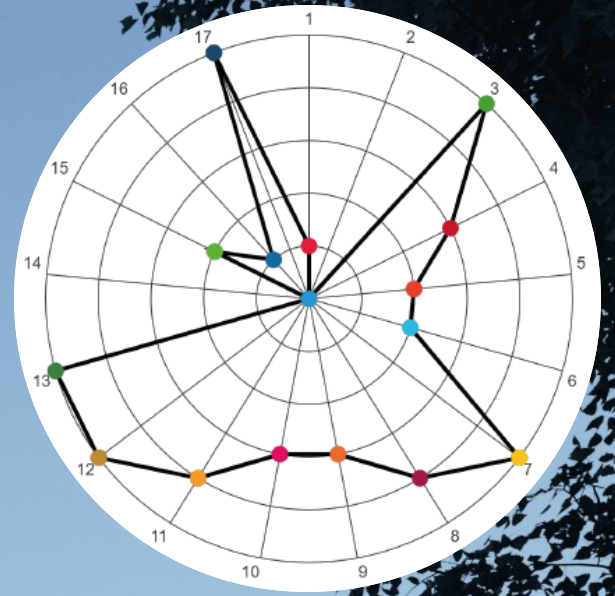
PARTICIPATING IN THE DEBATE

During our 2020/21 we've also participated in Danish Association of Architectural Companies publication on how to implement the SDGs into architecture and into daily operations of an architectural practice find the publication here (only in Danish): <https://www.danskeark.dk/content/de-17-verdensmaal-saadan-kommer-i-i-gang>. We've participated in talks on the SDGs and economic sustainability, the future of sustainability in architecture, as well as a presentation on how to get started on carrying out carbon accountings. We're also continuing our commitment to the working group on SDG Road Map for the Building Industry organized by The Danish Association for Responsible Construction and our CEO is part of the Danish SDG Leadership Network hosted by Mandag Morgen.

Activities during 2020/21

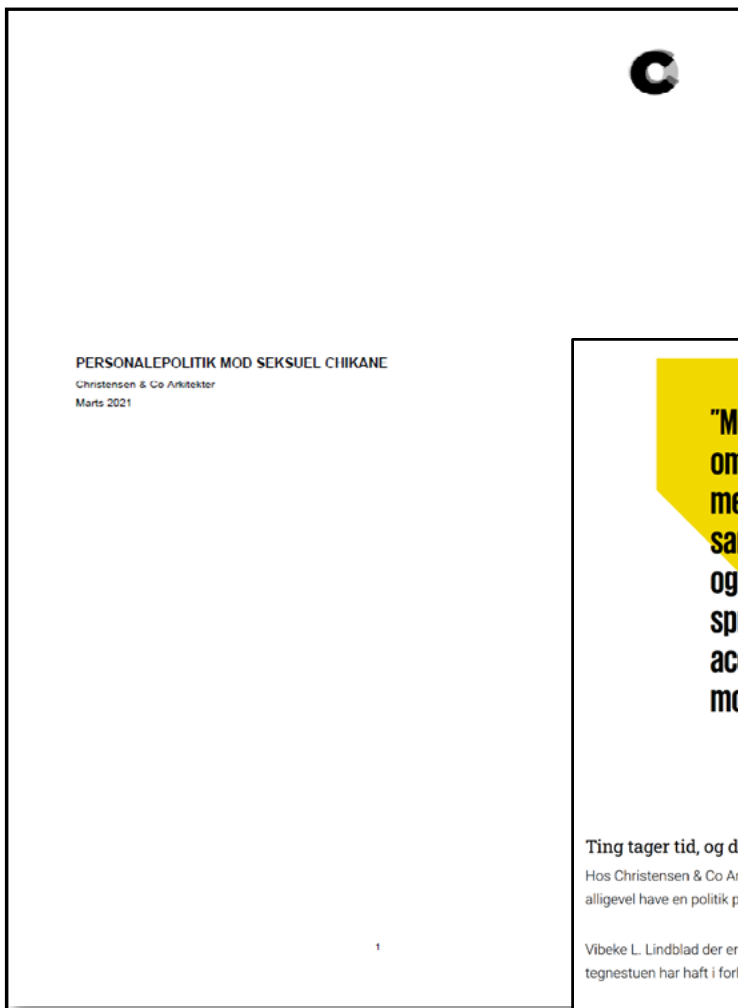


Client: Finansforbundet
Area: 5200 m² (total 9500m²)
Year: 2021-2023
Location: Christianshavn, Copenhagen
Collaborators: Danish Energy Management / AB Clausen
Images: Christensen & Co Architects / Edit Architectural Visualization Studio



The sustainability strategy for the transformation of Finansforbundets HQ is defined by the UN Sustainable Development Goals framework and it is rooted in SDG 12: Responsible Production and Consumption. The Danish SDG report "Our Goals" show an increase in waste production in the building industry. To address this issue in the design we minimize waste from changes to the underlying construction and we maximize reuse of existing materials, a principle which is inline with circular use of materials. Potentials and actions within the SDG framework are defined within Verdensmålsbarometeret, a tool created by The Danish Association of Construction Clients (DACC) and The Danish Association of Architects for assessing competition proposals.

Theme 1: Human rights - Diversity, Equity & Inclusion



We support and respect the internationally proclaimed human rights: We conduct screenings of collaborators and throughout our supply chains, which enables us to offer clients advice on how suppliers perform according to international CSR guidelines. We work under EU-law and sign collaboration agreements on respecting Human Rights.

POLICY ON SEXUAL HARRASMENT

During 2020 the #metoo agenda swept across Denmark and it also hit the architectural profession with media coverage in national Danish daily Politiken publishing a statement on sexual harassment signed by 144 architects and students. As a result, The Union of Architects and Designers (FAOD) conducted an analysis of the issue in among it's members. To proactively address the issue in our own practice we set up a working group tasked with defining a policy and organizational structure on for handling issues of sexual harassment.

A PROCESS NOT A DOCUMENT

In recognition of the fact that changing a culture will take more than write a policy we set up a process of several meetings for the working

group. The working group comprised both women and men with a broad age coverage and with representation of both architects and building construction architects. Among the representatives we had both management, staff representatives and our CSR responsible. After a draft policy was in place we contacted The Union of Architects and Designers (FAOD) for verification of the policy and for legal guidance on our guidelines for mitigation. Finally, we presented the draft policy for all employees with an open invitation to give feedback, both during the meeting and afterwards. After this process we are now proud to say we have a policy in place.

SETTING AN EXAMPLE

After we had adopted the policy, we shared the document med The Union of Architects and Designers (FAOD) and Danish Association of Architectural Companies and both associations decided to use our policy as a template that can be used as inspiration for other architectural companies.



DIVERSITY BEYOND ARCHITECTURE

In recognition of the fact that architectural companies are only one piece to the puzzle of addressing issues of gender equality and diversity in the building sector our CEO, Vibeke Lindblad has also become an ambassador for project diversity, which is organized and managed by The Danish Association for Responsible Construction (FBSA).

Among activities related to the project are public opinion pieces on the issue of diversity which have been published in Danish building media and daily media. During 2021 the project launched a fact finding report on diversity in the building industry, addressing the need for a cultural shift paving the way for a more inclusive and innovative industry. Find more information about the project here (only in Danish): <https://byggerietssamfundsansvar.dk/rapporter/rapport-vejen-til-storre-konsdiversitet-i-byggebranchen>

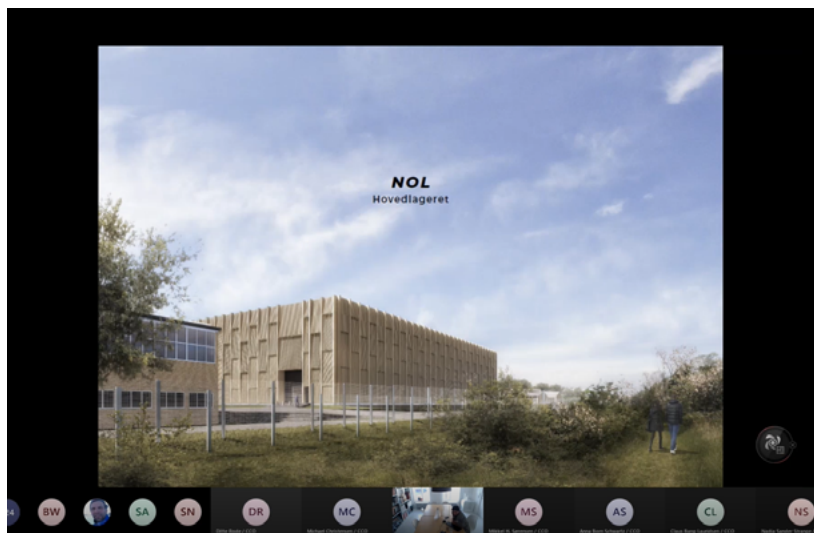
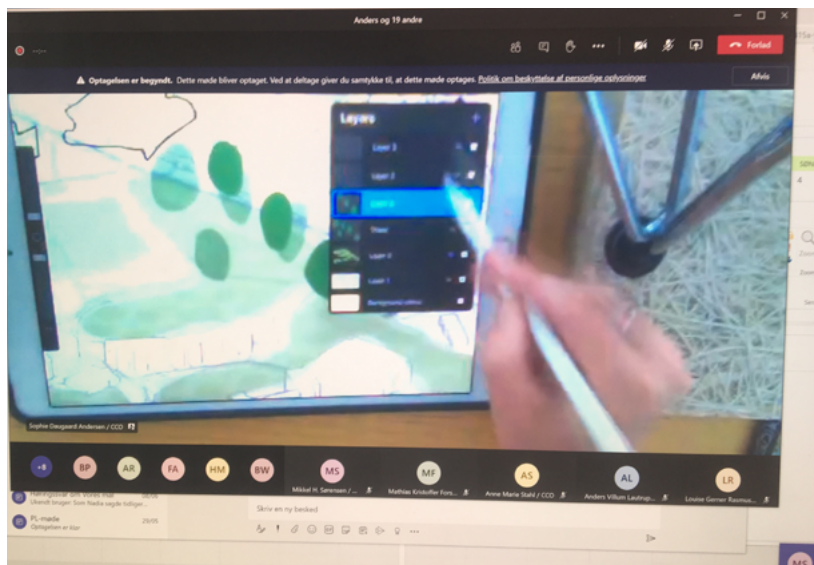
DOCUMENTATION

For now we report on the balance between men and women, both in total, in project management and in our board. Further we report on parental leave as we know how important it is to equal opportunity that men and women share the responsibility for early child care.

COMING ACTIVITIES

Our SDG and CSR advisor has participated in Danish Chamber of Commerce's training on Diversity, Equity and Inclusion held 28. June 2021. The workshop includes a guide for working with DE&I in practice. We will further develop our approach to the issue during the fall. We will base our work on the process on developing og policy on sexual harassment.

Theme 2: Labour - continued education connecting colleagues



During 2020/21, we have worked with continued educations not only as a focus on ensuring that CCO-colleagues have relevant knowledge and tools but also as a way of keeping a strong community. Our activities have been supported by findings of an internal review carried out as a questionnaire on employees' work experiences during COVID lockdown.

CREATING COMMUNITY

With COVID as a continued challenge to how we have worked during the current reporting cycle we've seen an increasing issue of maintaining a sense of connectedness and unity across our ongoing project teams. Usually we can meet and exchange experiences by the coffee machine or during lunch but with the second wave of COVID in Denmark we found ourselves back at the home office.

Thus, to meet the need for engaging in a meaningful manner with colleagues while being apart we increased our efforts to share knowledge about our projects. This resulted in having presentations from projects and inviting specialists on subjects such as inclusion

in architecture through Universal Design, Daylight as a design driver and Life Cycle Assessments in the early design phase.

SELECTION OF DATA

Our reporting on results are based on hours spent on continued education. We've divided data into individual education and collective education, as individual education is focused on qualifying skills where as collective education both holds a component on knowledge sharing and on building community. We've aggregated data into women and men as this in turn gives us an opportunity to address the issue of gender equality.

COMING ACTIVITIES

During 2021 we will have our triannual workplace assessment. We will share findings from the evaluation as part of our CSR-report next year. During the fall we will test having an office massage coming regularly to help relieve tension due to long hours in front of the computer. We will follow up after the first three months and assess if we will continue having such an arrangement.

Theme 3: Environment - procurement and carbon emissions



As an architectural practice we do not have a significant impact on the environment from our office operations. Our main impacts come from our work related to commute and business travels, which have been reduced significantly due to COVID-19. Other factors to our environmental impact come from our lunch and use of computers and servers. As part of our materiality assessment conducted in early 2020 we identified a specific focus on the following areas of impact on the environment from our office operations:

1. Responsible and sustainable procurement
2. Reduced carbon emissions from office activities
3. Green transportation during work hours
4. Waste reduction

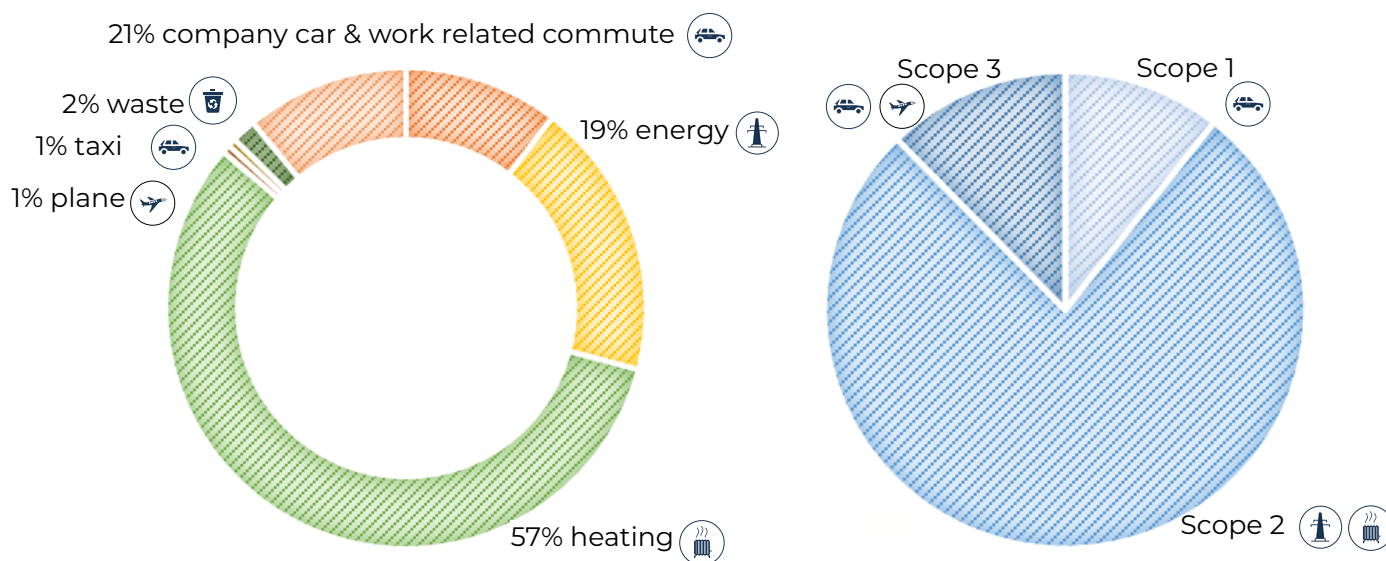
ACTIVITIES RELATED TO PROCUREMENT AND COMMUTE

As a result of our prioritized areas of addressing environmental impact we have a procurement policy in place. In our policy we focus on selecting environmentally friendly products including office supplies, materials for our model workshop, utilities and lunch

In terms of commute during work hours we have a company account with Green Mobility and we have committed to have an electric company no later than 2023. Our lunch service is delivered by Jespers Torvekøkken, a Danish catering service who have been involved in Global Compact Network Denmark's programme on reducing food waste. Our lunch servings are mainly vegetarian and the trays for individual servings (due to corona) are taken back for reuse each day. In 2019/20 we reported on our carbon emissions in line with the Green House Gas protocol, in accordance with information found through "Nem klimaguide" and calculated based on data collected from HOFOR, SAS and Ørsted. This year we base our calculation on the CO₂-beregner published by Danish Business Authorities.

DOCUMENTATION

For our procurement we document total number of certified products and list the certifications we look for in our procurement. In terms of carbon accounting we have decided to account



Calculations for travel by plane based on <https://www.sas.dk/baredygtighed/udledningsberegner> - other calculations are based on the CO₂-beregner and estimated numbers deducted from our annual economic accounting e.g. spendings for taxi and heating. Our facility manager cannot provide us with viable data on water use, thus we cannot account for our consumption. We continue to request for this. To see the full overview find data under documentation page 20. All numbers are for 30/5-2020-1/6-2021

according to a new calculation standard, however the numbers from 2019/20 and 2020/21 can still be compared (with a margin of error to take into account). This year we intended to expanded our accounting to include travel by ship, train and rental cars such as ShareNow and GoMore. Calculation for commute by these services are difficult to conduct and as these travels are of minor importance to our overall accounts we have not included them. An example are expences for car rental for 2023 DKK during 2020/21.

We see a significant drop in emissions under all scopes and we see this as a direct effect of our business conduct during COVID-19. One example of this are the fact that we have not been travelling to Canada even though we have an ongoing student housing project at the University of Toronto's Mississauga Campus.

COMING ACTIVITIES

We have set an ambition for next year's accounting of including a baseline for our emissions, which will be based on 2018 activities, since our behaviour and carbon emissions during COVID can not be seen as representative of our emissions related to office activities.

With the 2018 baseline in place we will set relevant KPIs for reducing carbon emissions related to office operations. We had originally set a target of having KPIs on reduction this year, however due to project deadlines and increased focus on the SDGs in projects we are extended the deadline for next year.

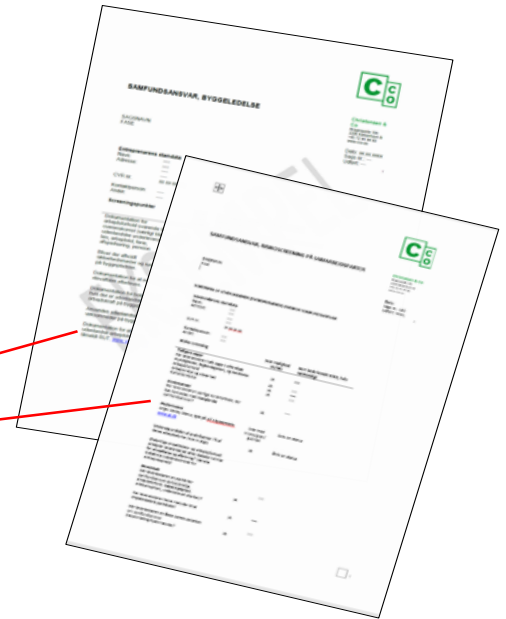
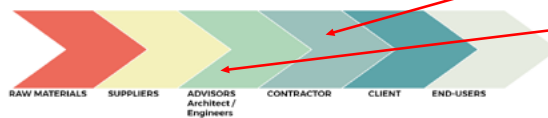
SUSTAINABILITY THROUGH OUR RENT AGREEMENT

As an indirect impact on the environment we can report that our housing administration provides our offices with green energy from solar panels mountet at the roof and a small amount of our rent is donated for a tree planting project each month.

IMPACT THROUGH PROJECTS

Our larges environmental impact is without question related to our architecutral projects. We do not account for these in our CSR report as they are specifcally reported on within the projects scope and will typically be part of our clients accounting on impact. With an increased focus on reporting on sustainable soultions in architecture we are currently working on how to strengthen reporting on project impact.

Theme 4: Anti-corruption activities during 2020/21



We hold an ambition to refresh our systematic screenings on collaborators and impact in projects. The procedure is in place and documents to conduct the screenings are available so our focus will be on conducting the screenings systematically. It will be reintroduced as part of our SDG-screenings.

At Christensen and Co we mainly work with public clients and clients based within the EU, who are obligated to employ architectural services according to EU legislation. In all our tenders we sign ESPD, including signed statements on anti-corruption, respecting human rights and abolishing child labour.

ENTERING THE CANADIAN MARKET

During 2020 we won our first student housing project in Canada and we experience an increased interest in our architectural solutions from canadian universities. Thus, we have set a new target for our focus on collaborators in our action plan: a code of conduct ensuring decent work and transparency in our value chains out side of the EU.

INCREASED AWARENESS ON VALUE CHAINS

During 2020 our CEO, Vibeke L. Lindblad has been involved in translating and relaunching the Danish Association on Responsible Construction Industry's charter. In her position as member of the board Vibeke presented the how we as aricetural consultants see our role in ensuring responsibility in the building industry.

As a result of the relaunch we saw an opportunity to look at our own practise and we have decided to strengthen our systematic screening routine in projects. Further, we are including a demand in our contracts that subconsultants commit to the charters principles. Both procedures have been added to our action plan running until 2023.

COMING ACTIVITIES

Our activities related to the Danish Association for Responsible Construction posed a welcome reminder of our previous efforts on risk management and procedures on screening collaborators in terms of governance and anti-corruption. Thus, we've included an additional action into our plan of activities: we will reintroduce two screening tools into our business development efforts and project management. The screening tools were developed in 2016 we see a need to stregnthen our own commitment to use them. Further, we will include a specific demand in our contracts that subconsultants commit to the principles stated in FBSAs charter.

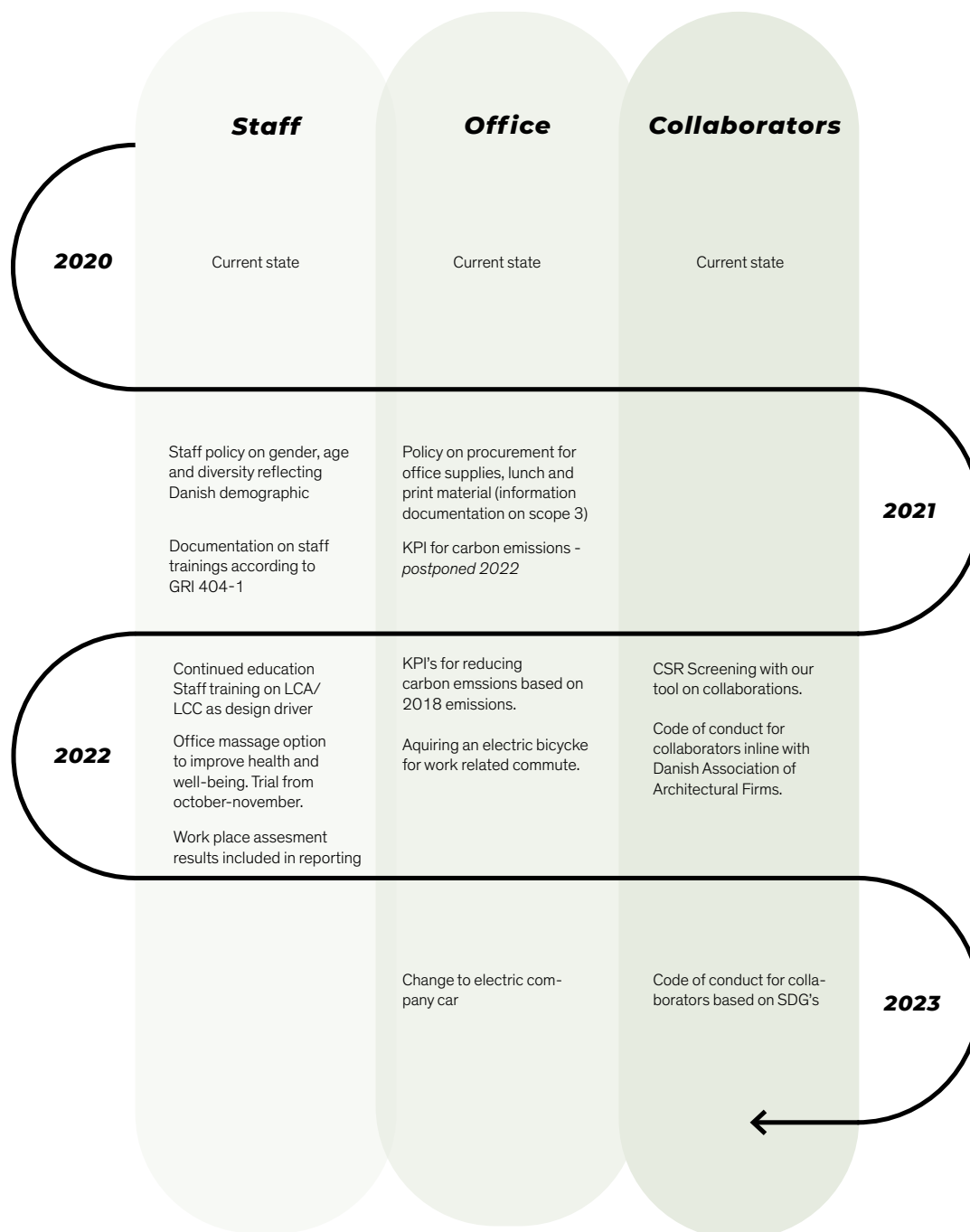


Client: Municipality of Copenhagen
Area: 10.200 m²
Year: 2023
Location: Copenhagen, Denmark



For the new School at Nørrebro, called GABYS, we have developed a strategy for circular use of materials. The strategy specifically focus on reducing CO2 emssions and raw materials. GABYs is included as 1 of 5 cases in the 2021 Handbook on Circular Economy published by the Building Department at the Municipality of Copehagen

Action plan for CSR 2020-2023



This page: Our current Action Plan is based on our materiality assessment of 2020. In the diagram activities that are delayed have been added a comment on when the activity will be carried out. Specifically this is related to our KPIs on CO2 reduction as our first accounting from 2019/20 does not cover all areas of our activites and since 2019/20 was significantly affected by COVID-lock down.

*Opposite page: * Carbon emssions on energy are based on an estimate as we can not get specific data on how much energy is covered by the solar panels. However, the service provider Sustain estimates the panels cover 1/3 of our consumption. All numbers are based on data provided by CO2-beregneren, which is published by Danish Business Authorities.*

Documentation

Theme 1: Human rights - Inclusion and diversity

STAFF	SDGs	Standard	2019/20 Number	2020/21 Number	Current year %	KPI 2023
GENDER DIVERSITY						50/50
All			41	43		100%
Total women	5	GRI 102-8	19	19		50%
Total men	5	GRI 102-8	22	24		50%
Project manager, women	5	GRI 405-1	-	3		50%
Project manager, men	5	GRI 405-1	-	4		50%
Partner, women	5	GRI 405-1	1	1		50%
Partner, men	5	GRI 405-1	4	4		50%
Women board	5	GRI 405-1	1	0		50%
Men board	5	GRI 405-1	3	3		50%
AGE ALL STAFF						KPI (national demographic)
< 30	5, 10	GRI 405-1	10	12		-
30-50	5, 10	GRI 405-1	23	23		-
50 <	5, 10	GRI 405-1	8	8		-
PARENTAL LEAVE						
Men	5	GRI 401-3	2	3		
Women	5	GRI 401-3	0	0		
INTERNSHIP						50/50
Women	4, 5, 8	GRI 102-8	2	2		50%
Men	4, 5, 8	GRI 102-8	2	2		50%

numbers are from 1/6-2021

Theme 2: Labour - continued education

EDUCATION	SDGs	Standard	2020/21 Hours of training/no. staff	KPI
COLLECTIVE STAFF TRAINING				
Women	4, 8	GRI 404-1	111,5/19	
Men	4, 8	GRI 404-1	94,25/20	
INDIVIDUAL STAFF TRAINING				
Women	4, 8	GRI 404-1	131,5/14	
Men	4, 8	GRI 404-1	88/8	

numbers are from 1/6-2021

Theme 3: environment - procurement and carbon emissions

OFFICE OPERATIONS	SDGs	Standard	2019/20 CO2e (tCO2)	2020/21 CO2e (tCO2)	KPI
SCOPE 1 (transportation)					
Company car	13	GRI 305-1	1.09	1.9	Baseline 2018 - KPI TBC 2022
SCOPE 2 (utility)					
Energy supply	7	GRI 305-2	5.11	3.4	Baseline 2018 - KPI TBC 2022
Heating	7	GRI 305-2	13.4	10.4	
SCOPE 3					
Commute by car during work	13	GRI 305-3	-	2.0	Baseline 2018 - KPI TBC 2022
Business travel by taxi	13	GRI 305-3	0.48	0.1	
Business travel by plain	13	GRI 305-3	7.42	0.1	
Study trip	13	GRI 305-3	7.32	0	
Other (ship, car lease etc.)	13	GRI 305-3	-	-	
WASTE	12	GRI 306-2	-	0,3	Following city guidelines
PROCUREMENT	12,13, 14, 15	-	-	-	Policy on certification in place
Total			34.8	18,2	

numbers cover 1/6-20 -30/5-2021

PROCUREMENT	Sustainable solution /total	Certification
Printer / plotter	2/2	Nordic Eco-label, ecolabel, TCF approved FSC paper
Office supplies	4/21	PEFC, Die Blaue Engel, 100% recycled paper, Nordic Eco-label
Kitchen non-food	0/4	Recycled plastic, CO2-reduced dish cloth
Kitchen (Coffee, tea, milk, waterpoint)	14/15	Eco certified, "Anbefalet af dyrenes beskyttelse"
Cleaning (incl. kitchen, bathroom)	4/5	EU Eco-label, Nordic Eco-label, FSC

numbers collected 1/6-2021

Theme 4: anti-corruption

For 47 out of 48 PRFs we've signed European Single Procurement Documents (ESPDs).



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