

A GREEN AGENDA | COP 2011

C. F. Møller Architects

CONTENTS

A GREEN AGENDA STATEMENT OF SUPPORT	4	
VISION	6	
PRINCIPLES WHICH GUIDE OUR PRACTICE	7	
HUMAN RIGHTS	9	
LABOUR	11	
ENVIRONMENT	13	
A SCOPE OF GREEN PROJECTS	17	
EXTENSION OF THE PANUM COMPLEX	18	
HOUSING+	20	
BAGSVÆRD PARK MASTERPLAN	22	
HOUSE FOR THE ELDERLY IN STENLØSE	24	
BESTSELLER, OFFICES IN AARHUS	26	
SØLVGADE SCHOOL	28	
NEW, HIGH SECURITY PRISON IN FALSTER	30	
ATHLETES VILLAGE, PLOT N13	32	
LOW-ENERGY OFFICE BUILDING FOR THE MUNICIPALITY OF AARHUS	34	
YOUTH RESIDENCE, AARHUS WATERFRONT	36	
NEW FERRY TERMINAL, STOCKHOLM	38	
ANTI-CORRUPTION	41	
ABOUT C. F. MØLLER ARCHITECTS	43	
CONTACT		

A GREEN AGENDA | STATEMENT OF SUPPORT

As an architectural practice, we see a great potential in contributing to the goals of the Global Compact by continuously working with a **green agenda** in planning for social, economical and sustainable construction.

We have always in our projects **naturally and traditionally specified for sustainability** - in the Brundtland Commission's three-legged definition, in the sense that we have been planning for the good of place and man, with man in the centre of our design.

Since 2008 C. F. Møller Architects has supported the Global Compact, and our awareness of the 10 Global Compact principles has grown steadily since then.

In 2009, C. F. Møller Architects became the first major Danish architectural practice to achieve the environmental certification DS/EN ISO 14001. The certification means that the company systematically has **introduced eco-friendly project planning and environmentally sound company operations.**

With the principles of ISO 14001 we have been able to keep up, and increase the sustainability goals for our own organisation, for our competence-building and for developing cutting-edge innovation in our projects. We have **continued our quest for motivating our clients** to include as many sustainable enablers as possible, into the briefs of their buildings and development-projects, by performing green building screening. We have in the reporting period won a number of large public competitions, where we have **pushed competition programmes with more ambitious goals** and integration of higher sustainability goals for the solution of the projects, one of the latest e.g. the new 35.000 m² research tower for the University of Copenhagen with cutting-edge laboratories.

We are proud to be able to say, that in 2010 **80% of all new C. F. Møller projects integrate sustainable solutions** – whether it is environmental screening of projects, particularly high energy standards or a certification of some kind, and the number is constantly growing.

In 2010-11 we have developed **a new CRS-policy**, which has given us a code of conduct within Labour Rights and Corruption-issues.

With a 90% rate of projects carried out within Scandinavia, we are normally met by projects that have to be processed within the EU and Scandinavian regulations which all live up to ethical measures in terms of Anti-corruption, Human Rights and Labour Rights.

For more than 87 years, C. F. Møller Architects has contributed to the shaping of the Danish and Nordic welfare societies. We have developed programmes, spaces and buildings for hospitals, universities and schools, public administration, master plans, and housing from an evolutionary point of view and with a constant eye to social innovation through architecture. In the future we expect to be part of the **systematic export** of the Scandinavian "welfare state model".

We are experiencing an increasing international interest in our health sector design, which we expect will take **more projects outside the EU**, but also create jobs especially related to sustainability-issues. The 3rd world is ready to lay out the foundations for their welfare societies. C. F. Møller Architects will naturally turn its attention to these new global markets and contribute to this development with our long experience and architectural mindset.

We are happy to introduce a set of rules that will guide us and our future global clients through good and sustainable processes.

We continue to participate as members of the Nordic Global Compact Network with our experiences, to discuss possible dilemmas and challenges, we or other members present, when working in the global market outside Scandinavia and the EU.

In the last two years, C. F. Møller Architects has fully supported - the Global Compact, and we wish to continue doing so in the following year !

C. F. Møller Architects, 11th of November 2011

Klavs Hyttel

Anna Maria Indrio

Lars Kirkegaard

Mads Mandrup

Julian Weyer

Mads Møller

Lone Wiggers

Klaus Toustrup

VISION

Emerging from our architectural and philosophical foundation, it is the goal to be recognized globally and to be **among the best practices in Scandinavia and Europe.** The building industry is in a constant state of change. We want to be part of this process by **setting new standards for the design and construction** of buildings, for example, in developing new models for procurement and collaboration as well as **motivating clients, users and collaborators** to set higher standards within sustainable architecture.

PRINCIPLES WHICH GUIDE OUR PRACTICE

As architects, we create environments for human beings, and it is part of our **social responsibility as consultants** to further our knowledge and become skilled in minimizing the environmental effects of everything we do. This design approach also applies to the six branches of C. F. Møller Architects.

Simplicity, clarity and unpretentiousness, the ideals that have guided our work since the practice was established in 1924, are continually re-interpreted to suit individual projects, always adapting to site-specific and user-analyzed requirements and based on international trends and regional characteristics.

Our mindset is founded on modernism, functionalism and humanism - on principles and values such as social sustainability, democracy, consensus dialogue, liberal solidarity, cooperative thinking, equality and freedom of speech. As architects we strive to solve societal problems with human needs and sustainable thinking as the driving force, we pay attention to adaptation rather than the spectacular, and we always work with sensitivity to local city- and landscape and local techniques. This shared architectural base, nurtured by a long history of craftsmanship and Nordic tradition, has evolved naturally from the extensive activities of the practice. **People, place and function** are the sources of our procedural foundation. Our architectural base, solely intended as a basic belief, not a straightjacket preventing testing and the research of new ideas, is an essential ingredient for communicating in a common language. It must, however, constantly be discussed and further developed via internal production and debate. With our philosophy, we strive with artistic vigour for an animated and evolving architecture that applauds simplicity, clarity and unpretentiousness, but also diversity. International trends and the changing ideals of society inspire us and are interpreted and translated into our architecture.

We consider the **environment**, **resource awareness**, a **sensible building budget**, **higher productivity and good quality** to be an indispensable part of our current and future work. These overall considerations are built into our projects, including everything from general planning to the design of building components.



HUMAN RIGHTS

Principles:

- 1. Businesses should support and respect the protection of internationally proclaimed Human Rights
- 2. Businesses should make sure that they are not complicit in Human Rights abuses

Actions:

When working in the countries in the European Union we are working according to European laws, which protect the Human Rights in both our own branch offices as well as regarding the people involved in the building sites we specify or are involved in.

When working in countries outside the European Union, we aim in our projects to describe and refer to binding Human Rights legislation and regulations, that should be taken into account when carrying out the described work i.e. buildings. Particular importance should be placed in the safety issues for the labour involved, as well as making sure that labour is carried out in accordance with the UNacclaimed Human Rights Standards.

C. F. Møller Architects will seek to ensure Human Rights by describing the necessary enforcement of these in any building specifications that may be exchanged with contractors or other collaborators in countries in- and outside the European Union.

Outcomes:

C. F. Møller Architects has used 2010-2011 to develop a CSR policy including the areas of Human Rights to guide us, when working in new markets, particularly outside the EU. According to this policy, C. F. Møller Architects has decided to obey the UN Charter for Human Rights.

Reference to policies:

- The International UN-Acclaimed Human Rights
- Any current legislation that ensures equal treatment regarding Human and Labour Rights, unaffected by race, skin colour, religion or faith, political or sexual orientation, age, handicap or national, social or ethnical origin, or is directed towards ensuring ethnical equal rights

LABOUR

Principles:

- 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- 4. Businesses should uphold the elimination of all forms of forced and compulsory labour
- 5. Businesses should uphold the effective abolition of child labour
- Businesses should uphold the elimination of discrimination in respect of employment and occupation

Actions:

When working in countries in the European Union, we are working according to European laws, which protect the workers and their rights in both our own branch offices as well as regarding the labour-rights and safety issues on the building sites we are involved in.

When working in countries outside the European Union, we aim to describe in our projects a number of rights and safety regulations that should be taken into account when carrying out the described work, i.e. buildings. Particular importance should be placed in the safety issues for the labour involved, as well as making sure that labour is carried out in accordance with the UN- acclaimed Labour Rights Standards.

C. F. Møller Architects has used 2010-11 to develop and integrate a CSR policy, including a Statement on Labour Rights to guide us, when working in new markets.

Outcomes:

C. F. Møller Architects' policy statement on Child Labour is a qualified no.

C. F. Møller Architects will seek to ensure labour rights by describing the necessary enforcement of these in any building specifications that may be exchanged with contractors or other collaborators in countries outside the European Union.

Furthermore It is the goal to implement internal audits of subsequent selected projects on an ad-hoc basis, if and when we have projects outside the EU and the Scandinavian markets.

In general, we are dedicated to ensuring the best possible psychological and physical conditions for all employees at our offices.

Other than following the national Health, Safety and accessibility rules in our officer, we examine the Health and Safety issues amongst our employees on a yearly basis, and develop new solutions for improving the working conditions in our offices.

All our offices have appointed Health and Safety representatives elected by the employees, who are working with the management of C. F. Møller to improve on any environmental issue in our own offices. The goals, plans and actions for this are also forming part of the ISO 14001-system.

When employing new staff in the offices, we are looking for qualifications and experience first and gender and nationalities secondly, although we recognize any advantages given to the quality of work when executed from multiple backgrounds and cultures. At the moment C. F. Møller Architects employs staff from 18 different nations and the ratio between men and women is 54% to 46%.

ENVIRONMENT

- 7. Businesses should support a precautionary approach to environmental challenges
- 8. Businesses should undertake initiatives to promote greater environmental responsibility
- 9. Businesses should encourage the development and diffusion of environmentally friendly technologies

Actions:

C. F. Møller Architects aims to be at the cutting edge when it comes to sustainability. Future energy environmental and sustainable requirements towards buildings represent an architectural challenge for a practice that intends to be a pioneer in the field and at the same time achieve high architectural quality.

C. F. Møller Architects has chosen to take up this challenge, under the heading of "sustainable design". Sustainable design is C. F. Møller Architects' term for design which takes account of energy and CO2 environmental and sustainable concerns. It is thus an umbrella term which embraces a wide range of energy-conserving design solutions as well as knowledge of materials, LCA, LCC, indoor climate and technology.

There is no contradiction between sustainable concerns and good architecture. On the contrary, it opens up new, attractive possibilities for innovation in form, spaces and materials which are very much to the benefit of the coming users and residents.

Sustainable project planning is a systematic working method which ensures that the environmental effects of construction remain limited. The method makes it possible to include environmental concerns in project planning on an equal footing with other considerations, such as accessibility, time, quality and finances. C. F. Møller Architects is the first major architectural practice in Denmark to have introduced a sustainable management system, certified in 2009 under the international ISO 14001 standard.

The certificate extends to our 3 Danish and 1 UK-based offices. It is a 2011-2012 goal to obtain the certificate for our Oslo and Stockholm based offices as well.

The certification documents our proactive efforts to minimize the environmental effects of both the company's

operations of 4 of our 6 offices as well as our products, i.e. the designs we do in terms

of energy use of buildings as well as environmental cycles of building materials.

The ISO 14001-managerial system sets out goals and indicators for sustainability in our own office buildings, as well as for the buildings we design and for the

continuous development of new knowhow in the organization.

The goals for the buildings we design are:

- 2009: An obligatory sustainability screening of all new projects is carried out as standard scope of work, in order to motivate every client to integrate sustainable components in his/her building.
- 2011: C. F. Møller Architects is offering Integrated Environmental (Energy) Design (IED) on all projects as a standard scope of works.
- 2012: C. F. Møller Architects is offering Cradle to Cradle Design (or similar LCA-design) and certification in DGNB-DK and BREEAM as special scope of works.
- 2015: C. F. Møller Architects is offering Cradle to Cradle Design (or similar LCA-design) as standard scope of works on all projects.

Outcomes:

The indicators which we measure annually are:

- The amount and quality of the sustainable design.
- The amount and quality of the competences of our employees within sustainable design. (C. F. Møller Architects is continuously investing in capacity- and competencebuilding of staff.)
- The amount and quality of the tools needed to carry out sustainable design such a database for environmental friendly materials.
- The visibility and brand value of our work with sustainable design.

Due to our ISO 14001 certification process we are able to measure the results of our work with sustainable buildings from 2010-2011. In this period we have seen an increase of work with sustainable buildings and environmental design. Not only are demands rising, but our strong focus on developing new know-how in green buildings does pay off. The following diagram reports the outcome of our work with sustainable buildings. The statistics show that 80% of C. F. Møller's new projects in Denmark in 2010 integrate sustainable solutions - either it is environmental screening of projects, particularly high energy standards or a certification of some kind.

The ISO 14001 System also encompasses goals and indicators for our own environmental footprint. We are constantly striving to minimize the environmental load produced by the operation of the practice. We work to cut down on our energy consumption, for example by using less electricity, water and heating, fewer environmentallyhazardous office supplies,

less paper per member of staff, and less air travel.

Results (examples): reduction of 20% electricity use from 2010-2011 as well as reduction from 2010-2011 in international flights of 40% and a reduction of purchase and use of office supplies of 30%

The company has developed and implemented an environmental organization. Each branch of the practice has an environmental coordinator who records local results as well as implementing behavioural patterns. A head of this organization has been pointed out, to ensure that responsibility for this area is placed. The ISO 14001 Environment Managerial System is annually surveyed, audited and evaluated and results are being used to set up new goals and strategies. The system is furthermore annually audited by an impartial auditor, namely "Dansk

C.F. Møller

Standard" – in 2010 C. F. Møller Architects received a Clean Sheet Report by Dansk Standard.

Reference to policies:

C. F. Møller Architects
 ISO 14001 Environment
 Managerial System
 regarding products
 and operations

A SCOPE OF GREEN PROJECTS

Client	The Danish University and Property Agency and the		
	University of Copenhagen		
Size	35,000 m ² (30,000 m ² laboratories and common		
	functions, 3,500 m^2 canteen and classrooms, 1,500 m^2		
	auditoriums)		
Year	2010-2014		
Address	Nørre Campus, Copenhagen, DK		
Prizes	1st prize in international architectural competition, 2010		

EXTENSION OF THE PANUM COMPLEX AT THE UNIVERSITY OF COPENHAGEN

The design of the building takes its point of departure in several environmental goals. Firstly, the goal to create a signal building that will exude organic life, professionalism and openness on the Copenhagen skyline, and secondly, with respect to the immediate surroundings, the goal of adapting a large building volume to the city scale. The latter is primarily achieved by ensuring that the urban spaces towards Nørre Allé and Blegdamsvej form well-shaped areas which convey the building's large scale to the neighbouring buildings, and by adapting it to the slender shape of the church spire through the building's slim southern gable. In addition, the primary choice was to make this a tall building, in order to keep as much of the terrain space as possible in the public domain.

Finally, the building has been designed with round corners to aerodynamically mitigate the wind conditions induced at ground level by the tall part of the complex. The narrow south gable of the tall building is also in harmony with the goal of making the south-facing surfaces as small as possible in order to reduce heat incidence in the building. To this end, daylight is exploited to the maximum by extending daylight incidence to the core of this relatively deep building, for example through the use of large storey heights at the facades and daylightreflecting side panels on the facade windows, and by carving out atria in the building's sides in order to extend the reach of the facade's daylight input.

HOUSING+

The Housing+ concept sets the ambitious target of a zero-energy housing scheme, which also includes the tenant's primary household energy consumption. The complex will thus be 100% relying on renewables. The 60 units take the form of a sloped volume, from 12 to 4 storeys, creating a large south-facing roof-plane, ideal for solar energy, and just the right size to supply the housing units. This optimized shape also creates a landmark silhouette, prominently positioned between Aalborg's bridges.

The roof-plane stretches all the way into the Limfjord, where it shelters a public gazebo and café. The extension of the roof underlines the dramatic shape of the building, and the entire surface of the roof becomes the building's power plant using both solar cells, solar heating and a combination of the two.

The housing is built to passive-house standards, ensuring reduced energy consumption for heating and hot water supply, which can thus be covered by the solar array and heat pumps operating on fjord water temperatures. A 3 meter wide by 12 meter tall highly insulated water-tank is integrated to store the generated energy during daytimes. The 1200 m² solar array produces sufficient power to cover the annual 1740 Kwh electricity demand of each unit, a total of 104.400 Kwh. The building need not be connected to an external CHP. 4 vertical low-noise wind turbines take advantage of the windy location for additional power generation, and to recharge electric cars.

Client	Enggaard A/S
Size	7400 m ²
Address	Nørre Sundby, Aalborg, DK
Year of competition	2009
Landscape	Vogt Landschaftsarchitekten,
Engineer	Moe & Brødsgaard
Collaborators, other	Cenergia

10 hectares, 230,000 etage m² 10 ha urban area, 230.000 m² floor area Grusgraven, Gladsaxe, DK

BAGSVÆRD PARK MASTERPLAN

Master plan for the conversion of a polluted industrial site into a new, modern and sustainable urban area The master plan is for a transformation which exploits former and current remains and limitations to create the offset for tomorrow's urban nature. The vision shows how yesterday's landfill, and today's mixed and run down industrial site can become a modern and sustainable town part. The site's prerequisites, location, historic traces, fragmented ownership, and current state are the foundation for the pragmatic layout of the master plan. The existing qualities are enhanced, and potential risks turned into advantages, to ensure social, economic and environmental sustainability in a long term implementation within an undefined timeframe.

HOUSE FOR THE ELDERLY IN STENLØSE

Client	Stenløse Municipality
Size	460 m ²
Address	Stenløse, DK
Year	2003-2007
Collaborators	Birch & Krogboe (engineers),
	Skt. Knudsgade's carpenters
	and Jesper Christensen, joiners (building contractor)

The HEP house in Stenløse is a centre for the elderly which has a very low rate of energy consumption. The building is classified in low-energy class 1, which means that energy use does not exceed 30 kWh/m² per year. Such a low level has not previously been achieved in a single-storey building of this size in Denmark.

The centre for the elderly is centred on a large, highceilinged common room surrounded by smaller rooms: kitchen, conservatory, billiards room, computer room, toilets, store, equipment room and administration office. The building is constructed from welded steel plates, and is thereby completely airtight. It is also considerably better insulated than usual, and is equipped with ecofriendly windows.

Even though the house is airtight, it has a good indoor climate. Air exchange is operated mechanically via a heat exchanger, which ensures that fresh air is drawn in from outside. The heat in the outgoing air is transferred to the incoming air via the heat exchanger, helping to keep energy consumption low.

BESTSELLER, OFFICES IN AARHUS

New sustainable urban office block at the Aarhus waterfront for the clothing company Bestseller. The development is composed as a series of independent volumes, with atriums, terraces and roofgardens in between - creating in effect a city within the city. The building marks the entrance to the new urban waterfront development, and is surrounded by canals and water on all four sides.

The building is planned to be in low-energy class 1, i.e. with an energy consumption that is 50% less than the minimum requirements of the Danish building regulations

Bestseller A/S
20000 m ²
Pier 2, Port of Aarhus, DK
2010-2013
C. F. Møller Architects

SØLVGADE SCHOOL

 Client
 Copenhagen Council

 Size:
 4500 m² (renovation 2100 m², newbuild 2400 m²)

 Address
 Sølvgade, Copenhagen, DK

 Year
 2008-2011

 Prizes
 1, prize after competitive tender, 2005

Sølvgades School is being extended to enable it to become a two-track school. A new school building of approximately 2,400 m² is being constructed in the existing school courtyard, while the listed school building from 1847 is being extended.

The new, six-storey school building inclines in order to accommodate the surrounding housing blocks: both the tall houses in Klerkegade and the lower ones in Sølvgade. The school area is surrounded by an old green border hedge which embraces the entire campus. This will be replaced by a new glass fence, which will also be integrated into the ground floor of the new building.

The building has been constructed in compliance with the latest guidelines for environmentally-friendly development issued by Copenhagen Municipality. The project has achieved environmental classification as a 'low-energy class 2' building, which means that its energy consumption does not exceed 68 kWh/m²/year.

NEW, HIGH SECURITY STATE PRISON IN FALSTER

The inspiration for the star-shaped form of the new prison, which will house approximately 250 inmates, was drawn from its location in a rural area of small villages. The shape is reminiscent of that of the surrounding villages, and the complex is also intended to provide a small, condensed urban environment with the kind of varied spatial experiences, functional density and clarity of layout that such an environment offers.

Each individual building in the total complex has its own identity. The prison constitutes the whole world for the inmate, and the various building expressions thus comprise an important part of the prisoner's experiential universe. Overall, the complex is in a warm, grey shade of brick. Variation is provided by, amongst other things, the occupation building, which is crystal-shaped and clad with perforated metal plates in green shades, and the cultural centre, which is round, covered with glass and ringed by green slats.

Social sustainability focuses on environment for inmates and employees in placing of functions and flows. The overall architectural concept of the prison as "the village" reflects the world outside and creates good foundation for rehabilitation.

In the project we screen the most used materials and make sure that we focus on the enviromental impact. There is a focus on water and a strategy for handling the rainwater, both through green roofs, reuse of water and in collection of rainwater.

High performance thermal insulation

Low energy windows

Healthy building

Waterrec Rainwater harvesting ycling

Sustainable planning

Daylight

Client	The Danish Prison and Probation Service
Size	32000 m ²
Address	Gundslev, Falster, DK
Year	2010
Collaborators	CRECEA
	aggebo&henriksen
	Marianne Levinsen Landskab
	Rambøll

ATHLETES VILLAGE, PLOT N13

Our approach to the design of Plot N13 has been informed by an understanding of the design intentions and principles outlined in the Fletcher Priest Zonal Masterplan. We similarly see our scheme in the context of the plot design guidelines by Patel Taylor. This is due to our understanding that Plot N13 is not a stand-alone development, but part of a new urban framework, which responds and contributes to its context.

C. F. Møller Architects have based key design decisions on the ability to deliver dwellings with access to a variety of outdoor spaces, good daylight, efficient layouts, and well proportioned rooms. C.F. Møller Architects takes the view that buildings made from good quality, durable materials which require little maintenance and improve with age is the best way to create a sustainable architecture.

Through careful design studies, C. F. Møller Architects have created a building massing that utilises the scale and corners of each building within Plot N13 to generate identity for the blocks. This, in turn, promotes a sense of place and orientation within the urban fabric.

LOW-ENERGY OFFICE BUILDING FOR THE MUNICIPALITY OF AARHUS

The office building, located in a development zone of the Port of Aarhus, is intended to provide a new landmark for the city of Aarhus – a striking image of energy architecture. The aim has been to create an example of progressive office building construction, with energy consumption at 'passive house' level and a good indoor climate. The facade tells the story of a building in which energy design has been used as a holistic approach. A 200 m slatted wall of solar panels and a 170 m² solar wall provide distinctive, sculptural elements in the facade. The wall of solar panels, which is slightly tilted in relation to the rest of the facade, produces electricity for the building. The 170 m² solar wall comprises a vertical element in the building's corner conclusion, extending over all storeys of the building. The solar wall collects energy which it uses to warm up the ventilation air to the offices in winter and to cool the offices in summer. The office building has a large, south-facing facade and thus receives plenty of sunlight. To provide shade from the sun, the windows are recessed and are equipped with shade panels. These are clad with solar cells, and thus also produce electricity for the offices. Energy-friendly materials and elements with ultra-low thermal conductivity have been used throughout, such as vacuum-insulated windows. The building is twice as airtight in its design as required by the Danish building regulations.

YOUTH RESIDENCE, AARHUS WATERFRONT

The building contains 50 student housing units and communal leisure areas, and is located in the new docklands development area in the Port of Aarhus.

The concept of the living units is centered on a super-optimized core, a compact prefabricated unit that combines toilet/bath, kitchen, storage and risers, and functions as a freestanding piece of furniture that divides the flats into two rooms. The living units come in different sizes, but share the same basic structure. In addition, there are generous bay windows and French balconies in every apartment, and the idea is that the window bays can be used for both sitting and sleeping for one or more persons.

The entire ground floor houses common areas for all residents: kitchen, laundry, locker rooms and a large flexible space for parties as well as everyday life. The ground floor is generously glazed, creating a strong visual connection between indoors and outdoors. Ample bicycle parking is designed into the ground floor layout, with bikes 'docking' at the building like ships in the port.

The building is designed to the low-energy standards previsioned for 2020, with a very low energy consumption of 15.2 kWh/m² year. As a renewable energy source, newly developed encapsulated vertical wind turbines are proposed on the roof to supply the building with electricity.

Client	Boligforeningen Ringgården
Size	2400 m ²
Address	Dagmar Petersens Gade, Aarhus Waterfront, DK
Architect	C. F. Møller Architects
Engineer	Orbicon
Year	2011

NEW FERRY TERMINAL, STOCKHOLM

The aim is that the ferry terminal will be predominantly self-sufficient in energy and thus stand as an environmental model for public construction. Therefore the architecture of the terminal will integrate i.e. solar and wind power, for example the terraced landscape on the roof will integrate beds of solar cells along with the planting.

		١.
Client	Stockholms Hamn AB	۱
Size	16500 $m^{\scriptscriptstyle 2}$ and a new costums area of 1100 $m^{\scriptscriptstyle 2}$	l
Address	Värtan, Stockholm, SE	l
Architect	C.F.Møller Architects Berg Arkitektkontor	l
Construction period	2009-	l
		L

ANTI-CORRUPTION

Principles:

10. Business should work against corruption in all its form, including extortion and bribery

Actions:

We are aware of and bound by our role as decision-makers for our physical environment.

As independent consultants, we choose methods, techniques and materials in dialogue with professional partners, but independent of manufacturers' interests.

When we are met with encouragement to corruption or bribery, we say no to work, and/or abort any form of collaboration.

To guide us we wish to observe the tool developed by "Danish Industry" and the Danish Ministry of Foreign Affairs, known as the "CSR-Compass", as well as exchanging experiences with the network of the Nordic Global Compact partners. When signing new countries with a reputation of corruption, we seek legal guidance and address any issue in our contracts and/or negotiations to encourage integrity and prevent corrupt behaviour.

Outcome:

C. F. Møller Architects has used 2010-2011 to develop and integrate a CSR policy including a statement on anticorruption to guide us, when working in new markets. Our answer to corruption is a clear no.

Reference to policies:

• C. F. Møller Architects agrees with the Code of Ethics and Code of Conduct as defined by FIDIC, the International Federation of Consulting Engineers

THE TEAM

325 IN TOTAL

							1/		~ // 7 777 XF 10		
				-							
-			-	1							
										NAME	
* 9 Partr	ers 1 CEO 16 Bra	anch Heads/Leaders 145 Architects 8 Designers 10 Landscape Architects 35 Constructing Architects 17 Technic	al Illu	strators/A	ssistants 13 Consultant	s 8 IT 27 Administ	ation etc. 10	Engineer	s 26 Trainees / / / / /	waii -	
								11	· 21/ 21/21/11/11/11/11	11.600	

NATIONALITIES

18 COUNTRIES IN TOTAL

221 Danes | 40 Swedes | 31 Norwegians | 5 British | 4 Germans | 4 Poles | 3 Americans | 3 Italians | 3 Italianders | 2 Spaniards | 2 Fins | 7 Australian | 1 Russian | 1 Mexican | 1 Hungarian | 1 Utihuanian | 1 Iranian | 1 Portuguese

46 % WOMEN • 54 % MEN

ABOUT C. F. MØLLER ARCHITECTS

C. F. Møller Architects, Denmark, is **one of Scandinavia's oldest and largest architectural practices**. Our work involves a wide range of expertise that covers programme analysis, town planning, master planning, **all architectural services** including landscape architecture, as well as the development and design of building components.

Over the years, we have **won a large number of national and international competitions**. Our work has been exhibited locally as well as internationally at places like RIBA in London, the Venice Biennale, and the Danish Cultural Institute in Beijing.

Today C. F. Møller Architects has app. **325 employees of 18 different nationalities and with a 46/54% division between female and male staff**. Our head office is situated in Aarhus, and we have branches in Copenhagen, Aalborg, Oslo, Stockholm, and London, as well as a limited company in Iceland. Over the years, we have **won a large number of national and international competitions**. Our work has been exhibited locally as well as internationally at places like RIBA in London, the Venice Biennale, and the Danish Cultural Institute in Beijing.

Today C. F. Møller Architects has app. **325 employees of 18 different nationalities and with a 46/54% division between female and male staff**. Our head office is situated in Aarhus, and we have branches in Copenhagen, Aalborg, Oslo, Stockholm, and London, as well as a limited company in Iceland.

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44 | COP

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