

## United Nations Global Compact: Communication on Progress 2007

### An initial report on Arup's position in relation to the Compact and its Principles

In October 2005, Arup Group became a signatory to the UN Global Compact. The Compact has successfully engaged thousands of companies globally in considering their responsibilities towards labour standards, human rights and environmental management. These are all areas which Arup believes need active consideration and management. This first Communication on Progress aims to set out our position on the themes that the Compact highlights and identifies areas where we are aiming to develop our performance.

#### Introduction

Arup is a global firm of design and business consultants. Core business areas include the planning of environments, design and creation of infrastructure and buildings, and advice relating the management of businesses, particularly in the engineering and technology sectors.

At the heart of Arup's business – and the way the firm does business – lies the Key Speech and our core values. These are the ways of working that were defined by our founding partners in 1946 and expressed (in the Key Speech) by Ove Arup in 1970. The principles which we try to work by comprise six aims (quality of work; holistic approach; humane organisation; straight and honourable dealings; social usefulness; and reasonable prosperity of members); four means (a membership of quality; efficient organisation; solvency; and unity and enthusiasm); and three results (satisfied members; satisfied clients; and good reputation and influence).

Historically, the firm has avoided detailed policies and procedures, preferring to give direction and guidance to its members that they can interpret appropriately in any given situation. Policies and procedures that have been developed are openly available via the firm's extensive intranet.

Global Compact Principle	Arup position (and links/references)	Implementation
<b>Human Rights</b>		
<i>Principle 1:</i> Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence	Arup and its people operate globally. Our services and advice are developed and delivered across the world. In the course of conducting business in 'high risk areas', we are committed to ensure that we are not complicit in human rights abuses and monitor this. If we were to find ourselves inadvertently implicated in abuses of human rights, we would take immediate steps to rectify such a situation.	The Key Speech is the high-level framework that guides appropriate behaviour within the firm.
<i>Principle 2:</i> make sure that they are not complicit in human rights abuses.	Health and Safety Policy: <a href="http://www.arup.com/arup/policies.cfm">http://www.arup.com/arup/policies.cfm</a>	
<b>Labour Standards</b>		
<i>Principle 3:</i> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	We comply with the relevant laws relating to employment and employment conditions in each country we work in. Subject to relevant laws in the countries where we operate, we fully respect the right of our people to freedom of association and representation either through trades unions, works councils, or any other appropriate forum. We have developed peer-to-peer communications channels and we have effective formal and informal channels between management and staff.	Our Global Codes of Practice support this with appropriate policy-level statements, which are supported by local procedures as necessary.  Consultation and interplay between management and staff are managed on a country-by-country basis to ensure cultural appropriateness.

<p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour</p>	<p>We recognise that labour standards and conditions may vary from country to country. We ensure that our people have satisfactory wages and working conditions, and that there is no exploitation of labour.</p>	<p>The activities of the Diversity Taskforce have been described to our staff via our internal magazine.</p>
<p><b>Principle 5:</b> the effective abolition of child labour</p>		
<p><b>Principle 6:</b> eliminate discrimination in respect of employment and occupation.</p>	<p>We offer equal employment opportunities to all. The people we recruit and promote are selected on merit and suitability, and are not discriminated against because of gender, race, origin, background, religion, marital status, sexual orientation, disability or age.</p> <p>Equal Opportunities Code of Practice: attachment</p>	
<p><b>Environment</b></p>		
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges</p>	<p>Our line of business means that we have a particular interest in the environmental aspects of development and redevelopment. We feel that we are in an excellent position to work with our clients to improve environmental impacts of our projects for them, as well as working to maintain high standards in the way that we undertake our business.</p>	<p>The firm has embraced the concept of a combined management system, which involves the alignment of</p>
<p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p>	<p>Within the firm we have community of environmental enthusiasts (dubbed OvaGreen) that encourages and provokes improvements in our environmental performance. Their activities are supported and funded by the firm and range from waste recycling to water conservation to green travel plans.</p>	<p>our processes and management systems to incorporate quality and environmental best practices.</p>
<p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies</p>	<p>Environment Policy: <a href="http://www.arup.com/arup/policies.cfm">http://www.arup.com/arup/policies.cfm</a></p>	<p>The development of this system is programmed over the next x months.</p>
<p><b>Business practice</b></p>		
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Our work takes us to locations where corruption can be considered a normal part of doing business. The firm is adamant that none of our members should be involved, or feel pressured to be involved, in such practices and we make clear our position on these matters to all who may be in such a situation. Overall, the firm adheres to an Ethics Code of Practice that rejects corruption absolutely.</p> <p>Ethics Code of Practice: attachment</p>	<p>Ensuring that we maintain our high standards and associate and/or work with others who have the same views.</p>

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## Equal opportunities : code of practice

### **Purpose**

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As a firm we recognise that to create work of high quality there is a need for diversity of skills, knowledge and ability. We all depend on each other to make a difference and our working practices are intended to enable all of us to maximise opportunities.

### **CODE OF PRACTICE**

Arup is committed to equality of opportunity in employment, irrespective of any personal issues such as gender, gender reassignment, marital status, disability, age, race, colour, nationality, sexual orientation, religion and belief. Our employment and recruitment practices shall support this principle, taking action where necessary, to enable all current and potential members of the firm to maximise opportunities.

### **Effective date**

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1 May 2001

### **Applicability**

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All employees working for Arup worldwide plus all job applicants.

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## Ethics : code of practice

### **Purpose**

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Arup must show irreproachable integrity in all its activities. The purpose of this code of practice is to make all of its members aware of the firm's ethical standards and to provide guidance for members on upholding these standards. This will contribute to maintaining the high reputation that the firm already has in this area.

### **CODE OF PRACTICE**

Arup expects from its members, and anyone else who represents it, the highest standards of integrity and conduct in all matters concerning the firm. We must not only abide by the laws of the countries in which we do business but must also act professionally and honourably at all times.

### **Effective date**

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1 May 2001

### **Applicability**

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This code of practice applies to all employees working for Arup worldwide. In addition, contractors, consultants, contract or casual staff or anyone else perceived as representing the firm will be required to meet these standards, as detailed in their contracts.