

# Global Compact

Communication on Progress 2008



## About COWI

COWI is a leading North European consulting group. We provide state-of-the-art services within the fields of engineering, environmental science and economics, with due consideration for the environment and society.

COWI's 3E profile in – Engineering, Environment and Economics – provides a strong platform for developing sustainable services across sectors. We aim to encourage involvement, creativity and innovation of our organisation in co-operation with our clients, the

public sector, academic institutions, business partners and other relevant stakeholders.

Since COWI was founded in 1930, we have been involved in more than 50,000 projects in 175 countries. We have 4,800 employees, including engineers, biologists, geologists, economists, surveyors, anthropologists, sociologists and architects. COWI is a leader within its fields because COWI's 4,800 employees are leaders within theirs.

COWI is leading some of the largest infrastructure projects in the world. We have companies and offices in 35 countries, and project offices in all countries in which we operate.

When we undertake consultancy and planning projects, we do so on the basis of extensive local knowledge, and knowing that we can draw on the international experience of our entire organisation.



## A way of doing business

Sustainability is more than a responsibility – it is a way of doing business. COWI has a major impact on the surrounding society. We build airports in the Middle East, bridges in China, evaluate large scale EU programs and advise companies and governments on how to prepare for global climate changes – just to mention a few areas of engagement.

This impact comes with a responsibility. A responsibility to promote sustainable business practices that create a better world for existing and future generations. That is why sustainability is an integrated part of our values. We act with credibility and integrity in all aspects and respect those we work with, the surrounding society, nature and environment.

The UN Global Compact with its ten principles is a natural framework for our commitment to sustainability and corporate social responsibility (CSR). As

an international corporation we value the global nature of the initiative and support the wide ranging principles focusing on environment, social activities to anti-corruption.

In 2008, climate issues moved to the top of the global community's agenda, leading COWI to launch an ambitious climate strategy. We commit ourselves to integrate climate change issues in our external services and reduce our own emissions in all relevant areas.

In 2008 we hired our first Corporate Social Responsibility Manager to ensure that our commitment to the UN Global Compact principles is integrated into our daily activities.

Best regards

Lars-Peter Sørbye  
President and CEO



Building roads in Africa

## HUMAN RIGHTS

### Principle 1:

#### **Businesses should support and respect the protection of internationally proclaimed human rights**

In COWI, respect for human rights means respect for the people that we have an impact on in our project related services. Respect is an integrated part of COWI's culture and is one of the five guiding values for the COWI Group: "We respect those we work with, nature and society. We respect each other in decision-making and implementation. We respect friendship across the organization, independent of the hierarchy"

In 2008, COWI appointed a Senior Compliance Officer to ensure compliance with legislation, public regulation and internal policies across the COWI Group. This will include compliance with nationally ratified human rights treaties.

In 2008, COWI hired a Corporate Social Responsibility Manager. The position is created to differentiate and position COWI as a responsible consultant that increasingly incorporates CSR and sustainability into its business operations. The CSR manager is responsible for developing a CSR strategy that incorporates the Global Compact principles into COWI's internal systems and procedures.

### Principle 2:

#### **Business should make sure that they are not complicit in human rights abuses**

In COWI's Policy for Sustainable Development, we commit ourselves to take social aspects into consideration in connection with the assignments we perform for our clients. We also direct our employees' attention to and enhance their knowledge about social conditions in order to further the consideration for sustainable development in all our activities. By incorporating these policies into day-to-day management, we aim to avoid complicity in human rights abuses.

At project level, COWI DK has developed a Health Safety, Environmental and Social Screening procedure to ensure that these concerns are incorporated into the daily project management. In 2008, this screening procedure was revised to increase the focus on local communities and social and environmental risks in our supply chain.

#### **Policies relating to Human Rights**

- COWI's value on Respect
- Policy for Sustainable Development
- COWI DK Health, Safety, Environmental & social Screening (HSE&S)
- FIDIC's "Sustainable Development in the Consulting Engineering Industry – a Strategy Paper" (2000) by FIDIC, the International Federation of Consulting Engineers.

# LABOUR

## Principle 3:

### **Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining**

COWI's employees are free to unionise and enter into collective bargaining with management.

## Principle 4:

### **Business should uphold the elimination of all forms of forced and compulsory labour**

All employees have individual contracts made and approved in accordance with international as well as national legal requirements in terms of conditions for work and notices.

At project level, COWI DK screens all relevant projects for risks relating to occupational health and safety.

## Principle 5:

### **Business should uphold the effective abolition of child labour**

COWI does not employ children under age.

## Principle 6:

### **Business should uphold the elimination of discrimination in respect of employment and occupation**

Equal opportunities and anti-discrimination starts with transparent systems in relation to employment and occupation.

To ensure the development of highly qualified staff, COWI invests in the personal development of all employees. As an example, all managers across the COWI Group are responsible for developing Personal Development Plans (PDPs) for their employees. This is a transparent way to ensure equal development and career opportunities for all employees. Investing in equal development opportunities for all employees is one way to avoid discrimination and ensure equal opportunities in occupation.

In the biannual organisational development process, GOLD (Generating Organisational Learning and Development), diversity receives special interest in the evaluation of succession and talent management in the COWI Group. Ensuring equal job opportunities for everyone is an essential driver of the current development of the corporate career path structure which continues into 2009.

In 2008, COWI decided to prioritize equal opportunities for women. To show our commitment we signed the Charter for „More Women in Management“ launched by the Danish Minister for Gender Equality. Since then, COWI has launched several

corporate initiatives to fulfil the intentions of this charter.

To raise awareness of women in management, effective internal communication throughout the organization has been initiated. This includes articles in employee magazines, intranet blogs and workshops on the barriers towards women in management.

Extensive data on the status of diversity and women in management has been compiled through the GOLD process and the strategic focus on women in management has been intensified.

### **Policies relating to labour rights**

- COWI's value on Respect
- Policy for Sustainable Development
- COWI DK Health, Safety, Environmental & social Screening (HSE&S)
- People Strategy
- FIDIC's „Sustainable Development in the Consulting Engineering Industry – a Strategy Paper“ (2000) by FIDIC, the International Federation of Consulting Engineers.

# ENVIRONMENT

## Principle 7:

### **Businesses should support a precautionary approach to environmental challenges**

In 2008, COWI DK launched an ambitious climate strategy, which helps us to actively reduce and document our global climate impact – for our internal as well as external activities. To ensure high-level performance in the area of climate change, COWI is committed to the following strategic goals:

- COWI will actively evaluate potential for and contribute to optimal climate solutions in our projects in partnership with our clients;
- COWI will reduce its in-house climate effects through carbon-conscious policies and potential carbon off-setting in respect of the efficiency needs of our organisation;
- COWI will in partnership with our employees promote voluntary participation in our climate initiative and provide tools for improved individual climate behaviour.

To ensure that COWI DK reduces emissions we calculated our indirect and direct in-house climate impact in 2008. Our green account shows that our emissions from 2007 were 9,150 ton, which is an average of 4.8 ton CO<sub>2</sub> per employee. This is a reduction, since we started measuring our emissions in 2001.

In 2008 COWI mainly focused on activities in Denmark. Throughout 2009 we will focus on implementing the strategy at corporate level.

At project level, COWI DK's Health Safety, Environmental and Social Screening procedure helps COWI to take a precautionary approach to environmental challenges. The screening procedure focus is on landscape, nature, culture and recreational areas, consumption of resources in the project period, and environmental impact and emissions. In 2008, COWI DK expanded the screening to include a focus on climate change.

## Principle 8:

### **Business should undertake initiatives to promote greater environmental responsibility**

In 2008, COWI held an internal competition among employees on good ideas to help COWI reduce CO<sub>2</sub> emissions. Based on a large number of suggestions, the following ideas were chosen:

- 1) Website to coordinate driving between COWI offices;
- 2) Quick fixes, such as turning off office equipment at night;
- 3) More effective car types in COWI's car park;
- 4) Webcams on individual PCs;
- 5) Better access to videoconferences;
- 6) Better access to phone conferences;

- 7) Development of a tool to compare emissions from various types of transport;
- 8) Increased focus on emissions from COWI's offices;
- 9) Default double-sided printing and new paper type
- 10) CO<sub>2</sub> WI fond, which is established based on quota payments from employee travel.

As a result of COWI's overall strategy, COWI won a first prize for the best green IT strategy in the beginning of 2009. The prize was given by the Danish IT industry and the Ministry of Science, Technology and Innovation. They gave the following reason for rewarding COWI: "COWI has an extraordinary holistic plan for how an international engineering company can save energy through an intelligent use of IT".

## Principle 9:

### **Business should encourage the development and diffusion of environmentally friendly technologies**

It is at the core of The COWI Group's business to develop and diffuse environmentally friendly technologies. Numerous examples of new environmentally friendly technologies can be found at our website [www.cowi.com](http://www.cowi.com). A few examples are mentioned below:

COWI is the engineer behind the Green Lighthouse, which is a lighthouse within sustainability.

<sup>1</sup> The calculation is based on emissions from: Heat, electricity, water, paper, waste, travel (COWI owned cars and airways).

The Green lighthouse is a CO<sub>2</sub>-neutral, lowenergy building and a result of close cooperation between architects and engineers



It is a project for the University of Copenhagen to showcase how buildings can be part of the solution to reduce global CO<sub>2</sub> emissions. The Green Lighthouse will only use a minimum amount of energy for heating and ventilation and produces more electricity than required to operate the building. It also produces a significant amount of solar heating and cooling. The Green Lighthouse is expected to be finalized by end of 2009.

Oslo Airport is located in Gardermoen, which also locates one of the largest groundwater reservoirs in Norway. cowi designed the airport's energy system, which uses the groundwater basin for both heating and cooling. cowi also developed a method which utilises the mass and ability of the concrete to adjust the room

temperature by absorbing and releasing heat. The method is based upon pre-fabricated concrete decks with embedded plastic pipes. With these thermo active concrete elements it is possible to reduce the energy consumption for heating by 30 percent and the energy consumption for cooling and mechanical ventilation by up to 85 percent; in total, an energy saving of 30-50 percent.

In Dublin, cowi is developing a combined heat and power plant that transforms combustible municipal waste into heat and power. Approximately 600,000 tonnes of municipal solid waste will be treated annually in the plant, which will be located on the Poolbeg Peninsula in the Dublin Port area. In addition to providing the overall project management, cowi is helping to establish a breakthrough for district heating in Dublin by establishing a

new district heating network at Dublin's Spencer Docs, to be connected to the new power plant.

cowi has also developed an IT CO<sub>2</sub> calculator for municipalities. The calculator allows local governments to compare emissions in areas such as administration, agriculture, private sector, traffic, waste management and forestry. The CO<sub>2</sub> calculator also contains a module to calculate potential GHG reduction from a number of different mitigation including carbon sinks. This technology helps all users to reduce the overall level of CO<sub>2</sub> emission.

As part of cowi's climate change strategy, cowi sponsored the University of Copenhagen's international scientific congress on climate change. The congress was held to give the world's leaders the best possible scientific basis for drawing up a new climate treaty at the COP15 summit later this year. For more information please visit: <http://climatecongress.ku.dk/>

#### **Policies relating to environmental protection**

- cowi's value on Respect
- Policy for Sustainable Development
- cowi DK Health, Safety, Environmental & social Screening (HSE&S)
- FIDIC's „Sustainable Development in the Consulting Engineering Industry – a Strategy Paper“ (2000) by FIDIC, the International Federation of Consulting Engineers.



# ANTI-CORRUPTION

## Principle 10:

**Businesses should work against corruption in all its forms, including extortion and bribery**

Anti-corruption is an integrated part of COWI's quality system. We will not in our services or in any other activity, directly or indirectly, accept bribery, extortion, fraud, collusion or any other undue business activity. It is also an integrated part of COWI's culture and one of the five guiding values for the COWI Group: "We act with credibility and integrity in all aspects".

Anti-corruption training is included in COWI's on-boarding program, which means that all employees will be trained on how to use the internal policies on anti-corruption

COWI also asks sub-contractors to comply with our Policy for Business Integrity and our Code of Conduct focusing on Quality and Anti-corruption.

In 2008, COWI decided to establish an Ethics Hotline through which employees and external stakeholders can inform the Senior Compliance Officer of breaches of the internal policies. This covers anti-corruption as well as COWI's Policy on Sustainable Development. The Hotline will be launched in 2009.

### Policies relating to principle 10

- COWI's value on Integrity
- Business Integrity Policy
- COWI's Code of Conduct

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