

## Global Compact

Global Compact is an initiative of UN Secretary-General Kofi Annan, which was launched in January 1999. Global Compact is a call to business world-wide to help build the social and environmental framework to ensure the open and free markets and to ensure that people everywhere have a chance to share the benefits of the new global economy.

The Global Compact encompasses 10 principles from international declarations on human rights and rights at work and on environment and corruption.

Carl Bro a/s has decided to show our commitment to Global Compact and the 10 principles by participating in the initiative, and as part of this commitment it is our intention to implement the principles as part of the strategy, culture and day-to-day operations. Our progress in this process is reported in the following Communication on Progress 2006:

Principle No.	Global compact Principle	Process of implementation
1	Business should support and respect the protection of internationally proclaimed human rights	<p>In 2006 Carl Bro has developed a business integrity management system (BIMS). The system consists of a business integrity management policy, a code of conduct and a series of operative guidelines.</p> <p>In connection with the development of the business integrity management system in 2006 the Global Compact requirements have been further adopted.</p> <p>In 2006 Carl Bro has certified the company health and safety management system according to the international standard OHSAS 18001.</p> <p>In 2007 Carl Bro plans to implement the above mentioned code of conduct and operative guidelines. An implementation programme has been established. Further, to strengthen the health and safety awareness and management system a number of health and safety key performance indicators will be implemented.</p>

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2	Business should ensure that they are not complicit in human right abuses	Same as above.
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Carl Bro is upholding such a policy for its employees.
4	Business should support the elimination of all forms of forced and compulsory labour	All employees have individual contracts stating terms and conditions of service and stating the notice of leave.
5	Business should support the effective abolition of child labour	We have investigated the relevance of implementing policies and procedures to support the abolition of child labour. It has been decided not to establish additional procedures for the time being as the existing procedures are found adequate in relation to our existing consultancy services.
6	Business should support the discrimination in respect of employment and occupation	Carl Bro has implemented a recruitment policy securing equal employment opportunities based solely upon an assessment of relevant qualifications.
7	Business should support a precautionary approach to environmental challenges	<p>Carl Bro has implemented an environmental management system in accordance with the international standard ISO14001. The system is certified by independent accredited certification body.</p> <p>In 2006 the system has been implemented and certified for our international activities.</p>
8	Business should undertake initiatives to promote greater environmental responsibility.	<p>As part of the environmental management system Carl Bro has established an environmental policy stating that Carl Bro promotes the technical solutions which are the most beneficial and efficient in relation to environment and health and safety.</p> <p>In 2006 we have integrated further procedures for implementation of environmental and health and safety activities in all our consulting services in our building division. In 2007 similar procedures will be implemented in all other divisions.</p>
9	Business should encourage the development and diffusion of environmentally friendly technologies.	Same as above
10	Business should work against corruption in all its forms, including extortion and bribery.	<p>The business integrity management system mentioned under principle number 1 is including a number of policies and operative guidelines related to corruption.</p> <p>In 2007 a whistle blower function will be implemented. This means that all suspicions of violations of the code of conduct will be reported to the Carl Bro Business Integrity Manager who will initiate relevant actions.</p>

