

## Global Compact - Progress Report 2007



**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.

## Global Compact

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

Grontmij | Carl Bro, Denmark 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 2007:

Principle No.	Global compact Principle	Process of implementation
1.	Business should support and respect the protection of internationally proclaimed human rights.	<p>In 2007 Grontmij   Carl Bro implemented a code of conduct and operative guidelines as a part of a Business Integrity Management System. Introduction seminars were held for all employees. In 2008 the system will be revised to reflect the further development of the code of conduct.</p> <p>In 2007 Grontmij   Carl Bro implemented 4 health and safety key performance indicators. In 2008 the key indicators will be evaluated and a health and safety improvement plan will be developed. Further, the scope of the occupational health and safety system will be expanded to also include employees working abroad.</p>
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.	Grontmij   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.	Grontmij   Carl Bro, Denmark 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>Grontmij   Carl Bro has in 2007 decided to strengthen the effort within the areas of climate changes and energy consumption savings. An ambitious strategy plan has been developed.</p> <p>In 2008 detailed action plans will be developed and implemented.</p>

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8.	Business should undertake initiatives to promote greater environmental responsibility.	<p>Grontmij   Carl Bro undertakes a number of initiatives to promote greater environmental responsibility. A couple of examples of the initiatives from 2007 are mentioned below.</p> <p>Danish experts met at the 2007 Water Camp where 12 recommendations and action plans to ensure that everyone in 2030 will have access to clean water were developed. Grontmij   Carl Bro chaired the event.</p> <p>In corporation with a number of other companies and organisations Grontmij   Carl Bro has initiated the "Copenhagen Climate Solutions" initiative. The purpose of the initiative is to prepare the joint effort in connection with the 2009 UN climate summit. The ultimate goal is to demonstrate state of the art climate solutions.</p> <p>In 2008 further initiatives will be launched.</p>
9.	Business should encourage the development and diffusion of environmentally friendly technologies.	<p>Grontmij   Carl Bro undertakes a wide spread effort to encourage the development and diffusion of environmentally friendly technologies. A couple of examples of the initiatives from 2007 are mentioned below.</p> <p>Grontmij   Carl Bro has in connection with a public service obligation project demonstrated that the energy consumption used in connection with pumping of waste water to sewage treatment plants can be reduced with 30% by reducing the water speed.</p> <p>Grontmij   Carl Bro has developed a GIS (Geographic Information System) based IT tool that makes it much easier to optimize public investments in connection with water environment improvement projects. This is done by collecting and displaying a large water environment data volume in one user friendly and easy accessible database. With all relevant data easy accessible it is now possible to optimize the investments in a better water environment.</p> <p>In 2008 further initiatives will be launched.</p>
10.	Business should work against corruption in all its forms, including extortion and bribery.	<p>In 2007 a whistle blower function was implemented. This means that all suspicions of violations of the code of conduct – including efforts against corruption - will be reported to the Grontmij   Carl Bro Business Integrity Manager who will initiate relevant actions.</p>