
**COMMUNICATION ON
PROGRESS 2013**

UNITED NATIONS GLOBAL COMPACT



ABOUT NIRAS

NIRAS is an international, multidisciplinary engineering consultancy company with over 1,400 employees located in offices around Europe, the Middle East, Africa and Asia.

We provide sustainable technical solutions within construction and infrastructure, public utilities, environmental and natural resources, climate change and energy, planning and development consulting. Our special trademark is an interdisciplinary and innovative approach to projects, and we take pride in transforming clients' visions and challenges into sustainable solutions.

NIRAS was founded in Denmark in 1956. Today, NIRAS is one of the leading consultancy companies in Denmark.

We are not affiliated with contractors, manufacturers or suppliers, and we are a member of the Danish Association of Consulting Engineers (FRI) and the International Federation of Consulting Engineers (FIDIC).



COMMITTED TO SUSTAINABLE DEVELOPMENT



Carsten Toft Boesen

Chief Executive Officer



Sustainable development is the backbone of NIRAS' service delivery.

We are committed to excellence in improving social and environmental issues for our clients meanwhile supporting a balanced and developing life for our employees. We are constantly working to improve our external as well as internal conduct in order to live up to our responsibility as a global company and employer. Supporting Global Compact is hence a natural part of doing business.

The issue on Human Rights and the importance of compliance pervades all NIRAS activities, as does compliance with NIRAS' Business Integrity Policy to prevent corruption. Requirements for compliance are emphasised in all contracts with employees, managers, sub-consultants and agents. As our solutions towards clients are provided by our employees we recruit, train and develop our employees to act responsibly.

We continuously improve our responsibility to support the needs of the individual. In 2013, e.g., we intensified focus on work-life balance by establishing an education programme for managers and employees in order to prevent stress.

As a consultant we develop and integrate sustainable and environmentally sound solutions for our clients relating to buildings, infrastructure as well as water, energy, wastewater systems and development projects. In 2013, we carried out Denmark's first Environmental Profit & Loss account in financial terms and were responsible for the largest Danish nature and climate project.

Consequently, in 2014 we will continue to improve and commit ourselves to further sustainable development.

A stylized, handwritten signature in black ink, appearing to read 'CTB'.

Carsten T. Boesen
Chief Executive Officer

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 AND OUTCOME

Full subscription to charters and conventions on Human Rights is reflected both internally in the organisation, i.e. as an integral part of NIRAS' human resources policy, and in the projects and programs that NIRAS implements internationally.

In 2013, NIRAS was present in about 40 countries, carrying out more than 150 development projects outside of Scandinavia. The issue on Human Rights and the importance of compliance, penetrates all NIRAS activities; and where possible NIRAS, through instruction to its employees, seeks to promote and encourage respect for human rights and for fundamental freedoms for all without distinction as to race, sex as well as sexuality, language and religion.

Prior to entering into contracts and agreements, projects are being screened for issues related to human rights.



NIRAS' approach is to become the 'good example' by having full transparency in management and decisions, and by respecting and applying the rights of all human beings assigned by NIRAS or benefitting from the projects that NIRAS is engaged in.

The performance and targets for 2013 have been met at satisfactory levels.

REFERENCE TO POLICIES

NIRAS fully subscribes to all charters and international conventions on Human Rights. This encompasses Rights of the Child, Rights of Indigenous People, gender related issues including Elimination of All Forms of Discrimination of Women as well as the Rights of LGBT.

NIRAS ensures all present and future employees equal opportunities, regardless of gender, age, race, religion, nationality, ethnic and social origin, disability, political or sexual orientation and family status.

NIRAS considers diversity to ensure clients a better quality of service and promotes inspiration in-house. The culture and values in NIRAS are based on respect for the individual and this also implies acceptance and tolerance of diversity among colleagues and clients.

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.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

ACTIONS AND OUTCOME

During 2013, NIRAS continued the implementation of information, guidelines, principles etc. for employees and managers. We continuously improve easy access to relevant information for all employees in NIRAS.

We have intensified our focus on work-life balance by establishing an education programme for managers and employees in order to prevent stress.

In 2013, we extended our internal management training programmes to involve communication and leadership related to team management, project management and sales management.

Besides, we have developed competence profiles related to professional expertise as well as project management in order to improve the dialogue during



Personal Development Meetings between employees and managers.

NIRAS does not employ children who are under age.

The performance and targets for 2013 have been met at satisfactory levels.

REFERENCE TO POLICIES

NIRAS wishes to take a holistic approach, making space for “the whole person”. Our aim is to be reflected in the way in which we relate to and act towards one another.

NIRAS’ employees are free to enter into associations and to enter into collective bargaining with management. All NIRAS employees have individual contracts, and the employment conditions comply with current national legislation and requirements.

NIRAS must be a safe and healthy workplace, where employees have good job satisfaction and good potential for development.

Activities related to NIRAS’ projects and in-house operations must be performed such that the health, safety and welfare of the affected human beings are ensured to the greatest possible degree.

ENVIRONMENT



PRINCIPLES

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 AND OUTCOME

NIRAS develops sustainable and environmentally sound solutions for both our clients and own organisation.

We integrate environmentally friendly technologies into an increasing number of client projects relating to buildings, construction in general and industry as well as water, energy and wastewater systems.

That was e.g. the case when NIRAS in 2013 was responsible for the largest Danish nature and climate project, Sillebro River Valley, combining the need for environmental action due to pollution with nature restoration of the bio system.

At the forefront on environmental accounting, NIRAS has taken part in carrying out Denmark's first Environmental Profit & Loss Account in financial terms. The study was conducted for the pharmaceutical company Novo Nordisk A/S in collaboration with Ministry of the Environment.

Furthermore, in order to save materials and energy, NIRAS is very active in creating industrial symbioses including development of new technologies and business plans.

At our Danish headquarters we have streamlined the disposal of food waste. A grinder in the kitchen transforms waste from production and leftovers into biomass, which is then used to generate heat and power.

The performance and targets for 2013 have been met at satisfactory levels.

REFERENCE TO POLICIES

NIRAS accepts responsibility for society and the environment.

NIRAS maintains an open dialogue with clients and stakeholders and seeks solutions that are compatible with the principles of sustainable development.

NIRAS supports the International Federation of Consulting Engineers' (FIDIC) recommendations on the environment and sustainable development.

ANTI-CORRUPTION



PRINCIPLES

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

ACTIONS AND OUTCOME

Requirements for compliance with NIRAS' Business Integrity Policy are strongly emphasised in all contracts with employees, managers, sub-consultants and agents.

NIRAS' Business Integrity Policies are also emphasised whenever NIRAS expands its business through joint ventures or acquisition of companies and activities anywhere in the world.

NIRAS has further developed its business integrity management system (BIMS) to encompass a very short response and action time in case incidents or suspicions of fraud and corruption are being reported. All employees, joint venture partners and sub-contractors are thoroughly instructed and sign for how to comply with and report on NIRAS' BIMS.

The performance and targets for 2013 have been met at satisfactory levels.



REFERENCE TO POLICIES

NIRAS has a Business Integrity Policy as well as an internal Business Integrity Management System, which is a tool for preventing corrupt behaviour and the promotion of integrity.

NIRAS agrees with and has adopted the Code of Ethics and Code of Conduct as defined by the International Federation of Consulting Engineers (FIDIC).

OUR WORLD



NIRAS A/S

Sortemosevej 19
3450 Allerød, Denmark
T +45 4810 4200
F +45 4810 4300

Bulgaria

www.niras.bg

Denmark

www.niras.dk

Estonia

www.niras.ee

Ethiopia

www.niras.com

Finland

www.niras.fi

Germany

www.niras.de

Greenland

www.niras.gl

Kenya

www.niras.com

Mozambique

www.niras.com

Norway

www.nirasnorge.no

Poland

www.niras.pl

Sweden

www.niras.se

Tanzania

www.niras.com

United Kingdom

www.niras.com/uk

Vietnam

www.rcee.org.vn

Zambia

www.niras.com