

UN Global Compact Communication on Progress (COP) - 2011

GOTTLIEB PALUDAN

1 Gottlieb Paludan - COP 2011

Gottlieb Paludan A/S joined UN Global Compact in February 2009. This Communication on Progress (COP) is the first to be handed in. It covers the period of:

February 2009 to January 2011

During the first five years of participation, each COP must address at least two of the UN Global Compact's four principle issue areas, while all four must be addressed after five years.

2 Statement of continued support

Gottlieb Paludan A/S joined UN Global Compact as a token of our support to the initiative and the ten principles. It is a fundamental goal for the company to conduct our business socially responsibly. As an architectural firm, especially the area of Environment has our continued focus. However, an increase of assignments on the global market makes the areas of Human rights, Labour and Anti-corruption increasingly relevant to address through company policies.

We are pleased to reaffirm Gottlieb Paludan A/S continued support to the Ten Principles of the United Nations Global Compact.

/ Mr. Kristian Hagemann, CEO, Gottlieb Paludan A/S

3 Human Rights

3.1 Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Business should make sure that they are not complicit in human rights abuses.

3.2 Assessment, policy and goals

Gottlieb Paludan A/S conducts its business in accordance with Danish Law, including the "Funktionærloven", that supports the principles regarding both Human rights and Labour.

It our goal for the upcoming year to address the area of Human rights in a written company policy on CSR.

3.3 Implementation

The CSR policy of Gottlieb Paludan A/S will be presented to all

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employees and the board of directors, to enhance awareness and to ensure that the principles are rooted in the company's code of conduct.

3.4 *Measurement of outcomes*

Currently, the performance in the area of Labour is monitored by the employee representative, the "tillidsrepræsentant". However the performance is not systematically evaluated.

4 **Labour**

4.1 *Principles*

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation.

4.2 *Assesment, policy and goals*

Gottlieb Paludan A/S conducts its business in accordance with Danish Law, including the "Funktionærloven", that supports the principles regarding both Human rights and Labour, including the prevention of child labour, forced labor and employment discrimination.

All employees have the freedom of association and collective bargaining. This is stated in all individual contracts with employees.

The employees have selected a representative, a "tillidsrepræsentant", that acts as a spokesperson on behalf of the employees and the union.

It is our goal for the upcoming year to address the area of Labour in a written company policy on CSR.

4.3 *Implementation*

The CSR policy of Gottlieb Paludan Architects will be presented to all employees and the board of directors, to enhance awareness and to ensure that the principles are rooted in the company's code of conduct.

4.4 *Measurement of outcomes*

Currently, the performance in the area of human rights is not monitored or evaluated.

5 **Environment**

5.1 *Principles*

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility, and;

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

5.2 *Assesment, policy and goals*

Gottlieb Paludan's activities in the field of architectural design create environmental impact on two levels, the most significant being the environmental impact of the buildings and structures we design. The less significant impact is the one we make by running our office.

Gottlieb Paludan Architects has initiated an update of efforts to achieve sustainable development of the practice's business areas. Anthropogenic climate changes and their impact on our world require the inclusion of new methods and new ways of thinking in the field of architecture. The initiative is driven by our belief in the sound business sense of increased focus on ethics, sustainability and holistic thinking, hereby achieving even higher quality in our services.

To ensure attention to these matters, Gottlieb Paludan has formulated 5 targets to guide the practice's work. The targets are designed as measurable focal points, to enable evaluation. The objectives are focused on value creation and sustainability in all respects.

5.3 *Implementation*

Gottlieb Paludan aim to:

1. Increase compatibility between ethics, sustainability and architectural quality.

Gottlieb Paludan will increase focus on the interaction between ethical, sustainable and quality architecture through the development of new working methods.

We will endorse the UN Global Compact initiative and will develop our own ethical guidelines for working with energy production.

This objective will be evaluated annually through reporting to the Global Compact, the evaluation of our own ethical guidelines and review of the company's Quality and Environmental Plans.

2. Increase sales in consultancy containing active environmental elements.

All projects must be environmentally assessed, and Gottlieb Paludan will advise all clients on the benefits of building sustainably.

Since February 2009, Gottlieb Paludan has followed work instructions with sustainability and holistic thinking as a guiding design parameters. Furthermore, we are working towards developing a wider range of skills that support a holistic approach to building and architecture.

3. Increase investments in environmentally sustainable development projects.

All development projects should be prepared with a focus on sustainability. Gottlieb Paludan will actively seek out projects with sustainable content with builders and developers. All new development projects undergo Gottlieb Paludan work instructions with sustainability as a guiding design parameter. We seek cooperation with developers of renewable energy technologies and introduce sustainable issues, where it may be missing from competition or construction briefs.

4. Reduce environmental impact of business operations.

Based on assessments of the company's environmental impact, plans will be created to ensure a measurable reduction of environmental impacts at Gottlieb Paludan own business. Experiences from the company's internal reduction of energy consumption should be turned into active use in our client advising.

5. Ensure transparency of results.

Gottlieb Paludan will annually evaluate and publish the results of efforts to achieve the goals of Vision 2012.

As a supplement to the annual reporting, deliverables and other relevant news will be communicated internally and

externally via the company website and intranet.

5.4

Measurement of outcomes

During the last reporting period Gottlieb Paludan has experienced significant progress on the following issues:

Environmental screening of new projects:

The implementation of more environmental-friendly work instructions has resulted in environmental screening of an almost 100 % of the new building projects handled by Gottlieb Paludan.

Investments in environmentally sustainable development projects have increased considerably:

Gottlieb Paludan has produced and developed two significant projects with strong renewable energy profiles:

The Green Power Island project has been carried out in collaboration with Risø DTU, The Danish national laboratory for renewable energy, and has raised awareness on a global scale of the challenges of transforming the energy systems towards a non-carbon model. So far Green Power Island is fully financed by Gottlieb Paludan and Risø. The project is being further developed in association with several international partners.

The Pig City project has focused on future animal and vegetable farming based on closed nutrition loops and synergies of crops, without damaging emissions and has also helped increase focus on the need for environmental friendly solutions for future food production. Pig City is partly financed by Gottlieb Paludan.

Assessment of own environmental impact:

In collaboration with another local architectural office, Gottlieb Paludan has developed an impact assessment tool specifically for the use in architectural offices. This tool, "De Grønne Tegnestuer", enables architectural offices to benchmark energy consumption.

The introduction of the tool has led to the implementation of various actions, like turning the office lunch 99% organic, abolishing bottled water, standardized duplex printing and other local measures. This raises the awareness of environmental issues at the office - and contributes to lower the waste of resources.

Periodic review of results by senior management:

Gottlieb Paludan has developed Environmental Plans for internal and external impacts in order to manage the environmental efforts and secure efficiency. The plans are evaluated once a year by senior management and adjusted if needed.

6 Anti-Corruption

6.1 *Principles*

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

6.2 *Assesment, policy and goals*

Gottlieb Paludan's main activities lie in Denmark which is topping Transparency International's 2010 list of least corrupt countries together with New Zealand and Singapore. Subsequently we never encounter corruption in our daily work and for this reason the office has not found it relevant to focus on anti-corruption at this stage.

However, an increase of assignments on the global market makes the areas of Anti-corruption increasingly relevant to address through company policies.

It is our goal for the upcoming year to address the area of Anti-corruption in a written company policy on CSR.

6.3 *Implementation*

None, at present

6.4 *Measurement of outcomes*

None, at present