
COMMUNICATION
ON PROGRESS 2014

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 impartial consultancy in a variety of fields, such as 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).



Carsten T. Boesen
Chief Executive Officer

STATEMENT OF CONTINUED SUPPORT



At NIRAS, we are aware of our social and environmental responsibility and consider the Global Compact a natural part of doing business. During 2014, we continued our efforts to ensure, that employees, clients and societies are able to rely on our business ethics and concern for the environment and society.

The issue on Human Rights and the importance of compliance pervades all NIRAS' activities, which in 2014 comprised more than 200 development projects in about 60 countries outside of Scandinavia.

NIRAS continuously improves easy access to management support and to information and guidelines for employees. During 2014, NIRAS created a special focus on recruiting and developing young, newly graduated employees, resulting in improvement of innovation and expertise skills.

NIRAS develops sustainable and environmentally sound solutions for our clients and our own organization. E.g. in 2014 NIRAS was involved in many projects, combining reductions of climate change consequences with improvement of living and recreational areas, design of solar heating system connected to a season heat storage and developing a tool for sustainable decommission of offshore wind turbine farms.

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

Consequently, in 2015 we will continue to improve and commit ourselves to further sustainable development.

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 programmes that NIRAS implements internationally.

In 2014, NIRAS was present in about 60 countries, carrying out more than 200 development projects outside of Scandinavia. The issue on Human Rights and the importance of compliance pervades 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 regardless of race, gender, sexual orientation, language and religion.

Prior to entering into contracts and agreements, we screen projects 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 benefiting from the projects in which NIRAS is engaged.

The performance and targets for 2014 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

NIRAS continuously improves easy access to management support and to information and guidelines for employees.

During 2014, NIRAS initiated an internal project, specifically focusing on recruiting and developing young, newly graduated employees, resulting both in improvement of innovation and expertise skills and in the relatively largest expansion of the employment consulting engineers in Denmark.

NIRAS does not employ children who are under age.

The performance and targets for 2014 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 our clients and our own organisation. We integrate environmentally friendly technologies into an increasing number of client projects relating to buildings, industry and construction in general as well as water, energy and wastewater systems.

As example could be mentioned that NIRAS in 2014 initiated “ODIN Wind”, a partnership between Vattenfall, Maersk-Broker, TWI and DTU-Wind, providing a comprehensive and full coverage management tool, supporting sustainable decommission of offshore wind turbine farms.

NIRAS is involved in many projects, combining mitigation and adaptation to climate change with improvement of living and recreational areas, sewer systems etc. As an example could be mentioned the restauration of Karlstrup Marsh, at the same time preventing flooding and creating an attractive nature park for the public. Another example is Dronninglund Sunstore, where NIRAS combines solar heating system with season heat storage, resulting in 50% renewable energy to district heating.

NIRAS prepares a yearly “climate account” for our activities, and we have also been main stakeholder in adapting the Green Building Council certification system to the Danish conditions.

The performance and targets for 2014 have been met at satisfactory levels.

REFERENCE TO POLICIES

NIRAS takes our responsibility towards climate change, environment and society seriously in our approach to our services and operation of business.

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



PRINCIPLE

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 emphasized 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 compliance including reporting on NIRAS' BIMS.

The performance and targets for 2014 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 behavior 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

