GLOBAL

COMMUNICATION ON PROGRESS 2015



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This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

COMMITMENT

ABOUT US

HUMAN RIGHTS

PROJECT / HOSPITAL SIMON BOLIVAR

LABOUR

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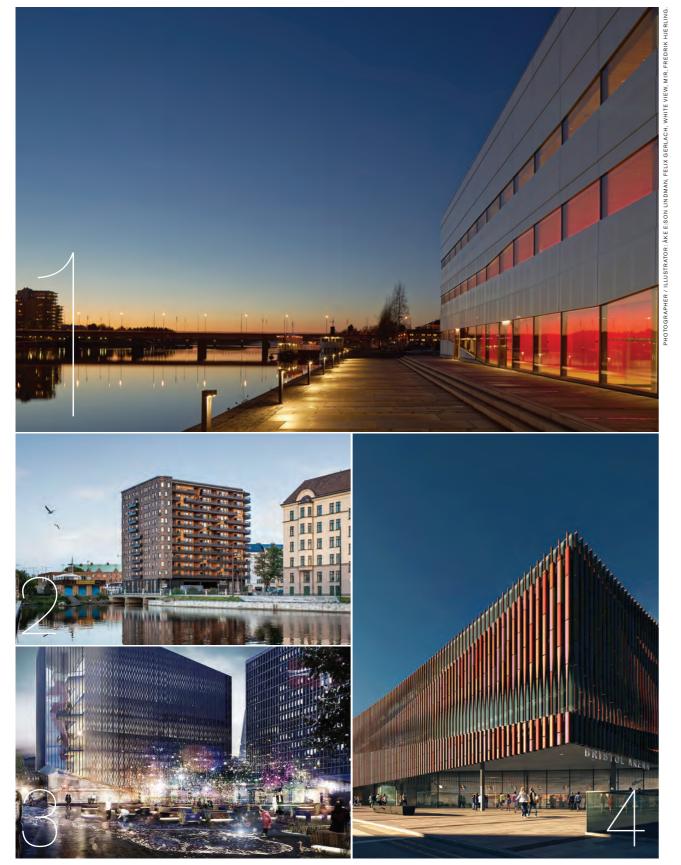
ANTI-CORRUPTION

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1. Väven, White and Snøhetta's Kasper Salin Prize-winning culture house (2014), in Umeå, North Sweden. 2. Slussplan, Awarded Best Urban Development by Malmö City 2014. 3. Regeringskvartalet, Oslo. Prestigious parallel commission for the new governmental quarter. 4. Bristol Arena, UK. Low carbon footprint and creating a social hub for use all day round was the theme for our proposal in this international competition.

COMMITMENT

In July 2014, White arkitekter AB was the first Swedish architecture company to commit to UN Global Compact. In this, our first Communication on Progress, we describe our actions to integrate the principles of Global Compact into our business and daily operations.

White is the largest architectural company in Scandinavia and our goal is to be the leading Scandinavian architecture business in the international market. The company is entirely owned by its employees and a strong social commitment has always been the core of the company's culture. Our responsibility for sustainable development is integrated in our vision, our business plan, our projects and the management of the company.

The assignments we carry out and the way we act as a company demonstrate how we take responsibility for a more sustainable society. We believe our commitment to UN Global Compact is as important as it is natural fitting; a statement which emphasizes our focus on corporate sustainability.

Since we joined Global Compact, we have launched a Code of Conduct which is based on the 10 principles of Global Compact and the guidelines of ISO 26000. As architects, we are convinced that it is through our projects we can make a true difference for a sustainable development. Therefore we have implemented the principles of our Code of Conduct in the procedural methods for our practice at all levels; from the tender and contract to the design phase and delivery of the project.

2014 has been a successful year for White. The Cultural Centre in Umeå was awarded with the Swedish architectural award, the Kasper Salin Award. We have been qualified for prestigious projects such as the Governmental quarter in Oslo and we have drawn attention abroad through projects, seminars and exhibitions. We were represented at the Biennal in Venice and Rotterdam, with projects from Kiruna, Nairobi and New York. Our success is not only valued in money. We are passionate about architecture that can contribute to a better world. I am pleased to confirm that White arkitekter AB will continue to support the 10 principles of the UN Global Compact. We will communicate this report to our stakeholders via our website white.se and

4th of July, 2015

Mmin & Sundensee

Monica von Schmalensee CEO, White arkitekter AB

the UN Global Compact website.

ABOUT US

White arkitekter AB was founded in 1951 in Gothenburg, Sweden, and has today 14 offices in Sweden, Norway, Denmark and UK. We are proud of being an entirely employee owned company, and among our almost 750 employees, about 500 are shareholders.

We work within a wide scope of various fields, ranging from urban planning, landscape design, housing, schools, offices, retail and healthcare to sports and leisure facilities.

OUR VISION

We are convinced that architecture can influence the society and make a better world. As an employee-owned company we are able to dictate our own values; to allow them to permeate our entire organisation and every assignment we pursue. We have three goals: To create emotive architecture, to constantly challenge ourselves to improve the way in which we practice, and to explore the field of architecture with dedicated applied research.

OUR TEAM

We believe in pursuing our work with a collaborative approach, and in order to tackle the challenges of sustainability, our explorative method spans a multitude of various disciplines. In addition to architects

and engineers, we have a wide range of competencies, such as project managers, urban planners, landscape architects, social anthropologists, environmental and energy specialists, light designers and interior designers.

OUR PROCESS

In our Code of Conduct we describe the expectations and demands we have on ourselves and our business partners. White has three fundamental policies: The Employee Policy, Quality Policy and Sustainability Policy. Our business management system, WhiteQ, is certified to ISO 9001 and 14001 and supports our projects as well as our administration. Our dedication to continuously improve upon our practice includes internal and external audits twice a year.

White has a holistic approach on sustainability, taking into consideration eco-



 Umeå School of Architecture, Sweden, is the result of close, unpretentious collaboration between White and Henning Larsen Architects from Denmark. 2. Billing School, Sweden. White won the competition for a new F-6 school in Skövde with the "Oculus" proposal.
New Karolinska Solna University Hospital (White Tengbom Team) is one of Sweden's biggest ever hospital projects and a crucial investment n bringing to fruition the vision of the Stockholm / Mälardal region as the world's foremost region within life sciences.

logical, social and economic variables. We are convinced that to be able to succeed in sustainable development, collaboration is necessary; between different actors in society but also between competences. The White Innovation Process (WIP) is our method and tool for involvement in early stages and identifying various needs.

Sustainability needs to be incorporated from the early inception, throughout the design, and in the delivery of every project. We call it Sustainable Integrated Design.

OUR ENGAGEMENT

As a leading architectural business we believe we have not only the opportunity, but the responsibility to influence the construction sector and society in general; and we want to be at the forefront of sustainable development. White is engaged in several organisations, such as the Green Building Councils in Sweden and Denmark, the Network for Sustainable Business (NMC) and the Swedish Centre for Innovation and Quality in the Built Environment (IQ Samhällsbyggnad). We are committed to the Nordic Built Charter, an initiative from the Nordic Ministers for Trade and Industry to accelerate the development of sustainable building concepts.

White creates engaging architecture that encourages a sustainable life-style, placing the human being at the centre.

HUMAN RIGHTS

PRINCIPLE 1 /

Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2 /

make sure that they are not complicit in human rights abuses.

OUR APPROACH

In our projects respect for human rights implies ensuring that the environments we plan create a foundation for equal conditions, take children's perspectives and needs into account or contribute to safe and welcoming places for everyone.

The end-user is central to White's vision. People are different in many ways and we need to harness this diversity in order to create a sustainable society. We base our design on the varied needs of people. We want to create physical environments that manifest human wellbeing, stimulate social interaction, and can contribute to a sustainable, healthy lifestyle. This also includes healthy indoor and outdoor environments, with low noise levels and fresh air.

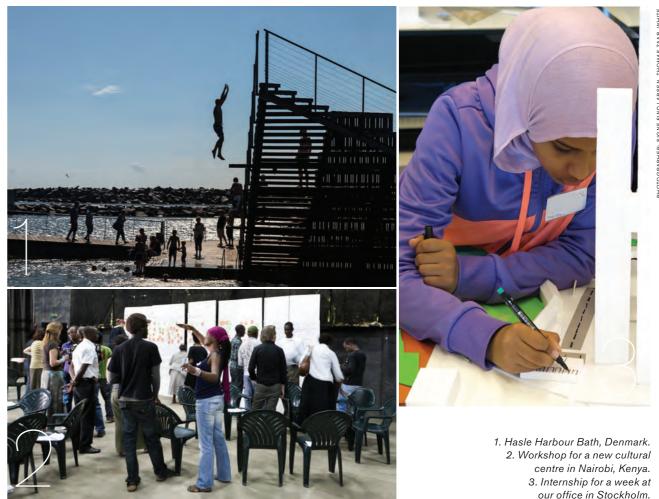
The manufacture of construction materials has significant impact on different players throughout the supply chain. The aim is that the materials we suggest for our buildings are

healthy for the manufacturers as well as the end-users.

IN PRACTICE

Based on Freedom House's analyses of the risk of human rights violations, we perform individual country based risk analyses for all of our assignments outside of Scandinavia. We renounce projects in high risk countries, unless the project itself may contribute to improve the conditions for the inhabitants, like offering healthcare or education. See example Simon Bolivar Hospital in Bogotà.

To be able to tackle social sustainability and the issues of human rights in our projects we have in-house specialists, i.e. a team of social anthropologists. Our approach is explorative, and we strive to involve people in an early stage, especially exposed groups, through e.g. dialogues or involvement of young people. We offer strategic consultation and social consequence analyses in urban planning. Our



expertise in healthy indoor environments covers areas such as healthy materials, natural daylight and good air quality.

EVALUATION

We reflect upon our social engagement in several ways. In 2014, one of our specialists in social sustainability was awarded Sweden Green Building Award for exemplary contribution to sustainable urban development. Via debates and many projects we have discussed the importance of considering social aspects in urban development; it has been highlighted at a national level, e.g. by the Swedish association of architects. See for example our project in Kiruna.

Our collaboration with a school for offering internships for young people in the suburb Biskopsgården in Gothenburg was awarded by the City of Gothenburg for exemplary form of social engagement. White has taken initiative to pursue the issue of social requirements in the supply chain and is now leading the working group for defining social criteria for the industry-wide building material database (Byggvarubedömningen). The criteria will be launched later this year and will be an important step for the construction sector in putting pressure on manufacturers and make it easier

to choose responsibly sourced materials.

our office in Stockholm.

We want to create physical environments that manifest human well-being, stimulate social interaction, and can contribute to a sustainable, healthy lifestyle.



HOSPITAL SIMON BOLIVAR

Bogotá Humana is the recently adopted epithet of Colombia's capital city. Aligning our approach with this sentiment, White was commissioned to develop a feasibility study and to deliver a long-term development plan to modernize and expand the Simón Bolívar Hospital in Colombia.

Simón Bolívar Hospital provides care and services to a wide range of demographics in the surrounding areas, and represents a significant socio-economic value to the community; it maintains a well-respected reputation within the region. Our approach places the patient at the centre; a primary goal has been the integration of this hospital's service provision in the context of Northern Bogotá, contributing to socially sustainable societal functions, education, mobility and entrepreneurship. To fully develop a human centered plan we involved the medical staff, the management of the hospital and local consultants. As a result we were able provide a plan that meaningfully transforms the hospital into what the area was in poignant need of; a communal hub.

The proposed new building of 65,000 square meters more than doubles the capacity of the current healthcare facility.

Between the hospital entrance floor and the main access road we create a plaza, which is a new public space for the neighbourhood.

The overall edifice is designed as a single volume featuring a façade specifically adjusted to the local climate. The hospital's newly refurbished sustainable terraces can become an interactive new landmark for a Northern Bogotá with an enclosed green heart.

This feasibility study was funded by the Swedish Ministry of Foreign Affairs and is administered by the Nordic Investment Bank.

<u>Client:</u> Nordic Investment Bank, Ministry for Foreign Affairs <u>Area / size:</u> 65,000 m² <u>Project start:</u> 2015 <u>Illustrator:</u> White



LAROUR

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; and

PRINCIPLE 6 /

the elimination of discrimination in respect of employment and occupation.

OUR APPROACH

Our employees are the core of the company and their creativity and competence is our most important asset. Our leadership is based on delegating and on challenging ourselves through open, inspirational dialogue. We strive to be an equal workplace, free from any kind of discrimination, where people of different gender, ethnical backgrounds, ages and professions have the same opportunities to develop. Our employees shall perceive their work environment as being positive and safe, and we strive to create a work culture that enables a good balance between work and private life.

Our shared ownership is essential for our culture as every employee, from day one, has the possibility to be a shareholder. This creates a unique engagement for the company and we have the possibility to dictate our own targets and reinvest in the company and its employees.

We have an explorative culture with our own platform for Research and Develop-

ment. Our twelve clusters within, for instance, Housing, Healthcare and Education, enable us to generate and disseminate knowledge internally and to our clients or other stakeholders. Our employees are encouraged to conduct research via our research foundation ARQ or White Research Lab.

IN PRACTICE

We respect and follow the International Labour Organization requirements on working conditions. These requirements are regulated through legislation and collective agreements.

We have several plans and guidelines for ensuring our employees working environment and wellbeing: The Plan for Health and Safety is followed up annually at all offices. Our Equality plan includes goals and an action plan to countering discrimination and is followed up and revised every third year. An employee survey is carried out every second year.

Our employees are the core of the company and their creativity and competence is our most important asset.

This is performed anonymously and concerns management, working conditions, equality, sense of influence and the career environment. These issues are also followed up annually with every employee in individual reviews.

White's Staff Foundation aims to promote employees' well-being and personal development. The foundation contributes to study trips and subsidies for continuous education or sport activities, such as gym passes.

As we believe in a collaborative culture and working together we once a year gather all our employees for the "Whiteday". This very inspiring day present a possibility to get to know each other and share knowledge and new perspectives. Every year we also offer study tours with different themes. These also give a good opportunity to meet people from different offices, be inspired by new environments and share experiences.

We have a well-established program for internship and every year we employ

students for 6-12 months. We are also collaborating with schools for offering 1-2 week internships for younger students. This gives us an opportunity to gain insight in the life of young people in various types of neighbourhoods, but hopefully it might also inspire some of the students to work with architecture in the future.

EVALUATION

In the beginning of 2015 White had

White is an attractive company. A survey among students in 2014 shows that White is the most popular architecture company for architects as well as engineers. 734 employees, of which 61% are architects and 32% engineers. The average age is 41 years and the percentage women is 52% to 48% men. An employee survey was carried out in spring 2015 and our Equality Plan has been evaluated and updated.

In 2014 we offered study tours to New York or Berlin. The theme was



1. "White architectural festival 2015" at our office in Stockholm. An initiativ open for everyone in the city consisting of seminars, exhibitions, discussions and activities for all ages. 2. White-day in Gothenburg 2013; exploring the new development area by bike. 3. White-day in Trollhättan 2014. Workshop about social sustainability.



"Gentrification" and the aim was to study the driving mechanisms and the consequences for a city or neighbourhood when they are gentrified. The "White-day" in spring 2015 was held in Stockholm with the theme "The power of telling a story". Writers were invited and various creative workshops were held.

Our investments in research and development is expanding. In 2014 we established a professor in Digital design at the Royal Institute of Technology in Stockholm, with which we have had a professor in Sustainable architecture for several years. At Chalmers University of Technology in Gothenburg we have two professors and two researchers in Urban Development and at the Centre for Healthcare architecture respectively. We also have expertise in daylight design at the University of Technology in Lund.

The White Research Lab resulted in several interesting studies in various areas. One of them is a concept for a pocket park as a way of integrating ecosystem services in the city (see example). Another one is a concept for the interior design of bathrooms for disabled people. A third is about integrating photovoltaics in the design, like in the award winning housing project Frodeparken in Uppsala, which has the greatest photovoltaic coverage of any residential building in Scandinavia. Read more about our research in our Annual Report 2014.

EMPLOYEE POLICY

Our ambition shall be to attract and develop the best employees in the industry.

Every employee will be provided with career possibilities on the basis of their potential for professional and personal development for the benefit of both the company and the individual.

This requires that:

- Our company culture is characterised by openness and participation.
- A highly competitive base salary is complemented with potential for employees to gain from the company's value growth through ownership shares.
- We shall be a knowledgeable company with qualified leadership.

We shall profitably offer cutting edge personal skill development through, among others, a broad knowledge base and an extensive range of opportunities.







KOGGENS GRÁND

White has taken the initiative of creating one of Sweden's first largescale, owner-occupied apartment buildings. A unique, innovative project in which White is responsible for the entire process – from concept to finished apartments.

As White is acting as both architect and client on the project, we have been able to engage many of our competences. The building has achieved the highest rating, Gold, in the Swedish environmental assessment system Miljöbyggnad. The quarter has been part of the national program for development of sustainable cities and the city of Malmö has had extensive environmental requirements for the development; including energy, indoor climate and urban biological diversity.

The energy demand is low, ensured by good insulation. The energy system consists of district heating, distributed via underfloor heating. Each apartment has mechanical heat recovery from air. Hot water is partly produced by solar panels on the roof. The apartments have individual metering of heat, water and electricity and energy data can easily be read via a display in each apartment. The property is served by green, renewable electricity.

The enhanced biological diversity is manifested by varied vegetation in the courtyard, nests for birds and bees, local storm water management and a pergola with climbing plants. The roof terrace has different kinds of plants, a tree and dead wood for insects.

All materials have been evaluated to ensure sound materials with low environmental impact. A healthy indoor environment has been ensured by performing daylight and climate simulations and evaluations.

All apartments has a grinder for biological waste, which is gathered in the basement and collected for central production of biogas. Sustainable transports are encouraged by biking facilities on site and car share facilities in the area.

The intention for the building is to make a coherent, robust impression, while at the same time being playful and dynamic. The distinct framework of white concrete is defining each individual apartment and internal ceiling heights vary between 2.70m and 4.40m. All openings onto the large balconies are consciously positioned to provide maximum flexibility concerning floorplans; all of the apartments can be unique.

The project was nominated for Swedish Green Building Award 2014.

Client: White Project start/end: 2009 - 2012 Completed: 2012, evaluation 2014/15 Apartments/rooms: 31 apartments; 44-123 m²



FNVIRONMENT

PRINCIPLE 7 /

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8 /

undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9 /

encourage the development and diffusion of environmentally friendly technologies.

OUR APPROACH

We have a holistic perspective on sustainability and integrate environmental variables in all parts of the design process, from concept to in use. We strive to create built environments that reduce impact on the ecosystem, prevent the use of hazardous substances, use resources efficiently, and promote recycling of materials, energy and water. The challenges are global, but we can act locally in our projects every day for promoting more sustainable development.

IN PRACTICE

In our projects, it is our protocol to systematically identify the most important environmental aspects; integrating solutions for reduced impact in our design process. Requirements are integrated in our tools and procedures and we educate our employees in environmental issues.

We have a strong and long engagement in sustainable design and since 1998 we have had environmental specialists in-house. Today we have more than 30 environmental specialists, who have extensive expertise in e.g. energy, eco-

system services, materials, climate change adaptation and indoor climates. We have certified specialists in environmental assessment system for buildings, like the Swedish Miljöbyggnad, BREEAM, LEED and Passive House.

To be able to be at the forefront in sustainable architecture many of our research projects are focused on reducing the environmental impact in the built environment. The knowledge and results are implemented in our projects and spread to our stakeholders, e.g. at seminars.

At our offices we work continuously to reduce our environmental impact. We have targets for reducing energy consumption, the amount of waste we produce, climate impact and we committed ourselves to only using green electricity. We have a policy to prioritize sustainable transports and climate-compensate the impact of all travels. We have environmental requirements for the purchase of goods and services for our offices and for lunches and events we only serve organic, vegetarian food.

We have a holistic perspective on sustainability and integrate environmental variables in all parts of the design process, from concept to in use.



EVALUATION

Many of our projects have been highlighted during the year because of their high environmental focus. The amount of projects being certified according to Miljöbyggnad, BREEAM or LEED have significantly increased, which is an acknowledgement to our competence in sustainable design.

The future promises an increase in the densification of cities worldwide, and therefore an increased focus on ecosystem services is important, not only for increasing the urban ecology but also as a tool for tackling climate changes. White has lead a research project, financed by Vinnova, in defining how ecosystem services can be implemented in the urban planning. This has resulted in a manual which has been extensively spread to communal authorities and other stakeholders.

future climate changes.

We have extended our research and methodology in daylight design and created a research platform for designers, engineers and architects. Wood is a sustainable, low carbon material which can be used much more in different applications and we have established a cluster for exploring the possibilities and benefits of timber construction. We are continuing to develop our research in Digital Design as this gives possibilities to optimize the use of materials, energy, daylights and to create healthy environments adapted to

1. Naturum national park Kosterhavet, Sweden. A visitor centre designed according to Miljöbyggnad Gold. Nominated for WAN award and the Swedish Kasper Salin award. 2. Hotel Gothia Towers. Gothenburg. Hotel and exhibition centre certified Breeam Very Good. 3. Frodeparken, Scandinavia's largest PV-facade at a residential building.



The concept Pocket Park has been temporarily built in full scale at a few places in Stockholm and is shown at the Museum of Architecture and Design (ArkDes) in Stockholm during summer 2015. Related to this concept is the larger research project "Ecosystem services in urban planning" which has turned into a handbook with guidelines for local authorities

ANT -CORRUPTION

PRINCIPLE 10 /

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

OUR APPROACH

We oppose corruption, strive for competition on equal terms, promote social responsibility in the value chain, and respect ownership.

All employees are required to act according to the ethical rules of the Swedish Construction Sector and Swedish Architects. We decline assignments and collaborations that we deem to be undemocratic, corrupt or where human rights are infringed.

IN PRACTICE

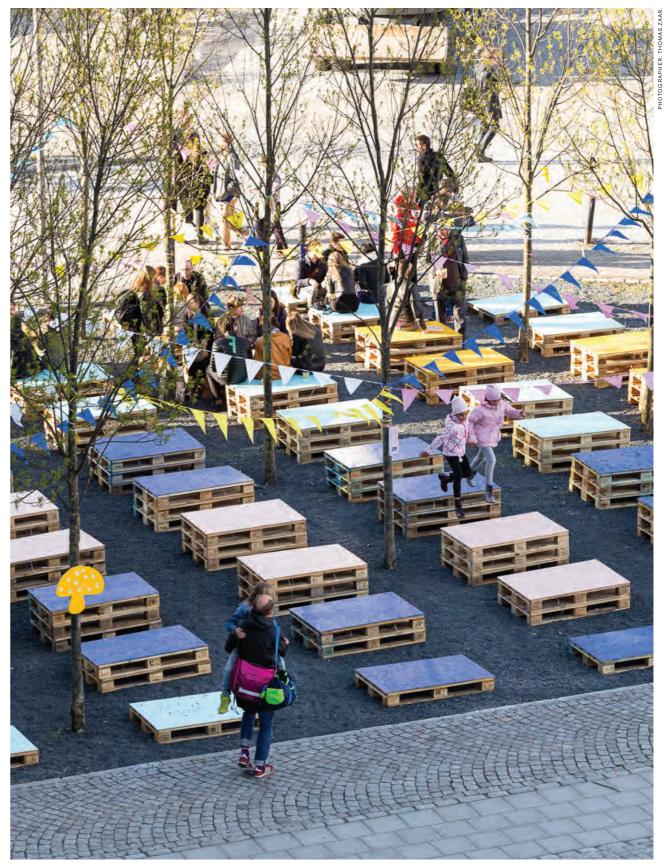
Based on the analyses of Transparency International, we perform country based risk analyses for assignments outside of Scandinavia. We expect our business partners to act either according to the Swedish Ethical rules (above) and/or the Global Compact principle. An evaluation is performed before an agreement is signed.

EVALUATION

We have not been involved in any form of corruption.

ETHICAL RULES OF THE SWEDISH CONSTRUCTION SECTOR*

- 1. Those involved in the Swedish construction sector shall not undertake assignments that conflict with the public perception of justice or that may otherwise be considered publicly unacceptable. Parties shall make efforts to favour healthy competition and to observe good marketing practices.
- 2. Cooperation with other parties within the framework of an assignment shall be characterised by correct business relations, clear agreements and mutual respect.
- 3. Those involved in the Swedish construction sector shall adopt a strict stance with regard to measures undertaken to establish contacts and business relations, such as inappropriate gifts or travel.
- 4. Those involved in the Swedish construction sector may not engage or cooperate with unreliable parties. Illegal labour shall be actively counteracted.
- 5. Those involved in the Swedish construction sector shall perform their assignments professionally and within the bounds of good business practices. All assignments shall be conducted utilizing the requisite expertise and resources necessary for the task.
- 6. Those involved in the Swedish construction sector may not harm the reputations of colleagues or other parties by making gratuitous and unsubstantiated critical statements regarding their situation.
- 7. The Ethical Council for the Swedish Constructions Sector has a specific directive to monitor adherence to these ethical rules.
- * (Samhällsbyggnadssektorns etiska regler)



"White architectural festival 2015" at our office in Stockholm.



MOVING KIRUNA

The city of Kiruna, in the north of Sweden, is about to undergo one of the biggest urban transformations of our time. The mining activity on the western border of the city is causing deformation which will soon reach the city centre. The entire city will be moved approximately 12 miles east. This is a huge challenge, provoking anxiety and anticipation among the citizens of Kiruna.

Unprecedented in its ambition the project raises the question: is it possible to move a city to a new location whilst preserving the unique identity of the city and its residents?

The challenge attracted architects from around the world. A total of 57 teams showed interest, of which 10 were selected to participate in the competition. White's winning proposal titled "Kiruna 4-ever" creates a sustainable vision for the 100year expansion of the city.

The character of the former Kiruna will be retained through the re-use of materials from demolished buildings, and some of the culturally significant built elements, including a historic church, will be relocated unaltered. New housing developments will be built in addition to the 3000 homes that will be relocated. The old Kiruna will be gradually phased out and once the town becomes more vibrant further to the east, the community will relocate.

The relocation presents an unparalleled opportunity for Kiruna to transform itself into a more environmentally, socially and economically sustainable city. Kiruna has a sub-arctic climate. The new development will be designed to a carbon neutral agenda. The new masterplan will utilise resources efficiently, harnessing the enormous amounts of waste heat generated by the mining activity, combined with wind turbines to generate energy and recycling infrastructure to reduce freight and waste. The Kiruna Portal will be an extra -large communal shop and construction recycling depot, where remnants of the old city can be reused, recycled and retrofitted into the new.

Central to White's strategy are the citizens of Kiruna. A continuous dialogue between the Municipality, master planners and residents of Kiruna is vital to the success of the transformation. White's methodology is exploratory, conducted by our social anthropologists, to reach beyond the expected and realise desired out-comes. Engagement with the community has informed the masterplan, and an ongoing dialogue will be implemented in two ways. The Kiruna dialogue; formal and informal discussions and feedback with the community; The Kiruna Biennale to exhibit the vision for the city and host events to share the story.

<u>Client:</u> Kiruna kommun <u>Project start/end:</u> 2012 - 2040 <u>Completed:</u> 2040 <u>Team:</u> In collaboration with Ghilardi+Hellsten arkitekter, Spacescape, Vectura Consulting AB, Evidens BLW AB <u>Illustrator:</u> Tegmark



Väven, White and Snøhetta' Kasper Salin Prize-winning culture house in Umeå, North Sweden, is a new concept in cultura buildings – one that symbolizes the city's ambition to entwine a whole series of disciplines within a cluster of flexible spaces

PHOTOGRAPHY: ÅKE E:SON LINDMAN

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