

UNITED NATIONS Global Compact

Statement of Continued Support

05 February, 2016

To our stakeholders:

I am pleased to confirm that di Domenico + Partners, LLP (dD+P) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

John di Domenico, Principal



Architecture
Landscape Architecture
Planning

A. Human Rights:

John di Domenico, AIA
Andrew Berger, AIA, ASLA

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

Principle 2 – Make sure that they are not complicit in human rights abuses

Paul Alber, AIA, CSI
Ricky Liu, AIA
Kenji Suzuki, AIA

Assessment, policy and goals

Excerpt from dD+P Company Policy Manual:

All studio members are responsible for assuring a workplace free from any and all forms of harassment, whether it is based on race, color, religion, sex, age, ethnic origin, sexual preference, or disability. Any form of verbal, physical, sexual or visual harassment is illegal and will not be tolerated.

Tilman Globig, AIA

Allison Black
Steven Borelli
Ileana LaFontaine
Adam Mercier, AIA
Aileen Munoz
Diana Rodriguez
Russell Rule, AIA
David Tobar

Implementation

Excerpt from dD+P Company Policy Manual:

If you have been subjected to conduct that violates this policy, request that the person stop the behavior.

If the behavior continues or you believe that you have been harassed, you are required to report the incident immediately to the Human Resources Manager. An immediate investigation will be conducted to assess the severity of the situation. If deemed necessary, appropriate and severe action will be taken.

Measurement of outcomes

dD+P Office Policies towards all forms of harassment are reviewed regularly by the Partners and Senior Associates of the firm. There have been no reported or investigated cases of harassment within the firm in the last six years.

B. Labour:

Principle 3 – Businesses should uphold freedom of association & 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 – Eliminate discrimination in respect of employment and occupation

Assessment, policy and goals

Excerpt from dD+P Company Policy Manual:

di Domenico + Partners is an equal opportunity employer that does not discriminate against employees or applicants for employment because of race, color, creed, religion, sex, age, marital status, national origin, sexual orientation, disability, medical condition, pregnancy or veteran's status or any other characteristic protected by applicable federal, state and local laws, provided they are qualified to meet the requirements for the job.

Implementation

dD+P's Partners and Senior Associates involved in all new hiring activities abide by the Office Policy in evaluation of potential new hires. New employees are evaluated based solely on competency to fulfill the professional requirements of the position being filled.

Measurement of outcomes

dD+P monitors hiring practices and reviews its' Office Policies in these matters on a regular basis. There have been no cases of discrimination brought against the firm in the last six years.

C. Environment:

Principle 7 – Businesses should support a precautionary approach to environmental challenges

Principle 8 – Undertake initiatives to promote greater environmental responsibility

Principle 9 – Encourage the development and diffusion of environmentally friendly technologies

Assessment, policy and goals

dD+P is committed to reducing the environmental impacts of the built environment through its everyday practice by implementing construction codes and additional strategies that reduce energy usage, promote improved indoor environmental quality, and reduce the destruction of natural habitats by selecting more rapidly renewable and recycled materials for the buildings that it designs.

Implementation

dD+P pushes for the implementation of the US Green Building Council's LEED program where possible and works with its clients to find solutions to meet their goals and offer solutions that are more sustainable and environmentally friendly.

dD+P formed an internal "Green Team" that meets regularly to discuss issues that affect the design studio and seeks ways to promote more environmentally friendly practices both internally as well as through work it does with clients.



Excerpt from dD+P Company Policy Manual:

The studio encourages all staff to seek LEED Accreditation and to maintain their Continuing Education requirements. The LEED building certification system is the industry standard for sustainable building practices and is required by many city and state agencies. In order to maintain a competitive advantage, the firm supports and encourages staff to educate themselves on sustainable building practices and establish and maintain LEED Accreditation.

Measurement of outcomes

LEED Certification is currently the most reliable form of measurement in the building industry to determine the level of sustainability a building design achieves. LEED Certification is verified by an independent third party, based on metrics that are updated and reviewed by the building industry. dD+P currently has several projects seeking LEED certification.



In some instances, State or Federal Agencies, that dD+P does business with, will provide their own internal, sustainable design guidelines. These independent guidelines will be utilized to measure the building design against industry standards to evaluate performance in those cases.

In 2012, dD+P was commissioned by the Port Authority of New York/ New Jersey to review their internal Building Sustainability Guidelines and provide guidance on updating their guidelines to current standards and benchmarks. Future projects with the Port Authority will be required to meet the goals outlined in these new guidelines.

D. Anti-Corruption:

Principle 10 – Businesses should work against all forms of corruption, including extortion and bribery.

Assessment, policy and goals

dD+P does not tolerate any instances of employees participating in illegal or unethical business practices. Engaging in activities which would normally result in criminal prosecution is grounds for immediate termination.

Implementation

dD+P's Senior Associates and Partners review and implement the Office Policy in terms of illegal business practices. Unethical behavior is not tolerated and regular office-wide announcements are made instructing employees on how to conduct affairs with outside consultants, clients and contractors.

Measurement of outcomes

There have been no instances of criminal investigations or charges brought against an employee of dD+P in the last five years in any manner including illegal business practices.