



United Nations Global Compact

Communication on Progress

October 2017

**Henning
Larsen —**

Declaration of Continued Support

On behalf of Henning Larsen Architects A/S, member of United Nations Global Compact since 2008, we are happy to reaffirm our continued support of the Ten Principles of the United Nations Global Compact within the areas of human rights, labour, environment and anti-corruption.

In this 2017 Communication on Progress, we describe initiatives and actions taken to integrate the principles into our business strategy, management, organizational values and culture, and daily operations. Henning Larsen is committed to uphold the high standards set by Global Compact and to share this commitment across our organization and with external stakeholders.

Since joining United Nations Global Compact, we have placed particular emphasis on promoting sustainable architecture, urban spaces, and interior design. Through a knowledge-based approach to design, sustainability has grown to become an inherent part of our business strategy and an invariable principle of our practice as architects and designers.

Henning Larsen has also initiated an effort to work actively with United Nations' 17 Sustainable Development Goals of the 2030 Agenda for Sustainable Development. These will assist in guiding our efforts within CSR.

While maintaining and constantly strengthening our focus on sustainability, we are also aware of the challenges that present themselves when operating a global organization. We work in more than 20 different countries and encounter many different cultures, traditions and political systems. As architects, we thrive in a variety of contexts, and we continue to work in countries and cultures in which our architecture and design can make a difference and contribute to improving quality of life. As a company, we are committed to reacting if we experience any violation of human rights, labor rights or harmful acts towards our environment.

On behalf of the Partner Group of Henning Larsen Architects A/S,



Mette Kynne Frandsen
CEO, Partner



Louis Becker
Design Principal, Partner

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Henning Larsen

Originating from the Scandinavian architectural tradition, we aim to create vibrant, sustainable buildings that transcend their physical bounds and provide lasting value to the user, culture and society of which they are part.

Henning Larsen is one of the most progressive architectural practices in the world. Born from the Scandinavian architectural tradition of aesthetically, socially and intellectually driven design, we aim to create vibrant, sustainable buildings that transcend their physical bounds and provide lasting value to the user, culture and society of which they are part.

We were founded in 1959 by Danish architect, Henning Larsen, whose name we proudly carry today. We create architecture with curiosity and artistic audacity that rests on a foundation of knowledge and attention to detail. Our projects are generous and give people the opportunity to experience the unexpected. We work together in a non-hierarchical community.

Copenhagen is our base, but our projects are born in harmony with the world around us. With offices in Munich, Hong

Kong, Riyadh, Oslo, New York and the Faroe Islands, we work globally, but always with a local presence.

We challenge, shape and change the physical environment, from architecture to planning and design – creating good social spaces for human connection and activity. Our expertise lies in identity-creating cultural buildings, educational institutions, headquarters and cities. Our approach is scientific and evidence-based. We master all aspects of complex construction processes with resolute professionalism. We take responsibility and never compromise on quality.

The field we work in is defined by people, daylight and space. Our solutions are living architecture, designed for people. We bring daylight into all of our buildings, because daylight gives rise to life and joy. As architects, space is our foundation – and we design it in an ever-evolving process that pushes the boundaries of what is possible.



Harpa Conference Centre and Concert Hall in Reykjavik, Iceland

Status on Support

This report is our seventh Communication on Progress (CoP) in which we address and renew our commitment to United Nations Global Compact's ten principles

Henning Larsen joined the United Nations Global Compact in 2008 to participate in the international partnership between UN and the corporate world with the objective to promote the commitment for companies to operate in ways that meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

This report will be publicly accessible for external partners and collaborators through our website and will be published globally to all employees on our intranet. This way we communicate our ethical standards and values transparently.

As Architects we are able to make the greatest difference in the world and for its inhabitants through the built environment. Our projects reflect this premise as they are based on a holistic approach to sustainability and always strive to add lasting value to users while making important contributions to the surrounding culture and society.

This year, Henning Larsen has committed to work actively with United Nations' 17 Sustainable Development Goals of the 2030 Agenda for Sustainable Development with primary emphasis on, but not limited to, goals no. 4, 11, 12, and 13:

- 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- 11. Make cities and human settlements inclusive, safe, resilient and sustainable.
- 12. Ensure sustainable consumption and production patterns.
- 13. Take urgent action to combat climate change and its impacts.

For the coming year, we aim to draw up policies describing how we will integrate the premises of the goals with our business strategy, operations, stakeholder relations, and not least our projects in which we will employ the Sustainable Development Goals as design drivers in our methodology.



Moesgaard Museum in Aarhus, Denmark

Human Rights

People are at the center of everything we do at Henning Larsen. It is what drives our design process towards solutions that stimulate human interaction and improve quality of life.

Henning Larsen supports and respects the protection of internationally proclaimed human rights and will, to the extent our capacity allows, prevent any violation of human and fundamental constitutional rights. We will not take active part in intentional abuse of human rights.

Henning Larsen complies with the provisions of Danish legislation which is fully aligned with international conventions on human rights. In addition to our commitment to prevent any violation or negative impact on human rights, we actively support and promote the enjoyment of human rights - by the projects we choose to engage in, by our approach to architecture, and by our recruitment process, employment policy and intern program.

Actively seeking opportunities to make a change

An important issue to address when operating an international organization, is the encounters with local legislation and traditions which do not comply sufficiently with international conventions on human rights. At Henning Larsen, we

strive to support local improvement of human rights and we wish to actively engage in current developments towards improving quality of life.

For more than 20 years, Henning Larsen has been working in the Kingdom of Saudi Arabia (KSA) and in 2008, we chose to open a local office in Riyadh, which today employs 10 people. The staff is comprised of different genders, nationalities, cultural backgrounds, and spiritual orientations.

In 2015, Henning Larsen was awarded the prize as Architecture Firm of the year in KSA. In 2017, our local Partner, Aljohara AlSaud, received her architectural business license as one of the first female Architects in the history of KSA. Henning Larsen is proud to participate in and contribute to this development.

We choose to take actively part in societal change by engaging in dialogue and collaboration. Through our design we are able to promote human rights and the concept of free-



Image from the official Danish royal visit in Saudi Arabia by the Crown Prince and Princess of Denmark, 2016.

dom and thus, we believe that it is our obligation as Architects to be involved in regions and projects which strive towards better conditions for our planet and the human race.

We believe that by *not* being involved in activities that aspire towards change and solving societal challenges, we passively choose to accept current situations. Our accomplishments in e.g. KSA proves that we in fact are able to contribute positively by choosing to engage in the right projects and collaborations.

Henning Larsen deliberately declines invitations to engage in projects or collaborations when our assesment of a country, region, or organization proves that our involvement will potentially contribute to supporting violation of internationally proclaimed human rights.

We only engage in projects and collaborations with and for organizations and individuals who support and respect the basic rights and freedoms of human beings. We systemati-

cally screen all incoming projects and will decline any project which purpose will entail a violation of United Nations' universal declaration on human rights. In 2016/17, we have declined to work in Lebanon.

Promoting Gender Equality

With the addition of five new partners in October 2016, two of which are female, the partner group of Henning Larsen consists of 15 individuals - 19 globally including local partners. In total Henning Larsen has seven female partners and 12 male partners.

Henning Larsen is led by a female CEO, and in 2016/17, Henning Larsen expanded the management group with two new female managers: Helle Basse Larsen as Head of Operations and Frida Ferdinand as Head of Business Development and Marketing.

As per June 2017, the Henning Larsen group employs a total of 275 people in 7 different offices. 48% are female and 52%



New partners in Henning Larsen, October 2016. From left: Michael Sørensen, Sarah Müllertz, Nina la Cour Sell, Jakob Strømmand-Andersen og Kasper Kyndesen.

are male. The office in Copenhagen employs the majority of the individuals working at Henning Larsen, totalling 188 people. 54% identify themselves as female and 46% identify themselves as male. Finally, the Board of Directors of Henning Larsen Architects A/S is made up of three females and three males. Our ambition for Henning Larsen globally is to achieve equal gender distribution.

All employees at Henning Larsen are employed because of their talent and skills, not their gender.

Supporting the White Helmets in Syria

In 2016/17, Henning Larsen chose to support the Syrian Civil Defense known as the White Helmets. In a place where

public services no longer function, volunteers risk their lives to help innocent people who suffer the terrors of war. In an effort to help and support the work of the White Helmets, Henning Larsen donated DKK 40,000 to the organization.

Goals for 2017/18

Henning Larsen's goal for the next year is to strengthen our procedures across all offices for screening potential projects, clients and collaborators. We will renew and update practices in order to increasingly act proactively and globally aligned as well as procedures which outline a course of action in the unfortunate case that Henning Larsen should discover that any stakeholder does not respect or work to protect human rights proclaimed by the United Nations.





At Frederiksbjerg Skole in Aarhus, Denmark, the pupils are allowed to run in the hallways.

Labor

Henning Larsen has offices in Copenhagen, Hong Kong, Munich, New York, Oslo, Riyadh and on the Faroe Islands, and in total employs 275 people. These people are our greatest assets.

All employees at Henning Larsen are treated equally and all employment contracts comply with international conventions and local legislation. Through a law-abiding contract with all employees, we ensure and govern employees' health, safety, working conditions and rights. Henning Larsen constantly monitors employees' well-being and works to eliminate all forms of forced and compulsory labor, abolish child labor, and eliminate any kind of discrimination.

Denmark

The Danish labor market, in which Henning Larsen employs 188 people, is largely self-regulated by collective agreements concluded between trade unions and employers' organizations and is to some extent statutorily regulated by the Danish state and EU bodies.

Henning Larsen participates in, respects, and supports this system through our membership in the Danish Association

of Architectural Firms which collaborates with the Danish Union of Salaried Architects and the Danish Architects' Association.

These organizations safeguard and balance individual and commercial interests as regards collective bargaining, legislation concerning salaried employees, labor market, industrial and educational policies etc. Through collaborative efforts, Henning Larsen upholds the freedom of association and effect recognition of the right to collective bargaining.

International

All employees are secured through a contract. All contracts within Henning Larsen comply with national legislation and all employees are provided with a staff handbook. The staff handbook for all offices is accessible through our intranet and describes any individual's rights as an employee at Henning Larsen as well as procedures and policies for good behavior.



Colleagues from Copenhagen and Munich celebrating the opening of Siemens' new headquarter.

The staff handbook guides the employee in regards to e.g. maternity leave, illness, mobility, confidentiality etc.

Each office is associated with a staff handbook that is adjusted to comply with national legislation and respect for the local culture in question.

Creating Job Satisfaction

In 2016/17, Henning Larsen has conducted an annual workplace assesment as prescribed by Danish law. Among other things, the assesment suggests that the physical working environment presents some challenges and is due for improvements in order to enhance employees' ability to work creatively, efficiently and ergonomically.

Supported by the Board of Henning Larsen Architects A/S, the Executive Management has decided to initiate and invest in a refurbishment of the office facilities in Copenhagen.

Ressources have been assigned to the project which will be developed in accordance with our design methodology.

The initial research has led to defining the following goals for the project:

- To improve the indoor climate of our office space;
- To ensure that our workplace accomodates different modes of working;
- To increase visibility of our projects and work.

The staff at our office in Copenhagen has been interviewed and has been invited to take part in a co-creative excerise through which the final solution will be identified. The project is expected to be completed and implemented by the end of 2017/18.



Stress

Stress is something that Henning Larsen takes very seriously, and by monitoring employees' workload, we work proactively to prevent that our employees suffer from the illness.

In the unfortunate case that an employee becomes ill due to stress, we offer support and assist during the process of recovery. Skilled personnel and a written course of action ensures that employees with stress are offered the sufficient help. Henning Larsen defines a personal plan according to individual needs in order to achieve the best recovery.

Further training and learning

At Henning Larsen, education and further training is paramount. As the world changes around us, we must ensure that we as architects, designers, engineers, constructing architects, project managers and leaders also develop and improve our skills and acquire new knowledge.

During 2016/17, more than half of our staff has participated in further training programs or conferences, and more than 10 study trips to various locations have been conducted. Furthermore, Henning Larsen encourages employees to share knowledge internally and across offices. Different forums focussing on a particular field of work, e.g. project management, design leadership and office management, are set up to enable employees to share knowledge and experiences, and to proactively work with challenges and opportunities within our organization.

Finally, Henning Larsen facilitates a series of internal lectures which zoom in on different topics. We call these "Lunch and Learn". All employees are invited to bring lunch and participate during their break.

Embracing Diversity

Globally, Henning Larsen employs people representing 31 nationalities. 47% of the employees are female, 53% are male. The average age is 37, the youngest being 20 and the eldest being 74 years old.

Henning Larsen condemns all kinds of discrimination and actively pursue elimination of all prejudices. An inherent

part of the organizational culture at Henning Larsen has always been to embrace and encourage diversity believing that exposure to various cultures and backgrounds contributes to our development as human beings and enables a greater understanding of the world we build in and the people we build for.

All employees are perceived and treated as equal individuals of equal value regardless of their gender, cultural background, position or seniority. At Henning Larsen, the best idea wins regardless of authorship.

Each year, we employ more than 40 interns on a short-term basis. All interns are paid a fair wage for their contribution and their professional development is closely followed by management. Henning Larsen assists with accommodation, visa processes etc., Furthermore, Henning Larsen has invested in an apartment in close proximity to the office in Copenhagen. The apartment accommodates six interns.

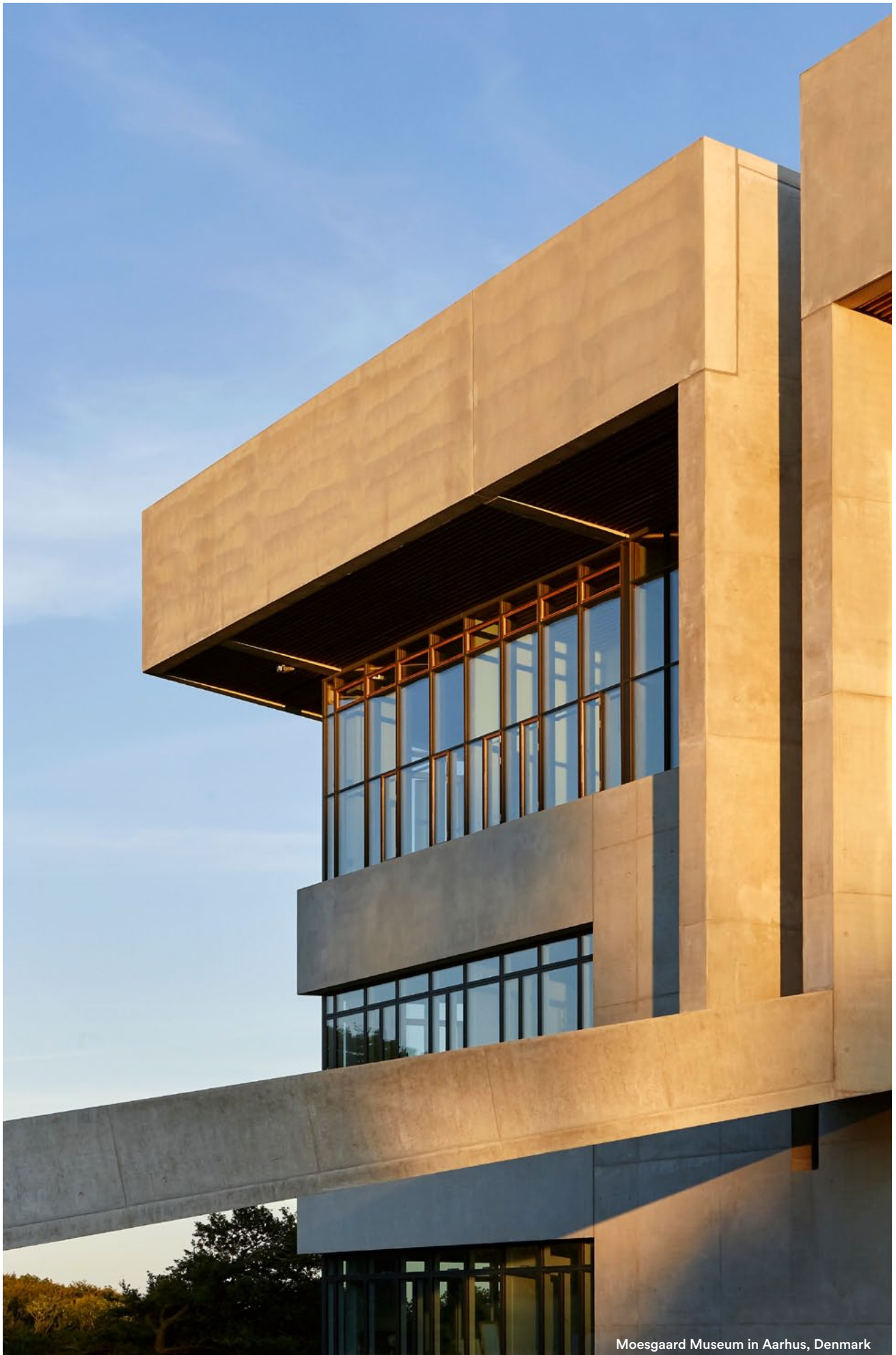
Henning Larsen Culture Club

Culture Club is a staff organization, run by the staff for the staff in Copenhagen, with the purpose of strengthening the social relationships amongst employees. Through events such as Friday bars, excursions, study trips etc. all employees are welcomed and encouraged to participate in social gatherings both inside and outside normal working hours.

Goals for 2017/18

Focus for the next year is to sustain a strong focus on educating our staff. Furthermore, we wish to offer our employees a better working environment. For us, this naturally entails an office space that is based on sustainable and healthy solutions to the extent our current space allows. Henning Larsen will for the coming year invest in a substantial refurbishment of the office space in Copenhagen in order to achieve a healthier work environment for our employees.

Furthermore, we want to increase our focus on diversity. Globally across all offices, we wish to represent an even more diverse group of people than currently - on all levels of the organization.



Moesgaard Museum in Aarhus, Denmark

Environment

At Henning Larsen, research and innovation are a natural part of any design process. We develop the most sustainable solutions through our knowledge-based approach.

Good architecture is sustainable architecture. At Henning Larsen, sustainability is a design approach where all phases and aspects of a project are qualified in terms of sustainability. We are committed to continuously advance the field of architecture through research and innovation, promote environmental behaviour, and encourage development and dissemination of sustainable and environmental technologies and knowledge.

As one of the only architectural practices in the world, Henning Larsen has inhouse resources committed to research. Our team of architects, engineers, landscape architects and inhouse Ph.D.'s conduct research on daylight and artificial lighting, sustainable materials, facade design, acoustics, and sustainable urban development. Our goal is to create solutions that move architecture into a sustainable future.

Database of Sustainable Materials

In the work with sustainable design it has been an inevitable step to focus on the use and reuse of materials and construc-

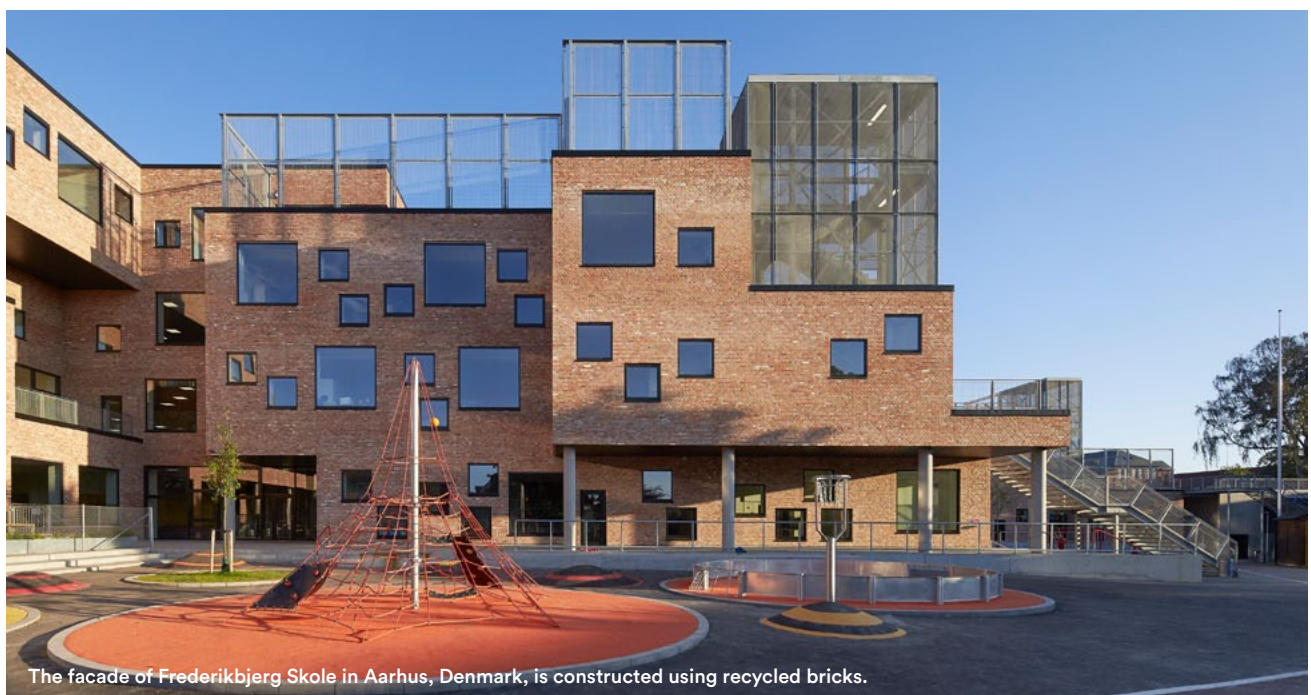
tion components. Information in materials has been collected and organized in an internal database; a powerful tool available to employees to evaluate materials, their qualities, toxicity and ethics, and Life Cycle Assessment (LCA).

LCA evaluates the products from cradle to grave: from extraction of raw materials and natural resources, through production and use of the product. This includes maintenance and repairs, and furthermore considers the final disposal and possible reuse of the discarded product. The less strain on the environment, the longer the lifespan of the product.

Recycled Bricks Reduces CO2 Emissions by 1 Million Kg

By using recycled bricks in six projects, data shows that Henning Larsen has saved 1.15 million kg of CO₂.

In recent years, Henning Larsen has designed five large-scale residential projects and a school, all of which have recycled brick facades. This choice of materials in the six buildings combined represents a total saving of 1.15 million kg of CO₂, compared to when using new bricks. That is equal to the



The facade of Frederiksbjerg Skole in Aarhus, Denmark, is constructed using recycled bricks.

emission of 10,000 one-way flights between Copenhagen and New York City.

The comparison of the new vs. recycled bricks is based solely on activities in the production phases as defined in the EU standard for sustainability of construction works, EN15804. One ton of newly manufactured bricks releases 258 kg of CO₂ emissions, whereas a ton of recycled bricks emits 2,7 kg. It means that new bricks emit 95 times more CO₂ in its production than recycled bricks.

The six buildings are the Frederiksbjerg School in Aarhus, two residential projects at Islands Brygge (Pollux + Castor), the Jacobsen Hus in the Carlsberg City, a residential project at Sandkajen in Nordhavnen, and the Nimbus youth residential project in Frederiksberg, Copenhagen. All projects have been under construction during all of or parts of 2016/17.

The data for our brick comparison derives from an EPD for recycled Danish bricks and is compared with an EPD for newly manufactured Danish bricks. The data in both EPDs

has been verified by a third party, and the documents are available on Technological Institute's website.

At Henning Larsen, we are committed to reducing the environmental impact of our buildings. Using recycled brick, is one way to actively contribute to reducing the environmental impact of our work.

Organizational Changes

To combine our knowledge within microclimate design, botanic engineering and rainwater management with the innovative use of nature and landscape, we have decided to gather all inhouse skills within sustainability, engineering and landscape design in one multidisciplinary research lab. Henning Larsen announced five new partners in 2016/17. One of these is PhD, MSc. Arch. Eng. Jakob Strømmand-Andersen. He will head the development of the new structure. Jakob is the first partner at Henning Larsen who does not have a background in traditional architecture.



New Research Projects

During 2016/17 Henning Larsen has engaged in two new industrial PhD projects.

Under the title "Designing the Common: Tools for Creating Shared Space" PhD. student within ethnology, Drew Thilmany will investigate new behaviors associated with shared spatial environments and explore how these can be addressed through architectural design. The PhD is supported by Innovationsfonden and Realdania and is a collaboration between Henning Larsen and Københavns Universitet. This is our first PhD project within social science.

In 2016/17, we have also invested in a virtual reality (VR) lab located at our office in Copenhagen. With the research conducted by industrial PhD. in acoustics, Finnur Pind, we are able to implement sounds in the mix of data used in our design process. When realistic 3D-sounds are added, it gives an extra dimension and makes the data significantly more applicable in the design of spaces. The PhD by Finnur Pind is supported by Innovationsfonden and Realdania and is a collaboration between Henning Larsen and The Technical University of Denmark.

Certifications

At Henning Larsen, we supervise and conduct documentation within LEED, DGNB and BREEAM. The audits can be reformulated for existing projects, proposed concepts or design strategies.

In 2017, Partner Jakob Strømmand-Andersen became a WELL Accredited Professional (WELL AP), which means we now are able to quantifiably measure a building's effect on the user's well-being. An important step towards healthier, sustainable architecture.

Thought Leadership

We believe that it is our responsibility to share knowledge publicly in order to support and promote a sustainable agenda. Through publications, debates and public involvement, we are able to communicate transparently how architecture impacts our carbon footprint. Our ambition is to inspire fellow colleagues in the construction industry and spark new collaborations across different disciplinary fields.

We encourage employees to participate in e.g. advisory boards, councils, interviews and accept invitations to teach and research. We engage in public debates and share knowledge through our communication channels, social media and publications. Furthermore, we assist our employees in sharing knowledge and material related to activities within Henning Larsen (see examples [here](#) and [here](#)).

Reducing and Reusing

In 2016 Henning Larsen in Copenhagen invested in a new canteen program. The choice of provider was made on a basis on increasing the quality of the food and to obtain a healthier and more sustainable profile of the food we serve our employees in Copenhagen.

Therefore, Henning Larsen has chosen to partner with Cheval Blanc who are able to meet our requirements. Our lunch is now partly produced of organic ingredients, and the staff at Cheval Blanc is trained to minimize food waste and base the meals on a nutritionally correct diet.

In 2016, Henning Larsen donated approximately 30 used computers to Africa. Through an NGO, the old computers were repaired and sent to schools in Sierra Leone and Ghana where teachers and students will benefit from them in their educational programs.

Goals for 2017/18

Our goal for the coming year is to further develop tools for measuring the effects of our building projects and designs and more effectively evaluate and improve our skills and knowledge within the area of sustainability.



Nordea's new headquarter in Ørestad, Copenhagen, is designed with the ambition to obtain the highest rating within the LEED certification system, LEED Platinum. The project was handed over to the owner in May 2017.



The University of Southern Denmark in Kolding is designed to consume 60% less energy than that required by local code requirements of similar buildings.

Anti-corruption

Henning Larsen works against corruption in all its forms, including extortion and bribery.

Henning Larsen has not directly nor indirectly been involved in or supported any kind of corruption during 2016/17.

As a professional, international organization, Henning Larsen supports the United Nations' Convention Against Corruption and fully comply with Danish and international legislation. A respectful and open relationship with our clients, collaborators, organizational affiliations and employees is an essential part of all our projects and operations.

Henning Larsen is committed to fight corruption globally and will only engage in collaborations and relations that share the same mission.

Goals for 2017/18

Our ambition for the next year is to further formalize our procedures which regard prevention of anti-corruption and to develop policies, supplementary to our staff handbooks, that directly address how to prevent and react towards corruption, both internally and within our supply chains.

We wish to further train relevant employees to act responsibly, proactively and to enable them to react in case they experience any violation of good business behaviour.



Umeå School of Architecture in Umeå, Sweden

Charter for Social Responsibility in the Building Sector

The association for Social Responsibility in the Building Sector was founded in November 2014 by 42 Danish companies including Henning Larsen. The initiative aims to develop and strengthen collaboration across the building sector to raise the standards for labor conditions, sustainability and stakeholder dialogue. The association is supported by the Realdania Foundation.

The platform for the association is a charter comprising six principles, which Henning Larsen is committed to uphold.

1. We will systematically assess to what extent the principles of the charter are followed on projects in which we are involved.
2. We will assess our collaborators' and suppliers' work with social responsibility.
3. We will enter into dialogue with collaborators and stakeholders.
4. We aim for sustainable solutions.
5. We have good conditions of employment and work.
6. We demonstrate independent and anti-corrupt practice.



Nordic Built Charter

Henning Larsen supports the Nordic Built Charter. The charter is an initiative aimed at accelerating the development of sustainable building concepts. The program combines key Nordic strengths, provides attractive and effective arenas for collaboration and realizes concrete projects that demonstrate world-class scalable solutions.

The ten principles of the Nordic Built Charter include focus on aesthetically appealing design while maintaining the highest possible standards for sustainability, which is central to all of Henning Larsen's projects and practices.

The ten principles entails that Henning Larsen supports a built environment that:

1. is made for people and promote quality of life;
2. pushes the limits of sustainable performance, as a result of our innovative mind-set and high level of knowledge;
3. merges urban living with the qualities of nature;
4. achieves zero emissions over its lifecycle;
5. is functional, smart and aesthetically appealing, building on the best of the Nordic design tradition;
6. is robust, durable, flexible and timeless - built to last;
7. utilises local resources and is adapted to local conditions;
8. is produced and maintained through partnerships founded on transparent collaboration across borders and disciplines;
9. employs in concepts that are scalable and used globally;
10. profits people, business and the environment;



Frederiksbjerg Skole in Aarhus, Denmark includes a publically assecible playing field on the rooftop of the building.

