



COMMUNICATION ON PROGRESS

2018





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Delft City Archives

The distinctive brickwork of the new domicile for the Delft City Archives takes its motif from a bookshelf, and thus the architectural scheme is clearly manifested in the facade. The archives are placed on the upper floors, where the collection is protected against water damage in the event of a storm surge or torrential rain.

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Front page
Køge Waterworks

Statement of continued support

As architects, we are dedicated to shape our surroundings so they contribute to a better quality of life and more sustainable everyday living. We believe that architecture can make a real difference and contribute to changing the way we live, think and behave.

Good infrastructure is crucial in this equation. Gottlieb Paludan Architects has always been focusing on infrastructure by developing and designing solutions for roads, public transport and public utilities, such as water and sewerage, electricity, gas and telecommunications. This year, we have dedicated ourselves to an additional area: Commercial & Office. With this market, we support the environment to provide better working environments. We believe that well-functioning workplaces and institutions constitute the basic framework for a comfortable life. Our architectural mission is to create beautiful, sustainable and long-term solutions within our three market areas.

We are pleased to confirm our ongoing commitment and support to the ten principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption.

Copenhagen, July 2018

Kristian Hagemann
CEO, Architect MAA
Gottlieb Paludan Architects



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Orientkaj 4

Gottlieb Paludan Architects' Head Office



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Solrødgård Climate and Environmental Park, Hillerød

The overall vision for this unusual park project is to highlight and demonstrate the energy cycles that keep our modern day society running in the context of a wetland, offering a sanctuary for birds and other wildlife. Visitors are invited to explore the park as well as the various utility functions and processes at close range.

Introduction

This year was a landmark for our company: On the 1st of January 2018, the Swedish engineering and design company ÅF acquired ownership of Gottlieb Paludan Architects. ÅF has a declared strategy to strengthen its business significantly within the areas of architecture and design, and the Swedish company saw Gottlieb Paludan Architects as an ideal partner in this endeavor. Both companies have long Nordic traditions, focusing on development of projects within infrastructure, mobility, energy and industry. With 10,000 employees and offices in more than 30 countries, ÅF is an international engineering and design company whose networks and competencies will support our strategy to continue developing and expanding our core business.

Sustainability is part of ÅF's business strategy and a prerequisite for ÅF's business as a whole. ÅF works proactively to promote initiatives towards a more sustainable society in order to achieve long-term profitability. ÅF is an attractive workplace, wanting to focus on choosing responsible assignments and providing sustainable solutions.

As a part of the ÅF family, Gottlieb Paludan Architects endorses their business strategy and supports their sustainability goals.

In 2017, Gottlieb Paludan Architects completed a number of significant infrastructure projects, dealing with mainly green energy, water treatment solutions and public transport. Furthermore, we worked on projects focusing on adaptation to climate change, such as projects supporting biodiversity and coast protection. The issue of sustainability is the thread that runs through our strategy and informs our choice of projects. In our day-to-day work, we tap into a number of the UN's Sustainable Development Goals. For example;

- **Goal #3** Ensure healthy lives and promote well-being for all at all ages
- **Goal #7** Create solutions that support affordable and clean energy
- **Goal #9** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- **Goal #11** Make cities and communities inclusive, safe, resilient and sustainable
- **Goal #13** Take urgent action to combat climate change and its impacts.

In this report, we will describe how our initiatives inspire our ambitions to become a more sustainable company and contribute to the goals and principles behind the UN Global Compact. We will describe how we advance sustainability through our professional and organizational development, and will report on the outcomes of our efforts.

How we advance sustainability

Central to our strategy is understanding how we can contribute to the advancement of sustainability in our own projects, in collaborations and in our daily, professional lives at the office. We contribute to all three aspects of sustainability (social, environmental and economic), but our activities affect more directly the social and environmental aspects of sustainability. In the following, we will describe how we believe that we contribute to advancing sustainability through our work with urban planning and architecture:

ENVIRONMENTAL SUSTAINABILITY

- We contribute to promoting and strengthening public transport, cycling solutions and bicycle culture, thereby reducing transport-related CO₂ emissions.
- We contribute to lowering the environmental impact of construction work by proposing building materials that require fewer resources in production, recycling and disposal, and which last longer. In this way, every individual construction leaves a smaller carbon footprint throughout its service life.
- The least harmful construction is often the recycled construction, and we specialize in renovation, transformation and refurbishment. With a combination of architectural design, understanding of materials and respect for the construction and its history, we raise renovation and adaptive reuse to a level where it can easily compete with new construction. The focus is not only on improving energy performance but also on rethinking the purpose of the construction to suit current and future use.
- We integrate climate adaptation measures and rainwater management in all relevant projects.

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Hamburg Grüne Lanterne

A new resource and energy centre is to contribute to a greener Hamburg.

The plant is set to become the city's new green energy landmark, symbolizing the shift from traditional waste incineration to more integrated utilization of the energy resources found in waste.





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Bicycle parking below Lyngby Station

Gottlieb Paludan Architects has re-designed the basement below the station in order for it to work as a bicycle parking facility. The project involved demolishing the heavy concrete structures to the platforms and main entrance, renovating all surfaces, optimizing wayfinding and preparing the connection to the coming light rail. Users' sense of safety was a priority, thus the underground facility has been equipped with CCTV, custom-made light fixtures with strong light and loud classical music.

SOCIAL SUSTAINABILITY

- We contribute to enhancing the public transport travel experience through improving traffic hub design with regard to accessibility, intermodality and integration with the urban realm.
- We contribute to increasing liveability through the improvement of connectivity and public spaces in towns and cities.
- We contribute to improving living conditions in peripheral regions through the development of provincial towns.
- We contribute to creating social cohesion through infrastructure projects which link city and countryside, suburb and town centre, giving more people the opportunity to be employed, get an education and participate in society.
- We focus on creating safe environments – urban areas with good lighting and infrastructure that appeal to vulnerable road users.
- We support public transport and public utilities. This has an impact on all three aspects of sustainability.

ECONOMIC SUSTAINABILITY

- Gottlieb Paludan Architects prioritizes projects that have socio-economic impact. This may mean designing urban spaces that encourage physical activity and exercise, developing public transport which decreases the use of private cars, in turn decreasing carbon emissions, or making it easier to commute by bicycle. The outcome of these solutions is a healthier population and lower healthcare costs as well as lower CO₂ emissions.
- We focus on the overall financial viability of constructions as we pay special attention to their entire life cycle and the use and reuse of materials.
- We focus on designing with high quality materials and assembly details resulting in low maintenance requirements.



The essence of sustainability

Christina Tolstrup is Head of Sustainability Design at Gottlieb Paludan Architects. She was instrumental in developing a number of high-profile projects focusing on sustainability, such as Køge Waterworks and the Climate and Environmental Centre in Hillerød. In this interview, Christina Tolstrup elaborates on how we contribute to the advancement of sustainability in our own projects and in collaborations with our developers, contractors and other stakeholders.

How do we include sustainability in our design process? We have a clear procedure for screening every project for its sustainability potential. This may include SUDS solutions, reduction of the power consumption and green roofs. In other words, it is crucial to include sustainability assessments in the preliminary phases to establish a project's potential. We describe these sustainability features to the client and explain the design and the financial implications, if the client decides to have the project certified. Our screening method was devised with inspiration from the DGNB certification system, because this is the system that is generally used in Denmark and because the DGNB system is also comparable to other European standards. For our projects, we use a simple screening list, as we decided that it would be an advantage to produce a list that could be used by everybody – irrespective of knowledge, training and experience – in order to ensure that all projects are screened.



interview with
Christina Tolstrup

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Värtaverket Power Plant, Stockholm

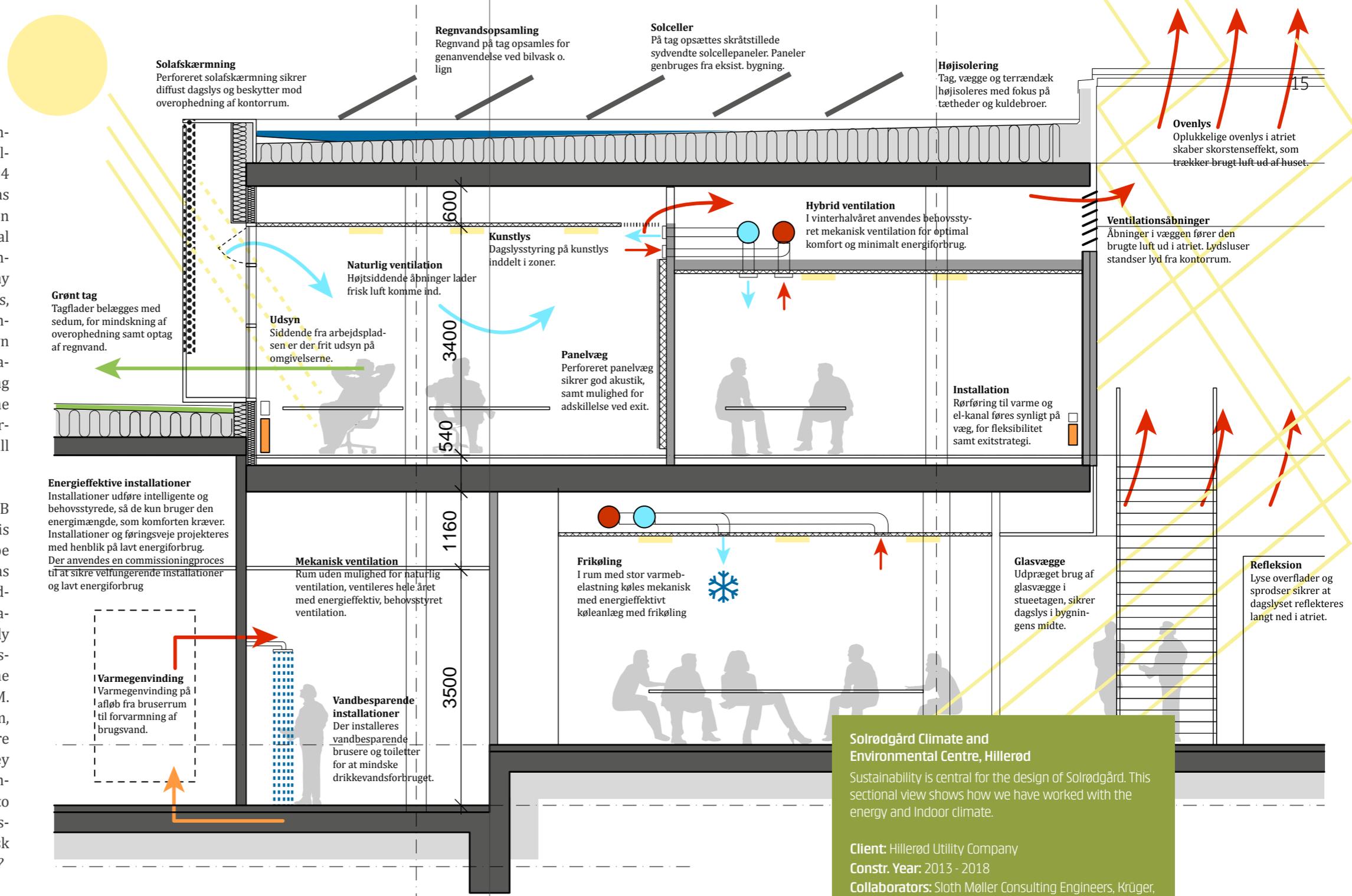
A case in point is, for example, the Climate and Environmental Centre in the North Zealand town of Hillerød: it is a project that was screened for its sustainability potential and it lives up to a large number of the environmental requirements that are included in the large DGNB list. For this project, we operated with 'ten commandments' by which we mean ten basic principles that originate from the large list. They were all principles which, based on our professional knowledge and experience, would be possible to implement, taking into account the budget of the project and the client's ambition. The features included optimizing daylight, combining natural and mechanical ventilation, fitting solar panels on the top roof to produce power, creating green roofs on the roofs that are visible from inside the building and SUDS solutions. All these features were implemented in the final project together with an exit strategy which meant that the building was constructed in such a way that it may be disassembled in recyclable sections at the end of the building's service life, which was why we prioritized 'raw' materials and minimized the use of surface treatments, pointing, etc. In addition, a number of social sustainability initiatives were implemented; for example, the integration between functions, different groups of professionals and internal/external users was given priority when deciding the layout of the building. The master plan for the area also addresses social and environmental sustainability. The project illustrates beautifully how many of society's basic functions may be highlighted, without negatively impacting the landscape or the environment.

Our CHP plants and other technical installations do not have longer service lives than the equipment they house. This means that it makes perfect sense to use the 'design to disassembly' method. For the Swedish CHP plant Värtaverket, for instance, we designed solutions which ensure that individual parts may be replaced, for example by using screws instead of nails. Such initiatives extend the permanence of the buildings, as they may be adapted to the processing plant as and when required.

How do you use the 'ten commandments' and what are the benefits compared to the large DGNB list? The 'ten commandments' is a good method, because we can highlight some important points for the client and make it more manageable to implement sustainable parameters. It is a way in which we can ensure implementation of all four DGNB parameters: economic, environmental, social and technical qualities in our projects. By devising the 'ten commandments', we are also able to ensure that it is the parameters that make sense in connection with the individual project that are included. The large DGNB list can appear somewhat rigid and 'overholistic', as it may not necessarily make sense to include social sustainability in connection with a large technical plant. There are also projects where the environment is of the very highest priority, and we do everything we can to source the best sustainable materials. A case in point in this respect is BIO4, a huge woodchip-fired CHP unit at Amagerværket in Copenhagen. The CHP unit will be enclosed by a deep façade made up by

suspended tree trunks which may be burnt inside the incineration plant, if one day the installation is to be demolished or refashioned. BIO4 will become not only a striking tale of wood as fuel but also a symbol of Copenhagen's ambition to become the world's first CO₂-neutral capital by 2025. Such a project incorporates various environmental sustainable initiatives, and it may easily be argued that it also has social qualities, as the building itself explains what goes on inside, both because the tree trunks tell their own story and because a long staircase along the facade enables visitors to get close to the building and see the technical installations through the windows. On the other hand, BIO4 is not particularly financially sustainable, as it is after all not necessary in order for the plant to operate.

With the 'ten commandments', we use the DGNB system to pick the points that make sense. This means, of course, that the projects cannot be DGNB-certified, but we do ensure that the areas that make most sense are reviewed and included. In addition, there are after all other certification schemes than DGNB, and we are currently working on a number of projects with industrial buildings that are certified according to the US and British standards, LEED and BREEAM. These projects have foreign clients and for them, it may be of more value that their projects are certified according to standards with which they are familiar. For us, the certification is not important in itself; the most important thing is to find measurable solutions that optimize the sustainability of the projects and to constantly ask ourselves the question: *Can this be done better?*



Solrødgård Climate and Environmental Centre, Hillerød
Sustainability is central for the design of Solrødgård. This sectional view shows how we have worked with the energy and Indoor climate.

Client: Hillerød Utility Company
Constr. Year: 2013 - 2018
Collaborators: Sloth Møller Consulting Engineers, Krüger, Orbicon
Services: Full-service consultancy, landscape design, Construction management (sub-project), Project follow-up, site supervision



Old buildings inspire to solid and sustainable solutions

We are not interested in merely preserving old buildings; we are interested in bringing them up-to-date, in a good way. In addition, we always strive to produce beautiful and durable solutions, not least when we are working with station buildings and technical installations. This is how architect Thomas Brogren describes Gottlieb Paludan Architects' work with the existing building stock.

Thomas is a specialist in listed and preservation-worthy buildings and has devoted a great deal of his time on the functionality of old Danish stations, particularly to meet user needs and expectations and to comply with current legislative requirements. In this interview, he explains how old buildings teach us new things, the benefits of preserving existing building stock and how we deal with the challenges of undertaking renovations.

What are the architect's main challenges when renovating a station? We do what is needed to ensure that the buildings become relevant and usable for people today. Copenhagen Central Station, for example, was originally built for

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Hillerød Station

around 14,000 daily users, and now when the Metro opens, it may have to deal with as many as 140,000 daily users. This is the kind of challenge that we are called upon to solve. We are required to ensure that it will be able to accommodate such a huge increase in daily users while at the same time preserving the special character, spirit and history of this iconic building. Such a project calls for customized, site-specific solutions; we use the existing architectural and constructional qualities as our starting point and develop solutions that are compatible with living in the twenty-first century. Very often, we need to improve accessibility and make the changes required to live up to certain specified standards.

Would it not be easier and less expensive to demolish the building and start again? Specifically, in the case of stations, it would be a mistake to assume that a new build would necessarily make financial sense. It is extraordinarily expensive to move or stop train services which would be necessary for a new build. In addition, many Danish stations have historical value and are very well built from excellent materials, and the most sustainable solution would therefore be to energy-renovate the existing buildings. A case in point is Hillerød Station; many surfaces of the station have been energy-renovated. Most engineers would argue that it is most efficient to insulate externally, but it would be criminal to ruin the old beautiful masonry of Hillerød Station, so you would choose to optimize other parts of the building. Therefore, the windows have been renovated; the old frames have been preserved, but

the glass has been replaced with energy glass. Moreover, all the lighting is LED. Consequently, building preservation is environmentally, financially and in fact also socially sustainable, because it is a way of protecting our cultural heritage and providing the very best user experience.

How do we choose materials that will work with old buildings? Stations are the kind of buildings that are generally expected to withstand the ravages of not only time but also rough use. They are open 24/7 and the average user is far from gentle. Stations must be able to accommodate it all. Loads of bicycles, hordes of people and not least lots of intoxicated people at the weekends. A station is an incredibly congested space. At the same time, we are required to keep an eye on the operating costs which is a definite challenge. At Gottlieb Paludan Architects, we often work for the actual owners of the properties and durability is therefore generally an important parameter. This gives us the opportunity to design and implement solid and sustainable solutions. For example, at a large number of S-train stations, we found natural stone floors three layers below other types of floors. By digging out such a floor and cleaning it, we are able to provide a floor that is actually much better and more durable than adding new flooring on top which would look terribly worn after three to four years. As many station buildings are built from excellent materials and exemplify good architecture, it makes better financial sense overall to go with the original materials than to design newer and easier solutions. We can learn a lot from these old buildings: they often unveil solutions that



inspire modern architects. It may be stone reinforcements at the corners, or particularly strong stone cladding, or steel which has been rounded or painted in a way that makes it clear that it is very durable. We can revisit these age-old solutions and strengthen them or let them inspire us to develop other solutions. It is an excellent way of entering into a dialogue with our construction heritage.

Can we provide solutions that benefit society at large? Yes, I believe we can! For example, we incorporate more bicycle parking at the stations we renovate and ensure that there are more opportunities for organizing car shares; at Lyngby Station, we have just re-designed the basement below the station in order for it to work as a bicycle parking facility, and as the users' sense of safety was a specified priority, the underground facility has been equipped with CCTV, custom-made light fixtures with strong light and loud classical music. The point is that the bicycle parking solutions must be beautifully positioned and integrated with the station building, but they also need to be accessible, well-lit and promoting a sense of safety. Designing for stations, we always include an important social focus about promoting a sense of safety within the space. It is crucial to make it possible and attractive to travel by train. Part of that is to make it easy for people to car-share, provide inviting bicycle parking and ensure that the station's accessibility and users' sense of safety are optimized. If we succeed, we encourage more people to use public transport and that is most certainly beneficial to society at large.



Copenhagen Central Station

Gottlieb Paludan Architects provided architectural expertise during the transformation and upgrade of Copenhagen Central Station. The transformation of Copenhagen Central Station fell into a number of sub-projects, including: renovation of the station's large roof constructions and of the concrete structures underneath the departure hall and railway cutting; platform extensions; and upgrades of the forecourts.

Client: DSB

Constr. Year: 2008

Collaborators: SWECO, BARTENBACH, Gunver Hansen, Anita Jørgensen

Services: Architectural consultancy, architectural design - all design phases, site supervision



The key is in the interplay between landscape and building

Emma Hessner is a landscape architect and DGNB consultant in urban areas. At Gottlieb Paludan Architects, she devotes most of her time on recreational landscapes, peri-urban landscapes and urban planning. In this interview, Emma explains how she combines landscape and construction in the projects that she is working on and how environmental certification schemes add value to projects.

What is the impact of landscape adaptation on a construction project? Urban spaces and landscapes have great potential in relation to sustainable architecture, not least because you are working with such basic elements in the earth's cycle: soil, water and plants. When we connect these basic elements with man-made constructions, we work with the entire life cycle. I believe that you only work with half the cycle, if you focus on the buildings only. A good example is the landscape plan for some industrial build-

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Køge Waterworks

ings which we are currently building in Jutland. For this project, we have been working with, for instance, the cut/fill balance; we avoid wasting resources by depositing on site the surplus soil which comes about when we dig the foundations of a building. This is the part of the process where it is very helpful to involve a landscape architect. One of our important jobs is to assess and communicate how best to utilize the surplus soil actively. Naturally, it is a sustainable initiative to utilize the soil within the same site, but it is also a financial benefit to the client, because the alternative is to take it to a landfill site and that is expensive.

The landscape plan also includes initiatives regarding water drainage, and we have developed an actual water handling strategy together with a plan for nature conservation, biodiversity and landscape maintenance. On the face of it, you may expect it to become expensive with all these initiatives, but it will ultimately reduce costs. So the client gets a financially viable project and a green image. The landscape plan ensures a robust and accessible landscape which is an integrated part of the landscape of the entire region. It becomes a landscape that can manage on its own and will develop.

Many of the climate change challenges which we are currently dealing with and many of those which we will experience in the future are likely to be solved in no small way by landscape architects. The fact is that we can do a great deal with landscape adaptation. Solrødgård – Climate and Environmental Park, which is situated in

Hillerød north of Copenhagen, is an interesting project where we adapted the landscape to be able to deal with the large quantities of water in connection with, for example, cloud bursts. We made full use of the area's landscape characteristics and the topography of the plot and created a new landscape with streams and wet meadows. The new wetland was established around the watercourses Slåenbækken and Havelse Å, which merge into a temporary lake during periods of heavy rain. The lake receives rainwater from the Climate and Environmental Park, but it also accommodates surface water from the surrounding areas in the event of torrential rain. A project such as this came about as a consequence of the construction project, but the adaptation of the landscape is equally important to the surrounding area; together the building and the landscape re-create the full life cycle which locally solves a general climate change challenge.

How does DGNB certification affect the overall effect of an urban space and its architecture? When you are working with landscapes – and I include green urban spaces in this category – you have to think about both the process and the maintenance. At Gottlieb Paludan Architects, we believe that it is important to be able to see and understand the whole entity. Landscapes are organic and have life cycles that are slower than the life cycles of buildings, but it is only in the interplay between landscape and building that you can talk about the full DGNB life cycle. In a DGNB certification, we divide the project into various criteria in order to give definite form to the various aspects and measure these, but it is



the synergy effect that makes things interesting. It is nothing like as interesting to focus on a particular aspect and make some changes there unless you are aware that what you are doing has particular financial, social and environmental effects.

How can landscape solutions contribute positively to climate change? When you are working on landscape solutions, there is often an issue, such as handling surplus soil or rainwater for that matter, which needs to be turned into something positive. A case in point is the rainwater project at the creek Kagså in Copenhagen. The background to the project is that Kagså is currently heavily impacted by wastewater, and the neighbouring areas are contaminated by flooding from the creek during periods of torrential rain. Therefore, we created space and volume on terrain for the rainwater by designing appropriate landscape adaptations. We did that by digging out and making space for the water, but we made sure to do it in such a way that the area would retain its function as a recreational park, regional path network and area of natural beauty.

It is the area's urban and landscape potentials which form the basis for the solutions and create synergy between the technical requirements and the natural amenity value. In this case, the experience of water is turned into a quality and the 'downsides' are turned into an exciting and attractive urban space with activities and recreational potential. Basically, nowadays, landscape architecture is about climate change and taking care of our environment.



Kagså

Gottlieb Paludan Architects is responsible for adapting the landscape around Kagsåen to climate change. Kagsåen Stream is a multi-municipal water course on the border between Herlev and Gladsaxe municipalities.

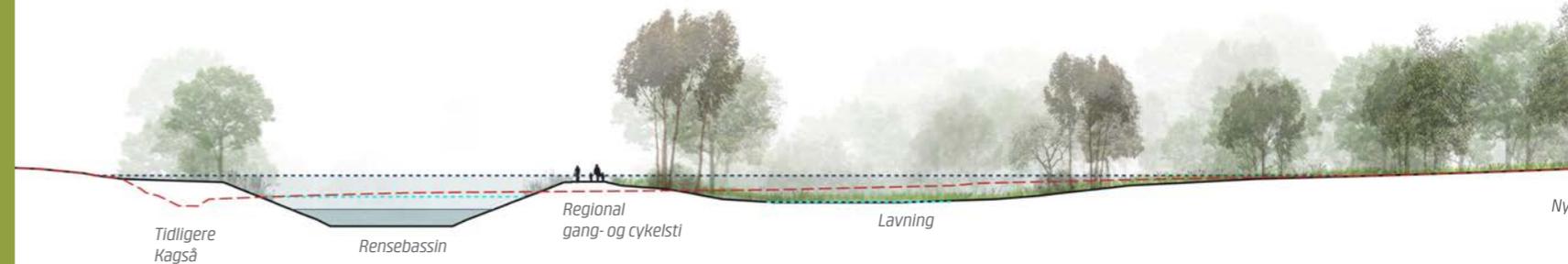
The project is intended to make it easier to hold back the water, thus safeguarding residents and the business community against flooding which can harm production and operations as well as residents' personal finances.

Client: Municipality of Gladsaxe and Herlev, Nordvand, Hofo.

Status: 2015-2017

Collaborators: Rambøll

Services: Technical supervision of the architectural landscape consultancy



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Coast protection, Denmark

Gottlieb Paludan Architects are advising three local authorities on the tender management process for a coastal protection project in the north of Sealand, Denmark.

Professional and organizational development

In line with Gottlieb Paludan Architects' business strategy, we are constantly improving our professional capabilities in order to strengthen the ability to solve the increasingly complex challenges that face our societies. Our employees are offered further training in relevant disciplines, for example DGNB certification, the Green Building Council's LCA tool for life cycle analysis, project management and process management courses and seminars.

Gottlieb Paludan Architects is organized into six teams: three teams focusing on energy and utilities and three teams focusing on mobility and transport. Each team is headed by a team leader. The team leaders support the project managers and undertake the quality assurance process and secure coordination of competences and staff across the office. This has resulted in a better working environment for our employees and created a more direct line to the nearest day-to-day managers. We will continue to improve the organizational development within the company, ensuring optimal working conditions for all employees.





^ Køge Waterworks

A new “house of water” in Køge combines the future-oriented supply of clean drinking water with research, learning and play. The general public is invited to get close to the water processes both inside and outside the facility. The project encompasses a test centre and a new waterworks. All functions are brought together in one transparent building perched at the highest point on the site and the processes are visible from the outside.

The Global Compact Core Values

Human Rights

Gottlieb Paludan Architects conducts its business in accordance with Danish law, including the Danish Salaried Employees Act (Danish: *Funktionærloven*) which secures human rights and employment rights. We take care to uphold the general principles of basic human rights for everybody through all our work.

Labour

Gottlieb Paludan Architects conducts its business in accordance with Danish law, including the Danish Salaried Employees Act (Danish: *Funktionærloven*) which secures human rights and employment rights, including the prevention of child labour, forced labour and employment discrimination. All employees have the freedom of association and collective bargaining.

Environment

Anthropogenic climate changes and their impacts on our world require the inclusion of new methods and new ways of thinking in the field of architecture. Our work is driven by our belief in the sound business sense of increased focus on ethics, sustainability and holistic thinking, and our goal is to continue to promote greater environmental responsibility through our work.

Anti-corruption

Gottlieb Paludan Architects’ main activities are concentrated in Denmark and Scandinavia, which traditionally top Transparency International’s list of least corrupt countries. We never encounter corruption in our daily work and will continue to oppose any signs of it.



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Snekkersten Waterworks

The new Snekkersten Waterworks, will include a new plant and the facilities to invite in the public for a tale of water. The planning and construction design will be carried out during 2018 and the project is slated for completion in 2019.

Measuring outcomes 2018

Our own environmental impact

In November 2016, Gottlieb Paludan Architects moved to new facilities. These facilities are energy efficient and situated in a re-insulated building, enhancing acoustics and with an indoor climate that meets the demands of the Danish Working Environment Authority. In general, we strive to create a sustainable working environment which fosters solutions and actions that have environmental impact.

Naming the most important, we have implemented the following:

- An automated lighting system, ensuring that lights are switched off when not needed.
- LED illuminators have been installed everywhere.
- Default printing standard, which has saved approximately 30 per cent of our print consumption since 2016.
- We have employed a chef to prepare lunch for our employees. Our chef plans meals on a weekly basis, which means that some of the same food products may be used in various ways on multiple days, and with careful planning, our chef is able to keep food waste to an absolute minimum.
- For financial and environmental reasons, we strive to keep our electronic equipment for as long as possible.
- We encourage all employees to bike to and from the office and business engagements; if this is not possible, we aim to use public

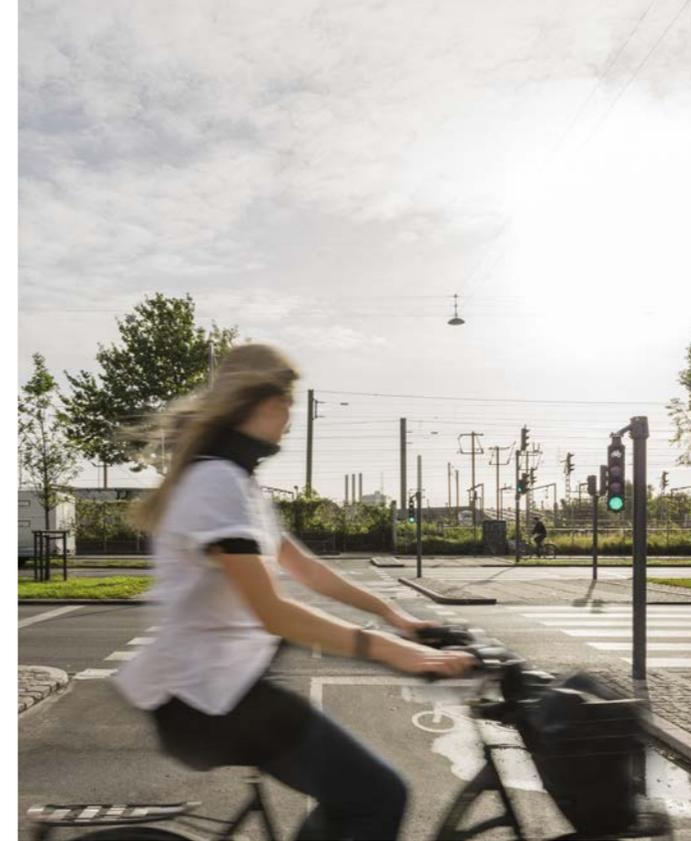
transport and only if necessary the company's low-emission petrol cars. During the month of May, employees are encouraged to participate in the national campaign *Vi cykler til arbejde* (We bike to work). This year, half of our employees participated, which resulted in a saving of 1,575 kg CO₂, if they would all otherwise have come individually by car.

- We use Skype meetings when collaborating with companies far away from us. Being a part of an international company like ÅF, we have increased our activities internationally, especially in Scandinavia. As a result, we have become better at using Skype as a communication tool which has a positive effect on both financial and environmental issues.

Investment in professionalism, knowledge and research

A key issue in Gottlieb Paludan Architects' strategy is to support new knowledge. We have established nine network groups which aim to support and expand the knowledge inside the company within the themes of sustainability, technology, landscape architecture, transport, etc. The role of the network groups is to ensure knowledge sharing, innovation and new inspiration for our employees.

As a part of ÅF, we now have the benefit of sharing knowledge with 10,000 co-workers. This is made possible via ÅF's Yammer network which makes it easy to ask questions and start discussions on all types of subjects.



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Safe school routes, Copenhagen
 With the new school routes, Gottlieb Paludan Architects has created better connections between the old and the new parts of the Sydhavnen district by safeguarding the way to and from school for pupils attending the new Sydhavn School. The project improves the experience of openness and accessibility along the route through improvements of surfacing, equipment and lighting.

Social responsibility

Every three years, we are required by law to conduct a workplace assessment (Danish: Arbejdspiladsvurdering, APV); it is a survey examining the physical and mental health of our employees and the requirement is in place to secure the optimal working environment for all employees. Organizing the company into teams is one example of an initiative that came about as a result of our last survey.

Since May 2018, all employees have been invited to participate in a weekly yoga class in order to enhance their physical and mental health and sense of wellbeing at the office.

In order to assess the damage of travel, we signed up with Goodwings in 2017. Goodwings is a company which collaborates with NGOs in order to support the UN 17 Sustainable Development Goals. For every journey booked through the website, the company donates money to a good course. We have chosen to support the WWF project *Renewable energy helps people out of poverty*. By providing renewable energy to citizens in poor and middle-income countries, you ensure higher standards of living, while saving large quantities of CO₂ emissions.



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BLOX

Gottlieb Paludan Architects was client adviser to Realdania Byg in connection with the construction of BLOX on the Copenhagen waterfront. The building is intended to be a link between the city and the harbour. The design is developed by the Dutch architectural firm OMA.

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Solrødgård Climate and Environmental Park

Our focus in 2018/2019

During the coming year, we will focus on the following ambitions:

- We will form an internal sustainability group that will look into the company's activities and identify reachable goals on how we can strengthen our focus on sustainable development both internally and externally.
- As our PhD fellow Anna Aslaug Lund has completed her PhD *Room for Rain*, we are looking for new themes and collaborators for research activities.
- Our focus on constantly improving our work environment will continue in 2018/19.
- We will engage with our customers to promote recycling and increase the use of local and sustainable materials.
- We want to share our knowledge and experience with the next generation of architects, landscape architects and constructing architects. This is done through internships for students on relevant education programmes and via a customized training programme.
- We will continue to invest in training our employees in the most up-to-date knowledge within the fields of sustainable buildings and a sustainable society. We do this to enhance sustainability in our projects to an even greater extent.





**GOTTLIEB
PALUDAN**
ARCHITECTS