

**Henning
Larsen**

United Nations

Global Compact

Communication on Progress

October

2018



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.

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Nordea Ørestad
Copenhagen, Denmark

CEO Statement

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 2018 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, research has grown to become a inherent part of our business strategy and an invariable principle of our practice as architects and designers.

Henning Larsen is committed 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 shape future modern 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 Henning Larsen Architects A/S,



Mette Kynne Frandsen
CEO, Partner



Henning Larsen
Copenhagen, Denmark

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 provides design solutions and consultancy services within architecture, city planning, landscaping, space planning and interiors, and sustainability engineering.

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, 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.

Status on Support

This report is our eighth 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.

Henning Larsen is 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. 11 and 12.

11. Make cities and human settlements inclusive, safe, resilient and sustainable.
12. Ensure sustainable consumption and production patterns.

We are committed to integrate the premises of the goals within 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.



Eystur City Hall
Norðragøta Faroe Islands

Human Rights

People are at the center of everything we do. It is what drives our design towards solutions that stimulate human interaction and enable us to shape future 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 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.

We choose to actively take part in societal change by engaging in dialogue and collaboration. Through our design we

are able to promote human rights and the concept of freedom and thus, we believe it is our obligation as architects to be involved in regions and projects where we can have a positive impact.

We systematically screen all incoming projects and will decline any project that could lead to any kind of violation of United Nations' universal declaration on human rights. Henning Larsen adhere to the guidelines provided by the Danish Association of Architectural Companies (Danske Ark). These provide guidelines to exercise due diligence in connection to all phases of design and construction.

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.

When our screenings do not provide sufficient information to make a decision on whether to engage in a project or not, we will consult with the Danish General Consulates around the world. During 2017/18, we did this once.

In 2017/18, we declined to engage in projects in Iran.

Promoting Gender Equality

Henning Larsen is led by female CEO Mette Kynne Frandsen, and according to statistics*, Henning Larsen is a leading example within the field of architecture, promoting both female leadership and ownership.

In average, 20% of the partners of Danish architecture companies are women (as per October 2017*). At Henning Larsen, 37% of the partners are women.

In October 2017, Mette Kynne was asked about this particular matter* and said about the future:

I think this [gender split] will change. Young women are ambitious. And there are just as many talented female architects graduating, as there are male.

The partner group of Henning Larsen consists of 15 individuals - 19 globally including local partners. In total, Henning Larsen has 7 female partners and 12 male partners.

As per June 2018, Henning Larsen employs a total of 288 people in 7 different offices. 48% are female and 52% are male.

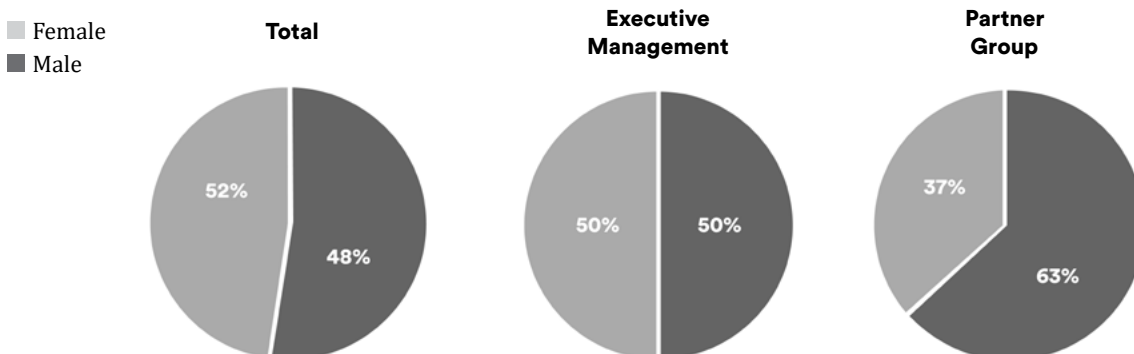
Finally, the Board of Directors of Henning Larsen Architects A/S is made up of three females and two males.

All employees at Henning Larsen are employed because of their talent and skills, not their gender. We believe that gender balance in the workplace is about more than just numbers – it is about creating an open culture where employees feel comfortable and empowered. Our ambition for Henning Larsen globally is to achieve equal gender distribution.

Goals for 2018/19

Henning Larsen's goal for the next year is to further strengthen our procedures across all offices for screening potential projects, clients and collaborators. We will update practices in order to increasingly act proactively and globally aligned, as well as develop 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.

Gender Split in Henning Larsen



*<http://bias.nu/kvinder-i-arkitektbranchen-rammer-glasloftet/>



Henning Larsen
Copenhagen, Denmark



Labor

Henning Larsen has offices in Copenhagen, Hong Kong, Munich, New York, Oslo, Riyadh and on the Faroe Islands, and in total employs 288 people. These people are our greatest assets.

The company culture of Henning Larsen is rooted in a Scandinavian cultural tradition that emphasizes curiosity, delegation of responsibility and an inclusive decision-making structure. Employee development takes place through continuous further training, professional challenges and a focus on results, collaborations, and a well-functioning social work environment.

At the company's core is an organizational structure in which work is performed in project teams and where individual employees are given both mandate and responsibility.

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 the majority of its workforce, 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 effects recognition of the right to collective bargaining.

Creating Job Satisfaction

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

Supported by the Board of Henning Larsen, it was decided to initiate and invest in a refurbishment of the office facilities in Copenhagen. This refurbishment was initiated during the Spring of 2018 and is designed, planned and executed by our architects and specialists within interior design, space planning and consultancy. Furthermore we have involved our Ph.D. fellow, Drew Thilmany in the project, providing the project an anthropological perspective and encouraging interdisciplinary collaboration.

The refurbishment aims to:

- improve the indoor climate of our office space;
- ensure that our workplace accommodates different modes of working;
- increase visibility of our projects and work to strengthen the organizational culture and values.

All staff at our office in Copenhagen have been interviewed and invited to take part in co-creative exercises through which the final solution has been identified. The project will be finalized during the beginning of 2018/19.

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. The staff handbook guides the employee in regards to e.g. maternity/paternity 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.

Henning Larsen Dialogues 2017

Every second year all of Henning Larsen Group gathers to share knowledge and strengthen the bonds with colleagues across borders and timezones.

Almost 300 people gathered in Copenhagen in September 2017 for two days focusing on both social activities and architecture. The event was very successful and the program was well-received amongst employees who gained a stronger connection to each other and the organization.

Stress

Stress is something 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 assistance during the process of recovery. Skilled personnel and a written course of action ensures that employees with stress are offered the sufficient help and support. Henning Larsen defines a personal plan according to individual needs in order to achieve the best recovery and return to work.

Further Training and Development

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.

Furthermore, Henning Larsen encourages employees to share knowledge internally and across offices. The new team structure in Copenhagen and the global forums will strengthen the internal communication by allowing employees to share knowledge in a formalized setup.

Finally, Henning Larsen hosts a series of internal lectures which zoom in on different topics as well as facilitating workshops where colleagues teach and share knowledge within different specialized fields.

Embracing Diversity

Henning Larsen condemns all kinds of discrimination and actively pursues 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. As per the end of 2017/18, Henning Larsen employs people of 36 different nationalities.

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 2018/19

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. The planned refurbishment will be completed by the end of 2018.

Furthermore, we want to increase our focus on digitalization, both within internal processes and within projects. In 2018/19, we will optimize our digital setup in regards to digital tools, programs and an intelligent workspace design. Digitalization will also be on the agenda in regards to further training and our internal series of lectures. Finally, we will continue to develop our Virtual Reality Lab which has been under development during 2017/18.



Environment

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

Good architecture is sustainable architecture. Our Engineering team works with knowledge and research to solve key challenges in the built and unbuilt environment to create shared value for people, communities and the climate.

We approach all projects holistically, believing that the scientific crossroads of architecture, engineering, academia and technology is where novel ideas flourish and solutions that create better living conditions across an environmental, social, aesthetic and financial spectrum exist.

With the vision to transform knowledge into value for people and their communities, Henning Larsen has in-house resources committed to research. Our team of architects, engineers, landscape designers and in-house Ph.Ds. 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 more sustainable future.

Two Projects in Top 100 of Best Danish Climate Solutions

Two projects, Middelfart City Hall and the Copenhagen Climate Resilient Block were selected for the 2018 Klima100 (Climate100) publication: a collection of the best climate projects from municipalities across the Denmark. The aim of the publication is to share knowledge for implementing sustainable transition on a municipal level and thus inspire other cities towards building more sustainably.

The new city hall building in Middelfart sets a new standard in Denmark for sustainable public buildings. The municipality has not only integrated the previously dispersed administration departments into one location, but also turned the City Hall into a local cultural center open to the public even after office hours. The City Hall is built according to the Danish BR-2020 standard and is expected to cut CO2 emissions by 34% with more sustainable construction materials and energy-efficient installations, compared to the 2015 standard.

As part of the Copenhagen Municipality Climate Strategy, the Resilient Block in Østerbro, Copenhagen demonstrates how an old building can be climate proofed and simultaneously enhance residents' quality of life. The buildings, facades, courtyards and sidewalks have all been fully renovated.

Rainwater is the main focus of the project, as effective management will minimize damages caused by future downpours. The innovative design reduces grid water consumption of the properties by 27%. In addition to handling rainwater on the property and consequently preventing flooding, the renovation will reduce heat-island effects, lower the buildings' CO2 emissions by 16,800 tons and offer recreational value to residents.

Applied Research

Knowledge and innovation are key drivers in Henning Larsen's overall business strategy. By actively deploying research from Henning Larsen's in-house PhD-program in the early phases of the design process, we continuously increase the quality of our projects. Our goal is to transform evidence-based knowledge into applicable tools to use in practice in order to add social and commercial value to all of our projects.

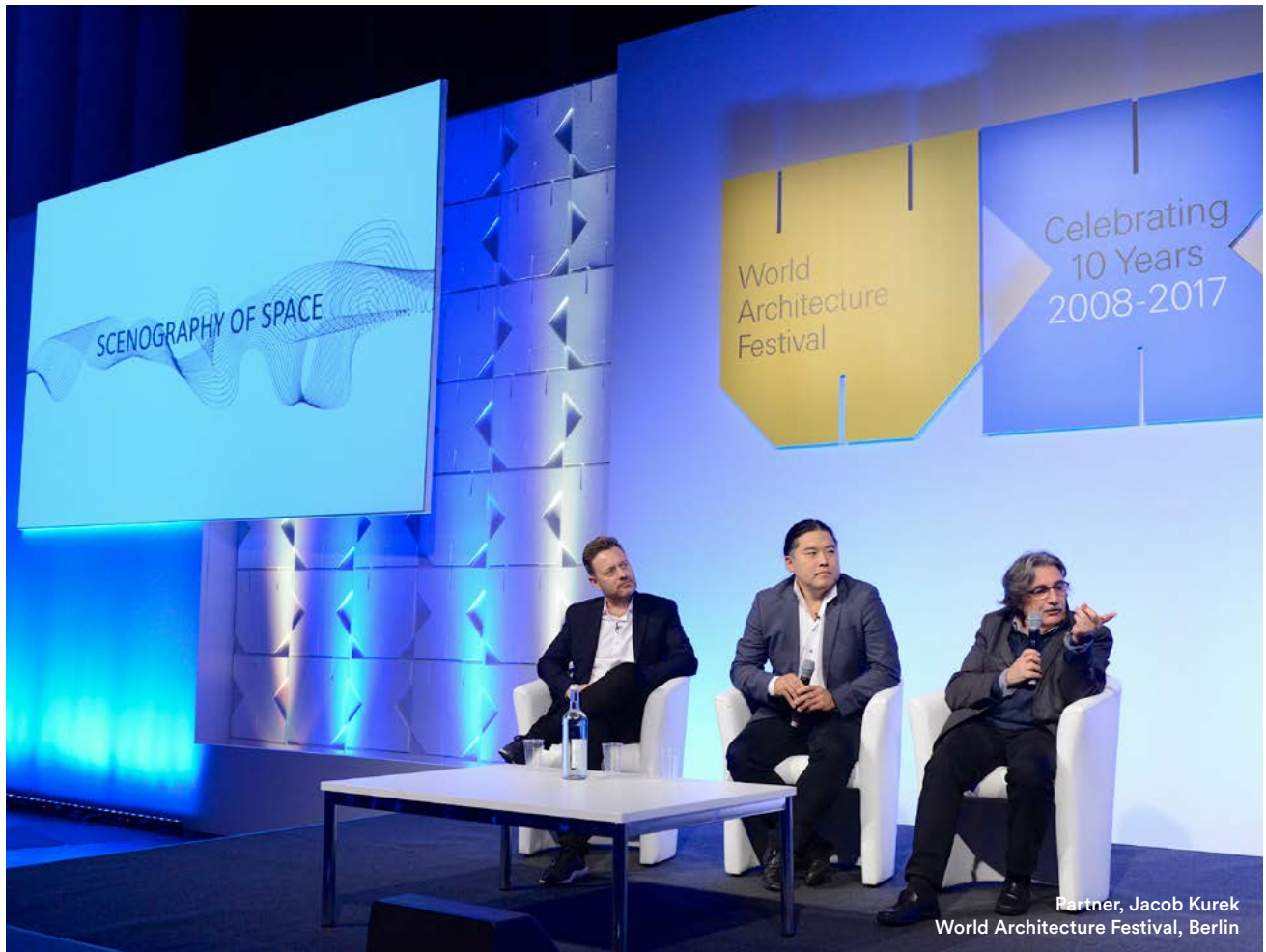
In collaboration with Danish and International Universities and Research Institutions such as the MIT, The University of Sheffield, the Royal Danish Academy of Fine Arts, School of Architecture, the Technical University of Denmark and the University of Copenhagen, Henning Larsen is currently sponsoring five Industrial PhDs specializing in urban design and big data, artificial lighting, intelligent facades, acoustics and human behavior science.

In 2017, our Industrial PhD fellow, Imke Wies van Mil finished her research project on the benefits of using focused artificial lighting in school buildings. She tested this through installed pendant lamps in four classrooms at the Frederiksbjerg public school in Aarhus, Denmark. At Frederiksbjerg School, the pendants formed zones with concentrated lights compared to the more homogenous industrial ceiling lights, and after 8 months, we have measured a significant impact on the children's ability to focus and concentrate. In 75 % of the learning situations measured by Imke, the noise is reduced by 1-6 decibel.

In the beginning of 2018, Henning Larsen engaged in a new PhD project, "Mapping micro-contexts: informing architectural urban design and development" in collaboration with the Danish Technical University and Massachusetts Institute of Technology. Researcher Krister Jens aims to motivate incre-



Middelfart Civic Centre
Middelfart, Denmark



ased private investment into the public good. Clients are calling for evidence-based architectural concepts that can be converted into a value-added proposition for the local community and economy. Krister is working with the University of Cincinnati on our design of the Carl H. Lindner College of Business. He has set up sensors that measure the flow and occupancy throughout the building for a better understanding of how the building is used. This data will also be combined with statistics on comfort and wellbeing, including sick days, drop-out rates, and depression among students. With better understanding of people's use of spaces and the connection between our spaces and our health, we can design buildings to improve people's wellbeing.

Research and interdisciplinary collaboration are pivotal to the success of Henning Larsen. Our aim is to develop solutions that prepare the urban and built environment for the future and improve quality of life. Therefore, Henning Larsen will continue to invest in research and knowledge to generate measurable value for users, communities and the environment. One way to validate the performance of buildings and urban solutions is to certify them.

Certifications

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

In 2018, the new Nordea Headquarters set the tone for a new openness and focus on sustainability within the financial sector. Our building for the bank headquarters received a LEED platinum certification. As of June 30, 2018, the new Middelfart City Hall is in the process of obtaining DGNB Platinum. For both projects, one of the key design drivers has been to work as sustainably as possible with building materials.

Database of Sustainable Materials

When working with sustainable design, it is imperative to focus on the sourcing and production of materials and construction 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.

Henning Larsen continuously add to and develops the materials library, thus enabling the design of sustainable and healthy buildings.

Thought Leadership

We believe it is our responsibility to share knowledge publicly in order to support and promote a sustainable agenda. Through publications, debates and public involvement, we communicate transparently how architecture affects 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. In September 2018 we launched a new website featuring an 'Insights' section to share our knowledge and research publicly.

Sustainable Through all Phases of a Project

We believe it is important to give back to the cities we build and work in. That is why we invest in the environment of the areas we work in. Many European cities are in the process of regenerating old industrial areas into thriving, modern cityscapes. With our projects in Gdansk and Belfast, both won in early 2018, we want to bring new life to these areas and their environments –before construction begins.

In Gdansk, we are bringing new life to the area by establishing a field of sunflowers in the area. Sunflower fields can – besides being an attraction and identity mark – cleanse the polluted industrial soil on site, preparing it for construction. We also want to make sure the water in the canals can be used recreationally before construction begins by cleansing it in large basins comprising mussels and plants.

Our design for the new Belfast Waterside will not only revitalize the River Lagan for recreational use and community building, but will extend the outdoor season as well. By positioning the lower buildings towards the waterfront in the development guides winds over buildings instead of through the streets. In the harsh temperate oceanic climate zone of Belfast, this approach reduces wind speed. We estimate that we can prolong the number of weeks per year it is comfortable to spend time outside from the current 9 weeks to an impressive 25 weeks.

The main goal with these projects is to create sustainable buildings and cities that last, but in the meantime we are working proactively to use the empty sites to prepare for construction and give back to the communities we build in.

Goals for 2018/19

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.

We believe that good architecture is sustainable architecture. 2018 marks the 10th anniversary of our sustainability department and we will continue to develop new methods, tools, and research to further push architecture into a more sustainable future.



The historic Imperial Shipyards
Gdansk, Poland



Klaksvík City Centre
Faroe Islands

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.

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 and will engage in collaborations and relations that share the same mission.

Goals for 2018/19

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.

During 2017/18, we have formulated an anti-corruption policy that is to be implemented and distributed to employees during 2018/19.

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.

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;



