

**GLOBAL COMPACT**

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# Communication on Progress 2019

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**20 May 2019**

**Period covered:** May 2018 – May 2019

**Format:** Standalone document

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## STATEMENT OF CONTINUED SUPPORT BY CHIEF EXECUTIVE

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Copenhagen 20 May 2019

I am pleased to confirm that PEMconsult A/S continues to support the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication on progress, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

PEMconsult A/S will make a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles.

We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Yours Sincerely,



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Søren-Erik Svendsen, Managing Director  
PEMconsult a/s  
Wilders Plads 9A, 1403 Copenhagen K, Denmark

## INTRODUCTION

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PEMconsult is an international consultancy company advising bilateral and multilateral institutions including the European Commission, UN agencies, international and regional development banks, as well as NGO's and private sector clients. Using a multi-disciplinary approach, our expertise ranges from evaluation, to institutional and organisational development, and economic and strategic financial management in three thematic areas: inclusive and sustainable development; environment and climate change; and governance, human rights, and civil society. We aim to work cross-sectoral and our acronym: People – Environment – Management illustrating this approach of linking expertise in a people-centred way. Our outreach is global, and we work in large consultancy-, partner- and framework-based networks. These changing environments inform the client-oriented approach of our company and the trust on which we build future partnerships. The United Nations Sustainable Development Goals (SDGs) and the Paris Climate Agreement is essential to PEMconsult's core business and the services we deliver.

This Communication on progress report includes description of actions and measurement of outcomes on the ten principles of the UN global compact under the four issue areas; human rights, labour, environment and anti-corruption.

## HUMAN RIGHTS

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

*Principle 2: make sure that they are not complicit in human rights abuses.*

PEMconsult wish to work for sustainable development. We carry out our work with high professional standards, integrity and respect for human rights as well as the relevant legislation in the countries in which we work. At PEM we undertake human rights, good governance and social development assignments across the full project cycle and in Africa, Asia and Latin America for our bilateral and multilateral clients. We also do assessments and studies, including business & human rights focused analysis for development projects and programmes. Within the last year we have made the Appraisal of Somalia Country Programme 2019-2023 with a strong focus on good governance and human rights.

### **Actions**

We ensure that our approach is state of the art and that our partners and consultants learn from each other in this area. We engage with highly knowledgeable experts and professionals in the area of good governance and human rights.

### **Measurement of outcomes**

We monitor through our quarterly board meetings and reporting on the UN Global Compact. Furthermore, the quality of the work that we do is reflected by the assignments of this type entrusted to us. PEM has not been involved in any legal cases, rulings, or other events related to human rights.

## LABOUR

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*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*

*Principle 4: the elimination of all forms of forced and compulsory labour*

*Principle 5: the effective abolition of child labour*

*Principle 6: the elimination of discrimination in respect of employment and occupation*

Similar to human rights, labour rights and the Decent Work Agenda are increasingly components or cross-cutting issues that are addressed in the assignments undertaken for clients. We now have an in-house expert on decent work and SDG 8.

### **Actions**

We comply with all labour regulations in Denmark and abroad. We undertake annual appraisals. Periodically we have used consultants to ensure that office staff have an ergonomically well-equipped working place.

#### **Measurement of outcomes**

PEM has increased its shares of women in the partner group that now consist of 33% women. PEM has not been involved in any legal cases, rulings, or other events related to labour rights.

## ENVIRONMENT

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*Principle 7: Businesses should support a precautionary approach to environmental challenges*

*Principle 8: Undertake initiatives to promote greater environmental responsibility*

*Principle 9: Encourage the development and diffusion of environmentally friendly technologies.*

We provide environmental consultancy services and ensure that our competence in this field is updated. We are highly specialised in the sectors of water/sanitation, climate change adaptation and mitigation and strategic environmental assessment (SEA) and sector-wide approach (SWAp). Illustrative assignments over the last year include Independent Evaluation of SDC's Engagement in the Water Sector 2010 – 2017, Policy Advice for Strengthening CAADP implementation and development of the draft JRC Nexus and SDGs Position Paper for EC. Besides this we work with local governments and partners across Africa (Sierra Leone and Lesotho) on World Bank funded water sector assignments.

#### **Actions**

We comply with all Danish regulations on environment. Our own impact is small, but we try to manage it through cost cutting efforts (waste, energy).

#### **Measurement of outcomes**

PEM has not been involved in any legal cases, rulings, or other events related to environment.

## ANTI-CORRUPTION

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*Principle 10: Businesses should work against all forms of corruption including extortion and bribery*

We will not in our services or in any other activity directly or indirectly, accept bribery, extortion, fraud, collusion or any other undue business activity. PEMconsult has developed a code of ethics and Business Integrity Management System (BIMS) based on best practices from working extensively with Danida's anti-corruption code of conduct and the principles of the UN Global Compact. As a basic principle PEMconsult staff members and any person or sub-contractor hired are bound by values of integrity, transparency and responsibility and conduct business to the highest ethical standards and consequently do not tolerate bribery and corrupt behaviour as outlined in our BIMS and code of ethics. The Board of Directors oversee these matters and appoints a Business Integrity Manager.

#### **Actions**

Each employee and partner of PEMconsult is required to work in accordance with the Code of Ethics and the applicable laws in Denmark as well as in other countries where services are rendered, and with respect and consideration for cultural differences.

#### **Measurement of outcomes**

PEMconsult's accounts are audited by a state –authorized public accountant once a year. PEM has not been involved in any legal cases, rulings, or other events related to corruption.