



COP 2019

COMMUNICATION ON PROGRESS
UN GLOBAL COMPACT

Indhold

Our Commitment	5
Our vision: Improving life for people and planet	6
How we work as Architects	9
How we work with the SDG's.....	10
Environmental Impact of Construction Materials.....	14
Climate Adaptation of Urban Environments	17
User Needs and Well-being	18
Changing Societal Demands	21
Labour	22
Equality and Diversity	25
Human Rights.....	26
Anti-corruption	29
Contact.....	30



Our Commitment

With nearly 100 years of award-winning architecture inspired by our Nordic values, C.F. Møller Architects place social, economic and environmental sustainability at the heart of our work.

Klavs Hyttel
Klavs Hyttel

At C.F. Møller, we view sustainability as a holistic practice, fully integrated into our Nordic architectural values.

Klaus Toustrup
Klaus Toustrup

We see architecture as a creative process where we interpret our clients' aims to create buildings that work at functional, technical and aesthetic levels, whilst also achieving high sustainability goals.

Lone Bendoff
Lone Bendoff

Our unique cross-disciplinary design approach integrates urban planning, landscape, architecture and industrial design, and this creates societal and economic value for our clients and for society at large.

Mads Mandrup
Mads Mandrup

With this 2019 Communication on Progress, C.F. Møller Architects again express their continued support for the UN Global Compact.

Julian Weyer
Julian Weyer

This 2019 Communication on Progress also contains C.F. Møller's documentation of Corporate Social Responsibility and Gender Equality as required by the Danish Financial Statements Act (Årsregnskabsloven), §99a and §99b.

Michael Kruse
Michael Kruse

The UN Global Compact's Sustainable Development Goals (SDGs) focus global efforts on 17 widely acknowledged and pressing issues. By upholding recognized principles on the environment, climate change, labour, human rights and anti-corruption, businesses can use the Sustainable Development Goals to make an essential contribution to sustainable development, and document their progress in achieving the goals.

Lone Wiggers
Lone Wiggers

Mårten Leringe
Mårten Leringe

In this 2019 Communication on Progress, we use the eight Sustainable Development Goals, that are most relevant to our business, to document our commitment and work with the UN Global Compact and Corporate Social Responsibility.

Christian Dahle
Christian Dahle

The Board of Directors of C.F. Møller A/S

Our vision: Improving life for people and planet

We are one of Scandinavia's leading independent architectural firms, with almost 100 years of award-winning work in the Nordic region and worldwide.

Our vision is to Improve life for people and planet.

Every day we create architectural quality based on innovation, experience and our Nordic values. This assures sustainable and aesthetic solutions with lasting value for clients, occupants and society.

Our design solutions are methodically and holistically created following a rigorous analysis of the local context. We look to set new global standards by fostering a design approach, which uniquely integrates urban planning, landscape, architecture, industrial design and the design of specific building components.

We regard environmental concerns, resource consciousness, healthy project finances, social responsibility and good craftsmanship as essential elements of our work.



Our business model as part of the value chain	Primary drivers and activities	Major actors and co-operation partners
Where demand for our services comes from	Economic, societal and political drivers	Private & public sector clients
Our value creation and design work as architects	We interpret our clients wishes and create value through our architecture	Other consultants Planning & building regulation
How our architecture is produced	Construction, commissioning & handover	Contractors & sub-contractors Materials production
How our architecture is experienced, used and transformed	Our buildings' functionality, quality and transformation over time	Users, residents, administrators & owners Creation of cultural & societal value
What happens at the end of the lifespan	Dismantling and reuse of materials	Demolition sector Circular economy

How we work as Architects

As consulting architects, C.F. Møller's business model is closely linked to the extended value chain of the construction sector.

As architects, we play a central role in creating societal and economic value for our clients and for society at large.

We interpret our clients aims, and create architectural solutions with lasting functional, technical and aesthetic qualities that meet today's needs, whilst also contributing to the long term cultural quality of the built environment.

A central aspect of our work as architects relates to fact that the buildings and landscapes we design now will have longlasting impacts in the future because of their long lifespan:

- Environmentally, where buildings are responsible for the consumption of large amounts of resources and energy throughout their lifespan.
- Socially, as people spend up to 90% of their time indoors, and buildings' functional, experiential and wellbeing qualities are important.
- Culturally, where buildings become part of the built environment's cultural quality and begin to take on a larger societal value over time.
- Economically, where the high costs of construction need to be held up against how future annual running costs can be minimised.

The buildings and landscapes we design today...

..... have longlasting impacts into the future

How we work with the SDG's

ENVIRONMENT & CLIMATE	Environmental Impact of Construction Materials	C.F. Møller will actively work to reduce the environmental impact from the materials used in the buildings we design	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	Climate Adaptation of Urban Environments	C.F. Møller will work with climate adaptation, so that our buildings and landscapes are able to deal with future climate change	13 CLIMATE ACTION 
SOCIETY & BUILDING USERS	User Needs and Well-being	C.F. Møller will work to create architecture where inspiring, functional and healthy environments give a sense of delight and well-being for users.	3 GOOD HEALTH AND WELL-BEING 
	Changing Societal Demands	C.F. Møller will work proactively in integrating changing client, regulatory and societal demands into our architectural work.	17 PARTNERSHIPS FOR THE GOALS 
LABOUR & EQUALITY	Labour	C.F. Møller has a highly qualified and dedicated workforce, and will continue to create an attractive workplace for all employees.	8 DECENT WORK AND ECONOMIC GROWTH 
	Equality and Diversity	C.F. Møller will continue working to increase the share of women throughout the organisation.	5 GENDER EQUALITY 
HUMAN RIGHTS & ANTI-CORRUPTION	Human Rights	C.F. Møller will work to improve human rights in relation to building design, material production and building construction.	10 REDUCED INEQUALITIES 
	Anti-corruption	C.F. Møller has a zero tolerance policy in relation to corruption and fraud, and actively contributes to combating corruption in all of its forms.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 



THE HEART, IKAST

'The Heart' is a new meeting place for culture, communication and social sustainability. 'The Heart' combines education, community and recreational pursuits in new ways, so that social relations between various groups can be formed and maintained.

Environmental Impact of Construction Materials

For new buildings, the environmental impact related to materials is now larger than that from space heating over the lifespan of the building.

ISSUES & RISKS

The successful focus on reducing the operational energy demand of new buildings has had unexpected consequences. Numerous European studies show that for new buildings, the environmental impact from construction materials over the complete life cycle of the building, including material consumption for maintenance, is larger than the environmental impact from space heating.

With increasing demands to the environmental impact of materials in the markets we operate in, C.F. Møller must respond proactively.

POLICIES

C.F. Møller will actively work to reduce the environmental impact from the materials used in the buildings we design.

RESULTS FOR 2019

- Our first building of cross-laminated timber, the Kajstaden Tower apartments in Västerås, Sweden, was completed in 2019.
- We are major participants in the new EU supported R&D project, Build in Wood, which runs from 2019-2023.
- We have worked to promote timber buildings and remove regulative barriers to the greater use of timber in Denmark.
- We have developed a prototype tool to carry out Life Cycle Analysis (LCA) estimations early in the design process.

ACTIVITIES FOR 2020

- We will continue our innovative work with multi-storey timber buildings with cross-laminated timber (CLT) and laminated veneer lumber (LVL).
- We will continue the development of LCA tools as part of our digital design workflow, so that we can assess environmental impact from early in the design process.



KAJSTADEN TOWER, VÄSTERÅS

This new 9 storey timber apartment building is Sweden's tallest timber building, and is constructed entirely of massive timber. The loadbearing walls, floors, beams, balconies and elevator shaft are all built with cross-laminated timber.



CITY TO THE WATER, RANDERS

The development plan 'City to the Water' adapts the future of Randers to the environment, connects the city with the water and develops the attractive areas between the medieval city centre, the river Gudenå and Randers Fjord into a unique city borne of the river.

Climate adaptation of Urban Environments

Our climate is already changing, so the buildings and landscapes we design today need to be able to deal with changing climatic conditions in the near and distant future.

ISSUES & RISKS

The effects of higher greenhouse gas concentrations in the atmosphere mean our climate is already changing. New buildings and landscapes therefore need to be able to cope with changing climatic conditions, where extremes in rainfall, drought and heat waves will become more the norm, rather than the exception. These problems are likely to be exacerbated by the processes of urbanisation and densification that many towns and cities are experiencing.

This means that we need to design in a different way, so that as well as reducing greenhouse gas emissions, we take account of expected future climate change.

POLICIES

C.F. Møller will work with climate adaptation, so that our buildings and landscapes are able to deal with future climate change, promoting green solutions in dense urban environments.

RESULTS FOR 2019

- We won the 'City to the Water' urban development and climate adaptation competition for the city of Randers.
- We completed a collaboration with students from Aarhus University to develop iterative design tools to estimate overheating very early in the design process.

ACTIVITIES FOR 2020

- We will work with developing green urban environments that can deal with future climate change and increasing amounts of rainfall.
- We will work in developing early stage design tools that can demonstrate that our buildings and landscapes are able to adapt to future to climate change.

User Needs and Well-being

People spend up to 90% of their time indoors, so buildings must fulfill complex functional demands and create a sense of delight, as well as ensuring healthy indoor environments.

ISSUES & RISKS

With people spending the majority of their time within the built environment, poorly designed buildings can have longterm negative impacts. Indoor environments play a critical role in the unfolding of people's daily lives in modern society, and with the long lifespan of buildings, the decisions we make as architects during the design process are as such of extreme importance:

- Creative and inspiring architecture can give a sense of delight and well-being for users.
- Poorly designed buildings, which do not meet the changing functional requirements of clients and users, can over time be of great expense to society.
- Poorly designed buildings can have negative health effects on users' thermal and visual indoor comfort.

POLICIES

C.F. Møller will work to create architecture where inspiring, healthy and functional environments give a sense of delight and well-being for users.

RESULTS FOR 2019

- We have developed iterative design tools that estimate daylighting and thermal comfort in the very early design stages.
- We won a joint First Prize in the international architectural competition for the new German Ministry of Environment in Berlin, where creating good daylighting and indoor comfort conditions were the driving force in the architectural solution.

ACTIVITIES FOR 2020

- We will work to develop design tools and architectural solutions that support greater functionality early in the design process.
- We will work with developing tools and architectural solutions that create healthy indoor environments during the early design stages

3 GOOD HEALTH AND WELL-BEING



GERMAN MINISTRY FOR ENVIRONMENT, BERLIN

The building's facade is inspired by the varied density of tree crowns as a part of a low-tech sustainability strategy that reduces the CO₂ footprint whilst also contextually improving daylighting and enhancing thermal comfort for occupants.



SUNDSHOLMERNE — ECOVILLAGE

Sundsholmerne is a sustainable co-housing community located in Aalborg's new Stigsborg district. The buildings are DGNB Gold-certified and designed with full consideration for social, economic and environmental criteria.

Changing Societal Demands

Shifting social, economic and environmental conditions, and the subsequent changes in demand, mean that we need to be proactive in developing our architectural response.

ISSUES & RISKS

As societies develop over time, there are changes in perception and needs, and this over time affects both the demand for certain building types, and how these buildings are designed and used.

Examples are changing requirements and increased regulatory demands for sustainability, where Sweden and Denmark are introducing the environmental assessments of materials into their building regulations.

To thrive and maintain our long-term position in the market, C.F. Møller must stay at the forefront and be agile by adapting continuously to changing market and client demands.

POLICIES

C.F. Møller will work proactively to be at the forefront of changing client, regulatory and societal demands, so that we can interpret and translate them into our architectural work.

RESULTS FOR 2019

- We have played an active role in developing the voluntary sustainability class in the Danish Building Regulations.
- We are playing a leading role in the new EU supported R&D project, Build in Wood, which runs from 2019-2023.
- We have worked to remove regulative barriers to timber building, and have organised a seminar to promote timber buildings, with leading politicians, construction experts and major clients.

ACTIVITIES FOR 2020

- We will become involved in the development of new legislation and voluntary codes pertaining to the built environment.
- We will initiate a dialogue with clients and partners on the demand side of the value chain to understand their thinking and inform our architectural responses.

Labour

C.F. Møller is a knowledge-based organisation, with the combined creativity and knowledge of our employees being the central asset in our ongoing creation of architectural quality.

ISSUES & RISKS

In knowledge-based organisations, employees are the primary production asset, and creating an attractive workplace and finding and retaining highly qualified employees can be major challenges.

C.F. Møller could experience challenges in accessing a highly qualified workforce. However, with an almost 100 year record of architectural quality, C.F. Møller can offer challenging projects to work on, thus attracting international candidates to internships and fixed positions, and creating a highly qualified and dedicated workforce.

In the Nordic region, rights extend beyond the ILO Declaration on Fundamental Principles and Rights at Work. All our employees have rights to join employee organisations, partake in collective pay negotiations, and have paid holidays, sick leave and parental leave.

POLICIES

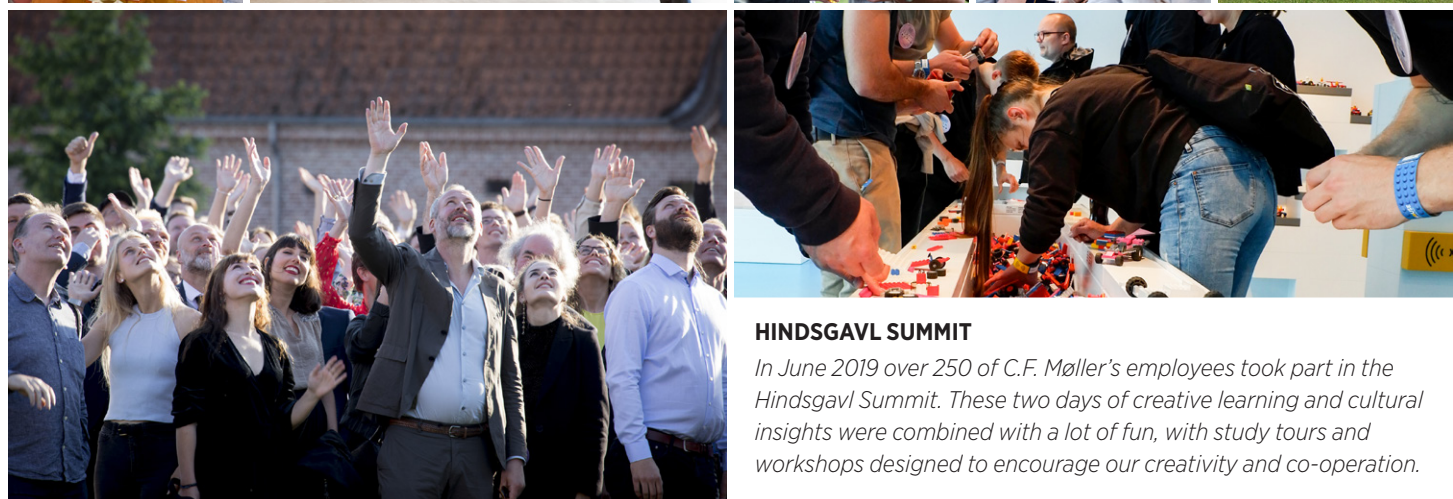
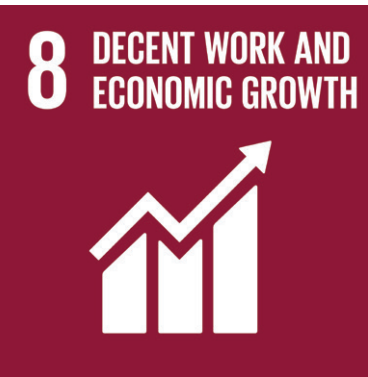
C.F. Møller will work to attract highly qualified candidates and will continue to create an attractive workplace for our employees.

RESULTS FOR 2019

- We held the Hindsgavl Summit, where all employees from all our studios were invited to two days of cross-disciplinary learning and international debate about great architecture.
- We have engaged with relevant educational institutions to find highly qualified candidates to internships and fixed positions.
- We have developed our own professional development program to offer employees forward looking professional competences.

ACTIVITIES FOR 2020

- We will work on attracting the best new employees by proactively engaging with relevant educational institutions.
- We will offer in-house professional development courses to increase employee competencies in new fields and markets.
- We will continue to offer attractive employment packages, and will not use unpaid internships.



HINDSGAVL SUMMIT

In June 2019 over 250 of C.F. Møller's employees took part in the Hindsgavl Summit. These two days of creative learning and cultural insights were combined with a lot of fun, with study tours and workshops designed to encourage our creativity and co-operation.



Equality and Diversity

At C.F. Møller, with eight architectural studios in five Nordic and North European countries, we aim for equality and diversity as cornerstones of an inclusive and creative workplace.

ISSUES & RISKS

In organisations with poor levels of diversity and equality, there may be a risk of not fully understanding market and client demands, and not being able to fully reflect the wider conditions that may exist in society. It can also give problems in attracting and retaining the best employees, and in creating a well-balanced workplace.

C.F. Møller has approximately 300 fulltime employees, with 43% being female and 57% male. We have employees of over 20 nationalities.

POLICIES

C.F. Møller will continue working to increase the share of women in the Board of Directors, Management Team and throughout the organisation.

C.F. Møller's Board of Directors are also the Senior Equity Partners. In 2015 we set the goal of having two female members of the Board by 2020.

RESULTS FOR 2019

- With the appointment of Lone Bendorff as senior Equity Partner, two of the Senior Equity Partners are now female, thus achieving the goal of having two female Board members.
- Our Management Team consists of 30 members, with 12 being female and 18 being male. There is gender equality in the Management Team, with 40% being female.

ACTIVITIES FOR 2020

- We will start a dialogue regarding how we can create an attractive workplace for ambitious female employees.
- We will seek to have at least one female candidate among the final three candidates for any management position.

Human Rights

C.F. Møller strives to avoid problems with employee conditions in the global value chain for construction materials and buildings, and with the human rights of building occupants.

ISSUES & RISKS

Materials production and construction activity are parts of global production chains. It can be difficult for architects to have precise knowledge on where and how materials are produced, or whom is involved during construction, and whether sub-contractors are meeting legally binding national employment rights.

There are also building types, such as psychiatric hospitals and prisons, where human rights can be central design issues in relation to rehabilitation and the reducing physical force.

C.F. Møller's work with human rights is defined in relation to the UN Declaration of Human Rights from 1948. We are members of The Danish Association for Responsible Construction (Foreningen for Byggeriets Samfundsansvar), which promotes social responsibility in the Danish property and construction sector.

POLICIES

C.F. Møller will work to improve human rights in relation to building design, materials production and building construction.

RESULTS FOR 2019

- The design and construction of the Springfield University Hospital in London, where evidence-based design has been used to reduce the use of physical restraint on patients, has started.
- We have internally examined how best to engage proactively with our employees regarding human rights.

ACTIVITIES FOR 2020

- We will hold internal courses in cooperation with the Danish Association for Responsible Construction, so that our employees can become more aware of human rights issues relating to employment conditions on construction sites or with suppliers.
- We will work with improving the human rights for building users and occupants in the design of relevant buildings types, such as psychiatric hospitals and prisons.



SPRINGFIELD UNIVERSITY HOSPITAL, LONDON

The hospital was carefully designed with evidence-based research and consultation with users and stakeholders, using the principles of healing architecture to improve the human rights of patients by reducing the use of physical restraint.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



ZERO TOLERANCE FOR ANTI-CORRUPTION

C.F. Møller has the highest standards of corporate ethics and a zero-tolerance policy for anti-corruption and fraud. This means that we have not experienced cases of corruption on our projects during 2019.

Anti-corruption

At C.F. Møller, we have a zero tolerance policy with regards to corruption, and we have the highest standards of corporate ethics and total integrity in our transactions.

ISSUES & RISKS

Corruption is a global problem, and in an international perspective, the construction industry's extensive value chain is seen as one of the sectors where corruption can be widespread. Corruption can have negative consequences for society, businesses and individuals.

Although the Nordic countries are amongst the world's least corrupt, there can be corruption, and there can be situations where our decisions in relation to the value chain can unknowingly support corruption.

POLICIES

C.F. Møller has a zero tolerance policy to corruption and fraud, and we actively contribute to combating corruption in all of its forms.

C.F. Møller only solicits design and consulting work, and only participates in private or public competitive bidding, under the highest standards of corporate ethics, and with total integrity in its transactions.

No offer, payment, consideration or benefit of any kind, which constitutes fraud, illegal or corrupt practices, shall be made, neither directly nor indirectly, as an inducement or reward in relation to the tendering, award of contracts or execution of contracts.

RESULTS FOR 2019

- We have not experienced cases of corruption on our projects during 2019.
- We have internally examined how best to engage proactively with our employees regarding anti-corruption.

ACTIVITIES FOR 2020

- We will hold internal courses in cooperation with the Danish Association for Responsible Construction, so that our employees can become more aware of anti-corruption issues.

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