

CSR REPORT

2019



BY&HAVN

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Date: 2019

Membership of UN Global Compact: October 2010

Number of Employees: 121

Sector: Real Estate Investment & Services

Distribution of By & Havn's cop: www.byoghavn.dk/csr

BY & HAVN'S AMBITION

By & Havn develops new neighbourhoods in Copenhagen and runs the Port of Copenhagen. Our ambition is to involve Copenhageners in creating high quality healthy, sustainable and coherent new neighbourhoods with room for communities, the good life and a vibrant harbour. By & Havn's activities finance public infrastructure that makes it easier and more sustainable to be a Copenhageners.

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WE SUPPORT UN GLOBAL COMPACT

As an urban development company, landowner and port authority, By & Havn is in a unique position and holds a special responsibility in Copenhagen. The decisions made by the company will affect current and future citizens, businesses and guests in Copenhagen for decades into the future.

By & Havn wants to apply and support the principles of human rights, labour rights, the environment and anti-corruption. The 10 principles of UN Global Compact provide great opportunities for us to systematise CSR efforts.

The primary focus of the company's CSR work is aimed at the environmental principles of UN Global Compact as this is the area in which By & Havn can exert maximum influence in relation to our business activities. However, in the day-to-day operations, By & Havn also focuses on securing human rights, labour rights and anti-corruption.

SUSTAINABLE URBAN DEVELOPMENT IS A PUBLIC RESPONSIBILITY

By & Havn operates sustainable urban development in the company's urban areas via a holistic and long-term approach to the performance of the company's work. Investments in sustainable initiatives and solutions which promote urban life contribute to creating long-term additional value for the urban districts of the company and for the Copenhageners.

The development of sustainable urban areas, renting properties, parking and port operations must be cost-effective, while also providing for energy and resource efficiency, green mobility, Urban green and blue spaces, climate adjustments, architectural quality and community and urban life. By & Havn is committed to strengthening the environment, energy-efficient solutions and climate adjustment in relation to the company's business activities.

The planning stage includes systematic assessments of the sustainability of the projects. To minimise risks, a basis of decision is prepared at an early stage for infrastructure investment and urban life projects which enable us to give priority to projects which contribute the highest value based on an assessment of financial, environmental and social sustainability, and we initiate and facilitate processes and development and partnership projects to test and create new knowledge about sustainability and urban life. Large construction and development projects to promote urban life may also be improved via financing by foundations.

The company also requests that partners apply a sustainable mindset in all aspects from master plans to construction and renovation projects, sales agreements, renovation of rental



premises and operations and maintenance work. By & Havn engages in dialogue and inclusion which promotes shared ownership in the company's projects and an understanding of By & Havn's sustainability approach.

BY & HAVN HAS A LONG-TERM RESPONSIBILITY TO THE PUBLIC

By & Havn contributes to developing the city and housing of the future and therefore has a big responsibility in terms of ensuring a differentiated and varied supply of housing that meets the needs of the many Copenhageners who will be moving in in the years to come.

Copenhagen faces a series of challenges over the coming years. More homes need to be built, the infrastructure needs improvement, and climate adjustments will need to be carried out in the city. A potential new islet, Lynetteholm, in Copenhagen Port would help protect the city from future floods while at the same time enabling development and infrastructure and creation of for future urban development near the city centre.

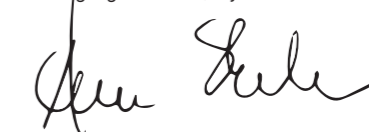
BY & HAVN SUPPORTS UN GLOBAL COMPACT AND THE UN SUSTAINABLE DEVELOPMENT GOALS

With the membership of UN Global Compact, By & Havn intends to continue to support the 10 principles of social responsibility and sound business conduct which is stipulated in the programme.

By & Havn issues annual reports in accordance with the Danish Company Accounts Act, and this report on social responsibility describes By & Havn's work with the company's CSR risks and policies and how we work to fulfil and handle our social responsibility.

By & Havn works with our social responsibility based on the 17 UN global sustainability goals, and we have chosen to focus on nine of the goals. In the years to come, we will specify and develop the work with the global goals to ensure that our efforts are optimised on an ongoing basis.

Anne Skovbro
Managing Director, By & Havn



WHO ARE WE?

By & Havn develops new neighbourhoods in Copenhagen and runs the Port of Copenhagen. Our ambition is to involve Copenhageners in creating high quality healthy, sustainable and coherent new neighbourhoods with room for communities, the good life and a vibrant harbour. By & Havn's activities finance public infrastructure that makes it easier and more sustainable to be a Copenhageners.

By & Havn contributes to ensuring that Copenhagen undergoes sustainable development and that the city is an attractive place to live and work.

By & Havn is a development and operations company which supplies long-term and holistic urban development and takes responsibility for creating coherent and successful urban districts such as Ørestad and Nordhavn.

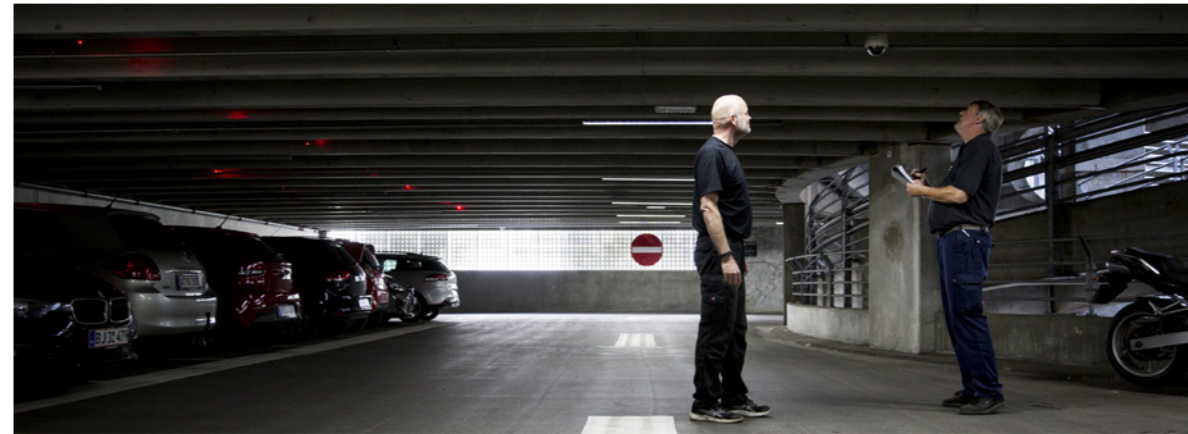
Income from By & Havn's activities is allocated to public assets, e.g. funding of large infrastructure projects in Copenhagen, including the metro as well as urban spaces, quays, wharfs, parks and initiatives in the new urban districts.

By & Havn is jointly owned by the City of Copenhagen (95 per cent) and the Danish Government (5 per cent) and is operated

on a commercial basis. By & Havn's ownership ensures a long-term perspective for the company, and By & Havn ensures that the city is not developed plot by plot, but for the future – district by district.

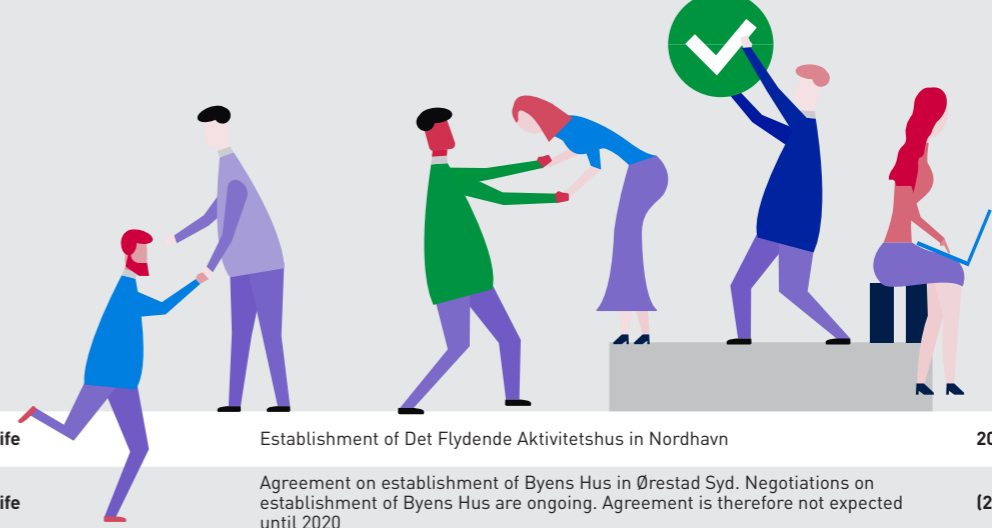
By & Havn is responsible for the development of the neighbourhoods and for the establishment of roads and canals, parking facilities, urban spaces and green spaces. By & Havn sells plots to various investors and for general housing projects and participates in urban life initiatives from the initial planning stages to the residents have moved in and the neighbourhood has come to life.

By & Havn is responsible for the port of Copenhagen. The port consists of a commercial port with container and cruise terminals operated by Copenhagen Malmö Port AB and a vibrant recreational harbour with swimming facilities, pleasure boats, tour vessels and other recreational activities.



GOALS & EFFORTS

- Not commenced ■
- In process ▶
- Delayed ▬▬
- Goal not achieved ●
- Goal partly achieved ◐
- Goal achieved ✔



GOAL	ACTION/DESCRIPTION	TIME	STATUS
CSR policy	Specification of work with UN global goals	2021	▶
CSR policy	Update CSR policy and work with UN global goals	2024	■
Energy efficiency	Re-insulation of the roof at Nordre Toldbod for energy efficiency purposes. Energy optimisation measurement	2019-2021	▶
Energy efficiency	Active participant in Energispring and continued focus on optimisation of energy and water consumption	Ongoing basis	▶
Energy efficiency	Mapping of preliminary results of energy optimisation in relation to Energispring	2020	▶
Energy efficiency	Conversion of the ship Portus to alternative and energy-efficient fuel	2021	▶
Energy efficiency	Establish the level for possible DGNB certification of future multi-storey car parks	2020	▶
Energy efficiency	Test project with multi-storey car park for other and reusable purposes	2020-2023	■
Energy efficiency	Establish the level for DGNB certification of existing warehouses	2020	▶
Green mobility	Drawing-up of analysis of future charging needs and charging patterns for electric cars	2020	▶
Green mobility	Development of strategy for increase in charging facilities in parking facilities	2021	▶
Green mobility	Horizon 2020. Test of driverless transport	2019-2022	▶
Green mobility	Sims. Survey of mobility patterns	2019-2022	▶
Urban green and blue spaces	Development of Naturpark Amager – Architecture competition	2019	✔
Urban green and blue spaces	Development of Naturpark Amager - Qualification of winning project carried out for processing by authorities	2020	▶
Urban green and blue spaces	Development of green solutions for port operations – participation in work group on planning of a shore power system for Océankaj	2019-2022	▶
Urban green and blue spaces	Development of green solutions for port operations – drawing-up of a model for shore power system at Langelinie	2019-2022	▶
Urban green and blue spaces	Development of green solutions for port operations – participation in work group “Plan for reduction of emissions from harbour tour vessels”	2019-2022	▶
Urban green and blue spaces	Implementation of port strategy – Establishment of partnership for a safe port	2019	✔
Urban green and blue spaces	Implementation of port strategy – Start of Blå Råd (establishment of three different fora)	2019	✔
Urban green and blue spaces	Implementation of port strategy - Indication of interest in relation to user interests	Ongoing basis	▶
Resource efficiency	Approval of pre-certification of Levantkaj. Levantkaj has achieved platinum certification	2019	✔
Resource efficiency	Drawing-up of DGNB pre-certification of Vejlands Kvarter	2019	✔
Resource efficiency	Drawing-up of DGNB pre-certification of Stejlepladsen	2019	✔
Resource efficiency	Drawing-up of DGNB pre-certification of Svanemølleholm. The ambition is platinum	2019	✔
Resource efficiency	Approval of DGNB pre-certification of Vejlands Kvarter. The ambition is platinum	2020	▶
Resource efficiency	Approval of DGNB pre-certification of Stejlepladsen. The ambition is platinum	2020	▶
Resource efficiency	Approval of DGNB pre-certification of Svanemølleholm. The ambition is platinum	2020	▶

Communities & urban life	Establishment of Det Flydende Aktivitetshus in Nordhavn	2019	✔
Communities & urban life	Agreement on establishment of Byens Hus in Ørestad Syd. Negotiations on establishment of Byens Hus are ongoing. Agreement is therefore not expected until 2020	(2019)2020	▬▬
Communities & urban life	Construction of Byens Hus	2022	■
Communities & urban life	Development of strategy for temporary activities in By & Havn’s development areas	2020	▶
Communities & urban life	Development and establishment of the exhibition site Simian in Ørestad	2020	▶
Employees, health & safety and labour market	Ensure that the adopted measures of the company in relation to the action plan for physical and psychological environment is implemented and effectuated	2018-2021	◐
Employees, health & safety and labour market	Ensure that the adopted measures of the company in relation to the action plan for physical and psychological environment is implemented and effectuated Development and implementation of a process for mapping and action-taking in relation to work accidents and/or near misses. Structuring of registration of near misses is carried out. In 2020, work will be carried out in relation to mapping and analysis of accidents/near misses	2019/2020	◐
Employees, health & safety and labour market	Two to three trainees/apprentices under education. Fulfilled in 2019 - two technical design trainees, one finance trainee, one office trainee in 2019.	Ongoing basis	✔
Employees, health & safety and labour market	Establishment of two-tree temporary jobs (e.g. business traineeship, wage subsidy, etc.) Achieved in 2019 - four business trainees, one employee in subsidised job	Ongoing basis	✔
Employees, health & safety and labour market	Social clauses implemented for relevant tenders and work clauses for large tenders. Achieved in 2019	Ongoing basis	✔
Employees, health & safety and labour market	Performance of external audits in relation to work clauses for relevant and large tenders. Fulfilled in 2019	Ongoing basis	✔
Employees, health & safety and labour market	Performance of internal checks of work clauses at construction and follow-up meetings. Fulfilled in 2019	Ongoing basis	✔
Employees, health & safety and labour market	Mapping of the company’s physical work environment in connection with restructuring process (mini-workplace assessment)	2020	▶
Employees, health & safety and labour market	Update of staff handbook	2020	■
Employees, health & safety and labour market	Development of joint standard of values	2020	▶
Employees, health & safety and labour market	Management development	2020	■
Employees, health & safety and labour market	Development of joint management standard	2020	■
Employees, health & safety and labour market	Development of project manager skills and new project model	2020	▶
Employees, health & safety and labour market	Max. 3.1 per cent absence due to sickness. Achieved in 2019	Ongoing basis	✔
Employees, health & safety and labour market	Implementation of health insurance	2020	▶
Employees, health & safety and labour market	Implementation of diversity policy. Ensuring that the efforts in the 2-year action plan for diversity policy is implemented and carried out	2020/2021	▶
Employees, health & safety and labour market	Gender equality throughout the organisation	Ongoing basis	✔
Employees, health & safety and labour market	Avoid reduction of the under-represented gender in the management group	Ongoing basis	✔
Anti-corruption	Evaluation of Supplier Code of Conduct for By & Havn’s partners. The Code of Conduct was updated in 2019	2019	✔
Anti-corruption	Implementation of Supplier Code of Conduct (code of conduct for suppliers)	2020	▶
Anti-corruption	Start-up and systematisation of audit of Supplier Code of Conduct/code of conduct for suppliers	2020	▶
Anti-corruption	Implementation of code of conduct for employees and executive board	2020	▶
Anti-corruption	Update of supplier selection policy	2020	■
Anti-corruption	Reports to whistle-blower system. No reports in 2019	Ongoing basis	✔

ENERGY EFFICIENCY

It is By & Havn's ambition to reduce energy consumption in the new urban districts. This is in full accord with the goal of the City of Copenhagen to achieve carbon neutrality in 2025 as well as the Government's ambition to reduce the carbon footprint in Denmark by 70 per cent before 2030. Seen in a historical perspective, around 40 per cent of total carbon emissions are caused by buildings, and measures are therefore required in this area in order to achieve the overall goals.

Energy-related renovation of buildings is an important focus area for By & Havn. By & Havn owns 250,000 m² of floorage let in the form of business leases. The buildings undergo renovation on an ongoing basis to ensure maximum reduction of their carbon footprint.



OUR FOCUS

In the development of the new urban areas, the planning of the districts can contribute to reducing energy consumption in buildings. This is achieved by planning urban districts with new energy-efficient buildings and housing units with better use of residential space compared to traditional properties and in partnerships which look for new opportunities to reduce the carbon footprint. The large number of new buildings have a substantial environmental impact. It is therefore important to apply new knowledge about, and to research into, energy-efficient new buildings. By & Havn also experiences a deMan for energy-efficient business leases and works strategically with the refurbishment of older buildings to ensure that the company is competitive on the market for office leases and to ensure that the properties have a minimum negative effect on the environment.

DGNB CERTIFICATION OF NEW BUILDINGS

Since 2015, By & Havn has worked actively to incorporate DGNB clauses in sales agreements, and the number of contracts which include a DGNB clause has increased steadily.

	2015	2016	2017	2018	2019
Number of sales agreements concluded	4	20	18	9	10
of which DGNB clause	0	5	9	6	10
Per centage	0%	25%	50%	67%	100%

It is a condition that the developer achieves minimum DGNB gold in connection with the construction of buildings in the company's areas. However, in special cases, By & Havn has accepted silver certification of a building.

In connection with the construction of the company's multi-storey car parks, By & Havn imposes the same strict requirements as for any other building in terms of environment and sustainability of the building and subsequently in the operation of the facility. For many years, By & Havn has focused on building and operating multi-storey car parks with a view to reducing energy consumption. Most of the multi-storey car parks are designed with central ramps in order to optimise the traffic flow at the facility. Further, energy-efficient lighting is used which consists

of 100 percent LED bulbs, of which 2/3 switch off automatically with permanent lighting only in the central area of the building. A further energy reduction is achieved by leaving 50 per cent of the facades of the multi-storey car park open in order to reduce the use of artificial ventilation of the facility. In 2020, it will be examined if future multi-storey car parks can achieve DGNB and at which level.

During the business strategy period (2020-2023), we will investigate if multi-storey car parks can be constructed which can be used for other purposes in the future, or if they can be constructed from recyclable materials, etc. Lower car ownership is expected in the future and thus a reduced need for parking facilities.



BY & HAVN'S RENTAL PROPERTIES

Energy renovation projects in the company's existing and older business rental properties is an important focus area as existing and older buildings have a high energy consumption. In the years to come, By & Havn will work on the implementation of IT tools for mapping data regarding energy consumption and behaviour. The mapping and subsequent analysis will reveal the potential of the energy-efficiency measures. In connection with the building renovations, By & Havn will comply with the Building Regulations BR18 and the future BR20. In the business strategy period, the warehouses at Sundmolen will be renovated and converted into modern office leases. The warehouses will receive DGNB certification. In 2020, the level to which the warehouses will be renovated will be investigated.

For some years, By & Havn has carried out energy-efficiency work in the old main building at Nordre Toldbod 7. The 150-year-old building is listed, and energy renovation must therefore be carried out with due respect for aesthetic and listing considerations. In 2020/2021, general renovation will be carried out of the building, and re-insulation of the roof will

be carried out in the summer of 2020. The energy optimisation will be measured after the re-insulation is completed.

By & Havn works with the City of Copenhagen in the partnership Energispring, which was introduced in 2016. The purpose of the partnership is to promote energy savings in properties in Copenhagen. The company registered seven rental properties in 2017, including four warehouses at Sundmolen and three administration buildings at Tulipangrunden. All the projects have focused on optimisation of heating plants. In 2018, further two buildings were registered in Århusgadekvarteret.

ENERGYLAB NORDHAVN – A PARTNERSHIP

Since 2015, By & Havn has been involved in the partnership Energy-Lab Nordhavn, the purpose of which has been to test sustainable heating, cooling and electricity solutions in Nordhavn. In 2019, the partnership was able to present a series of recommendations to politicians and authorities which is to clear the path to a faster green transition.

WHAT IS DGNB?



By & Havn works according to the sustainability certification DGNB. DGNB assesses a building project or an urban area based on its sustainability in terms on environment, social and financial factors. DGNB measures e.g. the life cycle of the

entire construction project, the extent of the bicycle path network, distance to public transport, social meeting points, waste management, energy and water consumption, green spaces and biodiversity. DGNB also assesses the process-related and technical qualities of a building or an area.

By & Havn has worked with DGNB certifications since 2013 e.g. by introducing DGNB clauses in sales agreements stating requirements that developers must provide sustainability certification of their buildings to minimum DGNB gold certification.

UN GLOBAL GOALS TO BE IMPLEMENTED IN UN17 VILLAGE

The building project UN17 Village will be built at the southernmost tip of Ørestad, looking onto Naturpark Amager. UN17 Village is the first building project in the world to convert the 17 UN Global Goals into concrete action, and it will have approx. 370 housing units for approx. 830 residents. Further, the project includes a bathing hut, a communal dining house and an exchange central on a 15,000 square metre plot.

UN17 Village is divided into five blocks – each with communal functions on the ground floor – and the roof surface will have a large greenhouse which functions as a communal room and meeting place.



GREEN MOBILITY

The structural plans for Nordhavn and Ørestad will contribute to the promotion of green mobility in Copenhagen. By & Havn contributes to the reduction of energy consumption in the transport sector by developing urban areas with good access to public transport and good facilities for pedestrians and cyclists as well as short distances to shopping and activities, which will reduce the need for transportation.



OUR FOCUS

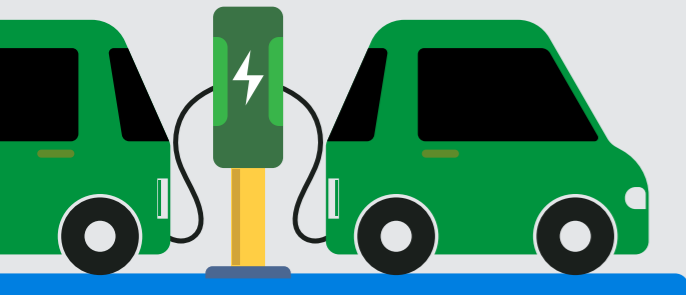
The ways the Copenhageners move from A to B is under constant development. They use all kinds of transport from scooters, electric bikes, bicycles and metro to plug-in hybrid cars, driverless cars, etc. Urban planning must support easy access to – and opportunities to use – green means of transportation. New green mobility forms and the solutions necessary to enable the citizens to use cars to a lesser extent and bicycles and public transport to a greater extent must be investigated on an ongoing basis in order to take these factors into account in the urban planning process. Otherwise there is a risk that the long-term plans for the urban districts will not be able to meet the needs resulting from the constant development.



PARTNERSHIPS FOR GREEN MOBILITY

By & Havn investigates sustainable energy solutions via strategic partnerships. Examples are the Horizon 2020 project AVENUE and the SIMS projects.

- The Horizon 2020 project AVENUE tests driverless busses in Copenhagen, Genève, Lyon and Luxembourg over a 4-year period. The test project in Copenhagen is carried out in Nordhavn, where, supported by a series of partners, the company Holo and By & Havn connect Århusgadekvarteret via sustainable, driverless mobility.
- SIMS is a 4-year project on mobility patterns supported by Innovation Fund Denmark which compares the use of city bicycles, carpools and public transport in Nordhavn, Folehaven and Nærheden (in Høje Taastrup). A partnership has been established between Aalborg University, the City of Copenhagen, Høje Taastrup Municipality and a number of operators.

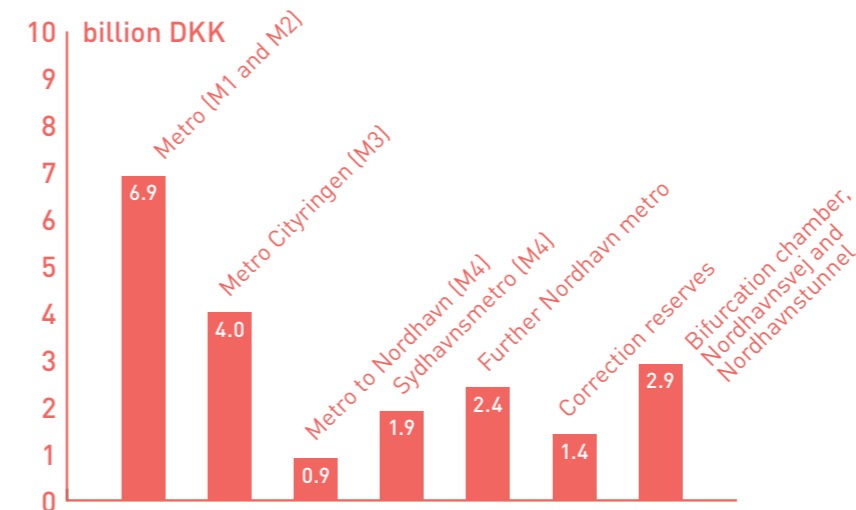


STRATEGY FOR INCREASING CHARGING FACILITIES

It has to be easy to own an electric vehicle in By & Havn's urban areas. That is currently not the case on all parameters. By & Havn is therefore currently engaged in mapping the challenges facing owners of electric vehicles today and ensuring that it will be easier in the future. By & Havn is currently analysing the future charging needs and patterns which will become the framework of a strategy for the increase in charging facilities in By & Havn's parking facilities. The strategy is expected to be finished in early 2021.

URBAN DEVELOPMENT AND METRO

Since 2007, By & Havn has contributed to the sustainable development of the capital with approx. 15,000 new housing units, 13,000 new jobs and approx. 20 billion DKK for sustainable infrastructure. Most of the amount was spent on co-funding the construction of the Copenhagen metro.



URBAN GREEN AND BLUE SPACES

By & Havn contributes to promoting green and blue spaces in urban areas by establishing green recreational areas and urban spaces which can act as both climate adjustments and natural recreational areas as well as form the basis of a healthy lifestyle for the Copenhageners.

By & Havn also develops the city's urban blue space – Copenhagen harbour. The development of urban green and blue spaces is always carried out via dialogue with residents, associations and stakeholders. Frequently, the support and development of the urban green and blue spaces is carried out in partnerships.

OUR FOCUS

In the development of urban districts, it is important that the districts are created with focus on quality of life with the urban spaces forming the framework of a healthy life with room for community activities. If a framework for urban life is not taken into account in the city plans, and if future residents and local players are not included in the dialogue on this development, there is a risk that the urban districts will be considered excluding and that they will not be perceived as attractive areas in which to work and live.



ENVIRONMENT

NATURPARK AMAGER

Naturpark Amager is a partnership between the Danish Nature Agency, the City of Copenhagen, Tårnby and Dragør municipalities and By & Havn for the purpose of developing opportunities for leisure activities in the largest natural area in Amager. The purpose of this initiative is to encourage more Copenhageners to use the area. In close dialogue with users and citizens, By & Havn focuses on nature and outdoor activities and landscape connections between nature and the city e.g. by establishing three new main entrances where Ørestad borders the nature area and a number of blue facilities along the nature park and the waters surrounding Naturpark Amager. These facilities support By & Havn's ambition to provide a new and improved framework for social communities and better access to (urban) green and blue spaces for the Copenhageners.



BY & HAVN'S PORT STRATEGY

Copenhagen Port has undergone a gradual transformation from an active commercial port to also being a vibrant recreational harbour. In 2019, By & Havn presented the port strategy, which will ensure that the people of Copenhagen are given opportunities for social activities in a well-functioning and safe framework in the areas around the port. By achieving a good balance between urban life and recreational and commercial activities, By & Havn aims to create a vibrant and sustainable port in close co-operation with its users. The strategy includes various targets, e.g. more blue facilities, a safe framework for the users and the promotion of a sound port culture. In addition to the three targets, a series of lighthouse projects will be launched. Among these are new port regulations, a port app, a port school, port-HUBs, safety and behaviour campaigns, etc.



PARTNERSHIPS FOR GREEN SOLUTIONS FOR HARBOUR OPERATIONS

Green port operations solutions are a partnership between By & Havn, Copenhagen Malmø Port and the City of Copenhagen for the purpose of improving the air quality for the residents and neighbours of Copenhagen Port and reducing emissions from cruise ships in the neighbouring districts. First, this will be done by planning a shore power system for cruise ships at Oceankaj in Nordhavn, which is expected to be finished in 2021. Further, the partnership will investigate how emissions from harbour tour vessels can be reduced and if a shore power system can be established at Langelinie. Finally, there will be focus on establishing a Nordic partnership aimed at achieving shore power in the ports in the Baltic Sea region.

RESOURCE EFFICIENCY



ENVIRONMENT

Urban development requires resources. Resources are used both in the establishment of the urban districts and when the districts are put into use. In By & Havn's work with sustainable urban development, focus is therefore on better use of resources. Among other measures, By & Havn does this by making requirements to developers that buildings must be DGNB certified to minimum gold level. By doing that, By & Havn also requires a life cycle assessment (LCA) for buildings, which includes focus on reducing carbon embodied in the buildings.

We work to promote modern waste management systems and exchange facilities in the urban areas as a short distance to recycling and local recycling facilities may contribute to ensure increased reuse of materials. By & Havn requires and allocates room for test projects in circular economy buildings, e.g. Ressourcerækkerne and Upcycle Studios in Ørestad and Provianthuset in Indre Nordhavn.

In By & Havn's urban areas in Nordhavn and Ørestad, extensive joint parking facilities are established, and thus, the vehicles do not take up space on the streets. These areas can therefore be used for recreational activities.

OUR FOCUS

One of the great challenges of the future will be to utilise limited resources better in order to ensure environmentally friendly use of resources. Resource efficiency and circular thinking has great potential in the development of urban development. In co-operation with construction industry players, we will keep exploring and testing new methods in relation to e.g. materials consumption in building structures in order to remain focused on reducing our overall environmental footprint.



CERTIFICATION OF SUSTAINABLE URBAN PLANS

By & Havn carries out sustainability certification to DGNB platinum in all new urban areas. By & Havn has decided to carry out certification according to the DGNB system because this system offers an ambitious and holistic approach to sustainability. Not only are environmental efforts rewarded; the system also rewards financially sustainable development, technical sustainability and efforts to create urban quality of life, attractive urban spaces and a good process up to the end result is achieved.

By & Havn has carried out DGNB pre-certification of Sundmølen, Trælastholmen and Levantkaj Vest to platinum level. The halfway certification is expected to be carried out when the metro opens. The project related to the new urban area at Levantkaj was submitted for pre-certification in April 2019. Finally, three new urban areas are in the pipeline: Vejlands Kvarter, Stejlepladsen and Svanemølleholm. Screenings of the three areas have been used as a background for the development of a sustainability strategy which highlights special areas in which efforts can be made to strengthen sustainable urban development for the respective areas. Pre-certification of these projects is expected in 2020 with an ambition to achieve platinum level.

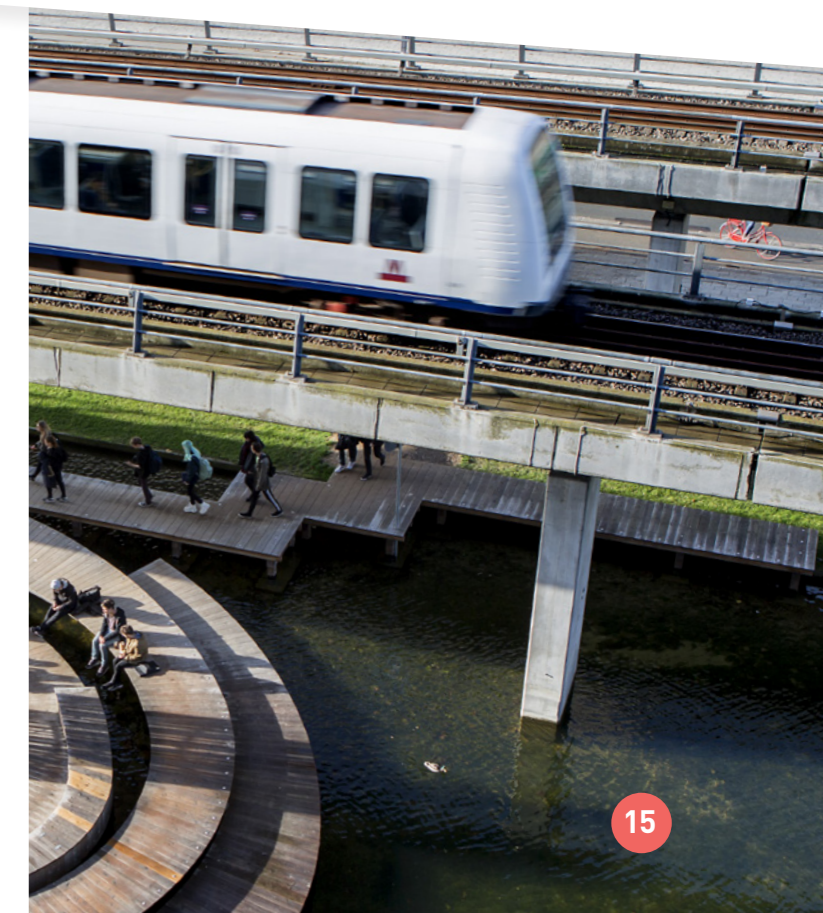
THREE VILLAGES SURROUNDED BY NATURE

Three sustainable 'villages', each with a local pond, will make up the future Vejlands Kvarter in Amager, Copenhagen. Henning Larsen Architects won the competition for drawing a master plan for the area where wood will be the dominant material of the buildings and where the facades will be in various materials such as recycled materials and green facades. The district will include dwellings for families, students and senior citizens of Copenhagen, and 25 percent of the housing units will be subsidised housing.



LAKES AND CANALS

The lakes and canals in Ørestad are distinctive for the district and is a living urban space for the residents. Water is a scarce and important resource. Even back in 2001, sustainable and resource-efficient solutions were incorporated in Ørestad. Underneath Byparken in Ørestad City, a water purification plant is hidden away from the public eye. This plant can transform approx. 100,000 litres of road surface water into clear water per hour. The water supplies the canals in Ørestad, and the canal water is so clean that several species of fish thrive in the canals. The canal system has another practical function. In case of heavy rain, the rainwater is led directly into canal sections via concealed pipes. The canal sections are equipped with overflows which drain away the water. For example, in Ørestad Syd, surplus water is conducted to the port via ditches in Kalvebod Fælled.



COMMUNITIES & URBAN LIFE

The new urban districts are developed with an ambition to create healthy and coherent high-quality urban districts with room for communities, a vibrant urban life and a living port consistent with local interests and the Copenhageners. The number of families with children is growing in Copenhagen, and so is the number of single-person households and senior citizens. It is therefore important to develop urban spaces and urban life which focuses on opportunities for everyday interaction between the residents of the local communities and the Copenhageners in general.

By & Havn contributes to kick-starting communities by establishing cultural and sports networks, communal facilities, land-owners' associations, etc. and by promoting different housing types and housing typologies to support and strengthen local cohesion and good neighbour relations.

OUR FOCUS

It is By & Havn's vision to create a framework for social life in the urban areas. However, the company is aware that this framework must be promoted and given priority already at the planning stage. A coherent urban district is not only about infrastructure and buildings, but also very much about how the social dimension is included and about the distribution of housing types to ensure that the districts includes varied and diverse housing, associations and places to meet which enables the residents to cultivate relations and communities with one another.

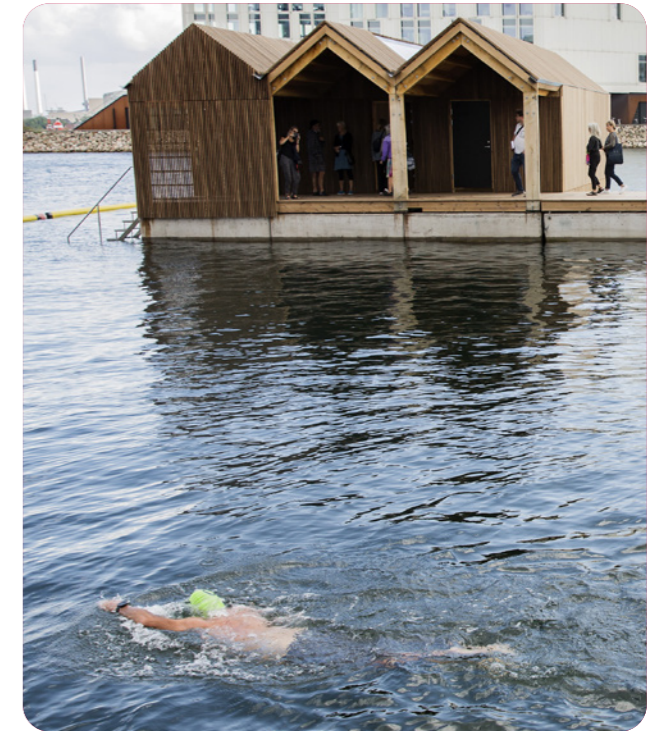


LEISURE SPORTS IN NORDHAVN

The leisure sports associations in Nordhavn is under continued development. In a partnership with DGI, the Danish leisure sports association, By & Havn has established Nordhavn IF, an umbrella organisation for leisure sports in the area. Nordhavn IF has 13 member associations representing a total of 15,000 members.

DET FLYDENDE AKTIVITETSHUS

In co-operation with Nordhavn IF and local residents, the City of Copenhagen and the foundation Lokale og Anlægsfonden, which supports the establishment of leisure facilities in Denmark, By & Havn has developed Det Flydende Aktivitetshus, a floating activity facility at Sandkaj in Nordhavn. The facility was opened in August 2019, and it supports leisure activities at Nordhavn with focus on water access and social relations. Det Flydende Aktivitetshus is located at the edge of the bathing zone and includes leisure association facilities and public outdoor areas. The City of Copenhagen has taken over the ownership and administration of the facility in co-operation with the related associations in the area.



BYENS HUS IN ØRESTAD SYD

Byens Hus is a residents' and culture centre which will be developed in close co-operation with residents and other users in the area. Byens Hus will have an area of 2,500 m², and the project also includes day-care facilities and approx. 85 housing units. In addition to a communal facility for residents, Byens Hus will also function as a culture centre for the entire district. When the project is completed, By & Havn will transfer Byens Hus to the association Foreningen Byens Hus free of charge.



FROM BICYCLE PARKING TO EXHIBITION AREA

With funding from the City of Copenhagen, funds from Realdania's "Underværker", the Danish Arts Foundation, the foundation Det Obelske Familiefond, the foundation Augustinus Fonden, the Amager Vest Local Committee and Ørestad Home-Owners' Association the exhibition site Simian will open in 2020 in the old bicycle parking facility under Kay Fiskers Plads in Ørestad City. The bicycle parking facility was not used by cyclists, and now, the 1,500 m² room will become a new rendezvous for people and art.



TUNNELFABRIKKEN

Tunnelfabrikken is a novel concept which will be a central 'player' and destination in the development of Nordhavn from a commercial port area to a cultural meeting point. It will include art, culture, play, innovation, events, retail trade and youth housing. Diversity, sustainability and inclusion will be the foundation of Tunnelfabrikken. Here people will meet and socialise in green surroundings.

WHILE WE WAIT FOR THE CITY – STRATEGY FOR TEMPORARY ACTIVITIES

In the development of the new urban districts of Copenhagen, By & Havn has worked all along the way to activate temporary areas. It is our experience that activation of areas can kick-start urban life in the areas and help gather experience which can be used in the establishment of permanent recreational areas. In 2020, an overall strategy will be prepared for temporary activities in By & Havn's development areas. Specifically, we will apply our positive experiences from Ørestad to Nordhavn to initiate a series of temporary pilot projects in co-operation with selected stakeholders.



EMPLOYEES, HEALTH & SAFETY AND LABOUR MARKET

In its work, By & Havn focuses on human rights and labour rights, employee welfare, health, safety, diversity, good working conditions and enhancement of employee skills.

EMPLOYEE WELFARE

By & Havn considers our employees our most important resource in terms of achieving the company's goals, and the welfare of employees is important to ensure that the right resources can be recruited and maintained now and in the future.

There is focus on health and safety and co-operation. One of our employment policy targets is to ensure a high-level of employee welfare, commitment to their day-to-day tasks and good career development opportunities. By & Havn's goals in this area are described in detail in the staff handbook.

To ensure focus on professional and personal development, annual employee performance reviews (MUS) are carried out. In 2019, internal control tools were developed and implemented to ensure clear direction, purpose, target and, if relevant, skills development for each employee.

In order to further improve the framework for improved welfare and to help us achieve our goals, a joint standard of values will be drawn up 2020. Joint efforts will be made to determine – and subsequently adopt – the company's values for co-operation.

A further path to improved welfare and a good psychological working environment will be developed via focus on management development. In 2020/2021, a management development scheme will be initiated, and the company's management team will develop and determine a management standard.

Further, in addition to the company's new business strategy, the skills of the staff have been developed and strengthened. To an increasing extent, a substantial part of the company's activities will be carried via project organisation. This will improve the results and efficiency of the company. The skills of the company have been strengthened, and a new project organisation and a project model have been developed. Specifically, a large group of employees is being trained in project management via an internal scheme.

OUR FOCUS

By & Havn depends on a highly qualified labour market and a stable supply of labour in order to ensure the operation of the company. If we do not contribute to the enhancement of skills in the labour market and to employee welfare, there is a risk that the company will not be able to recruit competent staff and that our tasks will not be carried out with commitment and efficiency.

By & Havn is committed to social diversity. This commitment should be expected from a public player of By & Havn's size, and the company is also aware that cases which arise as a result of challenging basic rights or even breach of legislation would affect our reputation.

HEALTH & SAFETY

By & Havn stresses the safety of employees as well as promoting health and low absence due to sickness. Continued efforts are made to ensure a good physical and psychological working environment in co-operation with the Health and Safety Committee and the Co-operation Committee.

In 2019, the work on the company's action plan in relation to the workplace assessment continued according to plan and is expected to be concluded in 2020. Further, in 2020, the physical working environment as a result of significant restructuring of office workspace will also be mapped. The work in relation to work accidents and near misses will continue in 2020. Systems have been established for registration of near misses, and the mapping and subsequent analyses of work accidents and near misses will continue in 2020.

Via dialogue with employees, the Co-operation Committee and ongoing recognition of absence due to sickness in the company, there is focus on keeping absence due to sickness at a low level. The executive board and the Co-operation Committee has decided to offer health insurance to all employees in 2020. The health insurance scheme will provide increased security and faster assistance in connection with illness, and the company expects that absence due to sickness will fall. Each employee will receive an annual statement regarding absence due to their own sickness or due to sick children. In 2019, the average rate of absence was 3.1 per cent, which is the company's target. The target is normally based on the percentage of absence due to own sickness issued by the Confederation of Danish Industry. However, in 2020 the target will be maintained at 3.1 per cent, which is lower than the target of the Confederation of Danish Industry.



HUMAN RIGHTS

LABOUR



It remains a target for By & Havn to work to maintain an equal gender distribution in their organisation and to avoid reductions in the number of the under-represented gender in the management team. Further, the Board of Directors also has a nearly equal gender distribution. The Board of Directors is appointed by By & Havn's owners and employees.

The employee groups include of 96 salaried employees and 25 semi-skilled workers. The salaried employees are e.g. economists, legal staff, urban planners, engineers, maritime staff, property inspectors, clerical staff, etc. The semi-skilled staff carries out operations and maintenance of the company's development areas and Copenhagen Port.

DIVERSITY

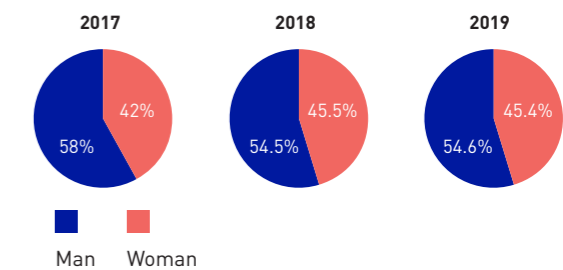
By & Havn believes that diversity in the workplace contributes to the development and strengthening of skills. To us, diversity is to ensure equal opportunities irrespective of gender, disability, age, skin colour, religion or faith, political opinion, sexual orientation or national, social or ethnic origin.

In 2019, a diversity policy was issued to draw everyone's attention to equal opportunities and to reduce the risk of violation of legislation in this area by the company.

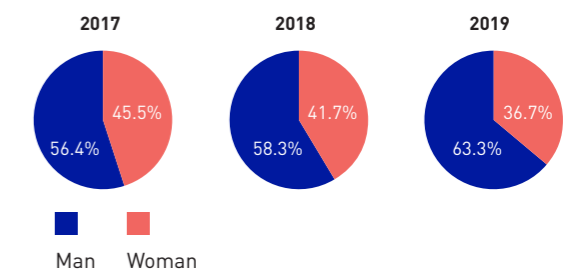
A 2-year action plan specifying the diversity effort of the company has been drawn up. The overall focus areas will be recruitment of staff, equal treatment and non-discrimination in the organisation and general awareness of diversity in management and staff.

At the end of 2019, By & Havn had 121 employees. The average age in the company was 48 years at the end of 2019; 56 were women, and 65 were men. The management team of the company consists of 11 persons, 4 women and 7 men. By & Havn's key figures show that there is an equal distribution of men and women in the entire organisation and a close to equal distribution on the management level.

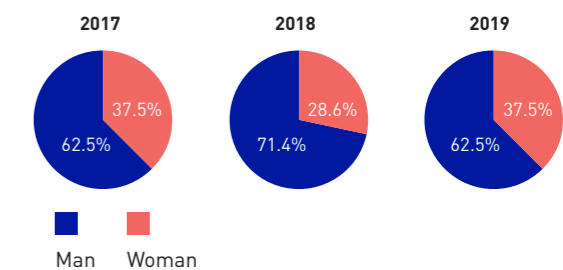
THE ENTIRE ORGANISATION



MANAGEMENT TEAM



BOARD OF DIRECTORS



ATTRACTIVE WORKING CONDITIONS FOR THE SUPPLIER'S STAFF

By & Havn supports labour rights in contexts which are relevant and possible for the company. By & Havn has chosen to focus its efforts in relation to labour rights on making requirements on suppliers and on enhancing the staff skills.

By & Havn wants to co-operate with suppliers who make active efforts in terms of the influence which their business activities have on society – including decent and good working conditions for their staff.

By & Havn uses work clauses in all large contracts to ensure that suppliers offer decent employment conditions. This way, By & Havn helps to ensure fair pay, hours and other working conditions. The work clauses form part of agreements in all relevant tenders for building and construction projects as well as services with a threshold value over DKK 1 million. The use of work clauses is regulated in By & Havn's "Work Clause Policy".

In order to ensure compliance with the work clauses on an ongoing basis, internal audits are carried out, and two annual external audits are carried out by an independent authority. In 2019, one deviation was found in one contract. In the case in question, a supplier's sub-supplier was unable to submit relevant documentation, which constituted a formal breach of the work clause. The principal supplier was ordered to pay a penalty.



ANTI-CORRUPTION & POLICIES

By & Havn's objective is to act in a proper and responsible manner via open and transparent processes and decisions throughout the company's portfolio. It is therefore important to us to make active efforts to counter risks of corruption and nepotism.

In 2019, the executive board of By & Havn adopted a code of conduct for employees and the executive board which provides clear guidelines for their duties and behaviour on behalf of By & Havn.

The code of conduct deals with the subjects of anti-corruption, fair and unrestricted competition, handling of confidential information, conflicts of interest, insider trading and the use of e-mail and social media. The code of conduct will be implemented in 2020.

By & Havn requests that suppliers and their sub-suppliers avoid all types of corruption, including bribery and similar illegal methods, for obtaining unlawful influence or advantages in relation to their business. The company's expectations of suppliers in relation to anti-corruption and bribery are described in the guidelines "Code of Conduct for Suppliers". The code of conduct for suppliers has been updated and will be implemented from the beginning of 2020. In that connection, systematic auditing will be applied to ensure that the suppliers comply with the code of conduct.

By & Havn's procurement and construction work is covered by EU tender regulations and by the Danish Public Procurement Act and further includes a policy on the choice of suppliers which underlines the fact that suppliers must be chosen on a professional, objective and non-discriminatory basis.

OUR FOCUS

It is in By & Havn's interest that employees and suppliers conduct themselves in a proper manner, and that By & Havn invites fair and unrestricted competition in relation to the performance of By & Havn's work.

It is important to the company's reputation that the surrounding world sees By & Havn's processes as open and transparent, and that the company is considered professional and trustworthy.



ANTI-CORRUPTION

Further, the policy includes written guidelines for choosing suppliers for procurements over DKK 300,000 which are not covered by the EU tender regulations.

Finally, in 2016, the company implemented a whistle-blower scheme which enables employees and partners to report suspected illegal actions. No reports were made under the whistle-blower scheme in 2019.



**SEE FILM ABOUT BY & HAVN'S WORK
IN SUSTAINABLE URBAN DEVELOPMENT**

