



COP 2020/2021

UN GLOBAL COMPACT

CES Consulting Engineers Salzgitter GmbH
Communication on Progress 2020/2021

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ABBREVIATIONS

BMZ	German Federal Ministry for Economic Cooperation and Development
CES	CES Consulting Engineers Salzgitter GmbH
GHG	Green House Gas
SDG	Sustainable Development Goal
UNGC	United Nations Global Compact



1 MD'S MESSAGE

We think sustainable
We act responsible
We improve living conditions

We are proud to be involved in tackling some of the world's biggest challenges. Partly at quite remote places, our teams are working hard every day to contribute to the achievement of Sustainable Development Goal (SDG) 1 "No Poverty", SDG 2 "Zero Hunger", SDG 3 "Good Health and Well Being", SDG 4 "Quality Education" and SDG 6 "Clean Water and Sanitation". Furthermore, we see several other SDG as cross cutting tasks and embed their spirit into our service delivery. With our services we do our very best to create improved living conditions by respecting and wherever possible protecting the environment. Thus, a wide-ranging understanding of sustainability and responsibility is a part of our company's "DNA".

Being one of the leading German consulting engineering companies in the field of international financial cooperation, delivering services in developing and emerging-market countries was challenging during the 2020/2021 reporting period. From an operational perspective, nearly overnight our service delivery was heavily impeded by the Covid-19 pandemic. We were forced to implement immediate protective actions, to re-evaluate all our processes and to redefine our way of service delivery in adaptation to the new situation.

During that time of internal reflection, we decided to embed social responsibility, environmental awareness and corporate compliance even more deeply and more structured into our organization. Our newly obtained ISO14001:2015 and 45001:2018 certifications highlight our commitments, confirm our beliefs and measure our progress in foresaid areas. **We re-confirm our full support of the 10 Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.** In addition in summer 2020, we signed the [UNGC Statement in support of multilateralism and global cooperation](#).

In 2020/2021, we conducted a carbon emission audit following GHG Protocol Cooperate standard. The GHG Protocol methodology helped us to measure, manage and report our greenhouse gas emissions resulting from our operations and our value chain. We marked the starting point for our way to climate neutrality and set meaningful reduction targets in line with the Paris climate agreement.

On the following pages, we detail our new and ongoing efforts to operate in a responsible and sustainable manner and our approach of the integration of the 10 UNGC principles into our strategy, culture and processes.

We would like to thank our customers, shareholders, employees and the public for the trust we received.



Dr. Carl Philip Hugin
(Managing Director)



2 IMS FOR QUALITY, ENVIRONMENT AND HEALTH & SAFETY

2. IMS FOR QUALITY, ENVIRONMENT AND HEALTH & SAFETY

To safeguard our internal standards and external compliance, we maintain a comprehensive Integrated Management System (IMS) focusing on Quality and Compliance (Q), Environment (E), Social (S) as well as Health (H) and Safety (S). Our Q-ESHS system is a single system designed to manage foresaid multiple aspects in line with multiple standards and requirements, such as those for quality, environmental, as well as health and safety management. Our management system is ISO-certified in the following fields:

- **ISO 9001:2015** (Quality Management) aiming at optimizing internal processes and eliminating errors during project implementation.
- **ISO 14001:2015** (Environmental Management) aiming to reduce environmental impacts by minimizing emissions and resource utilization during all business activities.
- **ISO 45001:2018** (Occupational Health and Safety Management) aiming to ensure highest health & safety standards at work for all our employees.



Figure 1 ISO Certificates for Quality Management System, Environmental Management System and OHS Management System

3 EMPLOYEES & CULTURE

Building an inspiring, inclusive, and healthy workplace



Human Rights & Labor

- Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2** make sure that they are not complicit in human rights abuses.
- 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; and
- Principle 6** the elimination of discrimination in respect of employment and occupation.

We are convinced that our success is a team achievement. Thus, our workforce is our greatest asset. We aim to provide a working environment for our teams fostering their mental and physical well-being. Discrimination, e.g. any distinction, exclusion or preference that has the effect of nullifying equality of treatment or opportunity based on illegitimate grounds (like gender, marital status etc.), is prohibited. We promote diversity and equal opportunities. Our belief is documented in our company's values: "respect, fairness and diversity".

At CES, we:

- strongly condemn all forms of violation of fundamental human rights
- promote a healthy and safe workplace
- provide decent working conditions with proper working hours and compensation
- promote the individual development of our team members
- acknowledge the right to social dialogue and collective bargaining
- expressly forbid any form of violence and harassment. Workplace violence is defined by the ILO as bullying, mobbing, threats, assault and homicide on the job as forms of violence at work.

3.1 Description of actions

We audited the compliance with the applicable national laws and ensured that our company wide OHS management policies are properly implemented. In addition, we commit ourselves to prevent any form of forced and child labor, accept the right to collective bargaining and strives to prevent any form of discrimination in hiring, promoting, training, paying, or dismissing employees. In the reporting period we maintained or implemented the following:

3.1.1 Health and safety

- Communication to all employees of the rules of action in case of accidents and emergencies
- All employees received an annual instruction in occupational health and safety
- Several employees have been re-qualified to provide first aid support in case of accidents
- Flu vaccinations were offered (at some locations)
- Covid-19 vaccinations were offered (at some locations)
- Occupational medicine and health care check-ups were offered (at some locations)
- Personal protective equipment has been provided to all employees
- Implementation of a hygiene concept (Covid-19) to provide a safe workplace and environment
- Conduction of regularly meetings of the occupational safety committee

- Obtaining a certification according to ISO 45001.

3.1.2 Working conditions

- Implementation of optimized work-life balance measures (at some locations: mobile working, flexible working hours)
- Adaptation of working conditions to avoid mental stress employees due to the pandemic
- Provision of lunch subsidies (at some locations)
- Provision of free coffee and tea
- Provision of unrestricted time and resources to the works council to enable collective bargaining
- Avoidance of child and forced labor: Only employees above 18 are hired and clear working contracts based on widely used templates are used to establish equal working conditions.
- Provision of favorable conditions and a suitable working environment for pregnant women and nursing mothers
- Provision of low blue light screens and ergonomic work equipment

3.2 Measurement of outcomes

- No work accidents have been reported in the reporting period.
- No harassment cases have been reported in the reporting period.
- No labor right violations have been reported in the reporting period.

4 ENVIRONMENT & CLIMATE ACTION

Our contribution to promoting a resilient and more sustainable future



Environment

- Principle 7** Businesses should support a precautionary approach to environmental challenges;
- Principle 8** undertake initiatives to promote greater environmental responsibility; and
- Principle 9** encourage the development and diffusion of environmentally friendly technologies.

We are fully aware that everything we do has environmental impacts. We see it as our duty to minimize our environmental footprint. Wherever possible we prevent pollution by following avoidance, reduction, reusing and recycling of resources.

At CES, we:

- Are aware that all we do has impacts to the environment, therefore we know our responsibility towards future generations
- Believe in sustainability and act accordingly
- Actively reorganize our operations to consume fewer resources.

4.1 Description of actions

We audited the compliance with the applicable national laws and ensured that our company wide management environmental policies are properly implemented. In the reporting period we maintained or implemented the following:

- Elaboration of an environmental strategy incl. definition of environmental performance indicators
- Introduction of a recycling system (at some locations)
- Compensation of emissions from scope 2 transportation
- Recalibration of the illumination motion detectors for energy saving purposes
- Certification according to ISO 14001.
- Raising awareness about current sustainability topics through UN World Days, like the World Water and Biodiversity Day.

4.1.1 Decarbonization strategy

In the reporting period we conducted a greenhouse gas (GHG) emission audit. The audit followed the GHG Protocol Cooperate standard. The GHG Protocol methodology helped us to measure, manage and report our GHG emissions resulting from our operations and our value chain. Based on the results of the GHG emission audit we have set meaningful reduction targets in line with the Paris climate agreement. We committed ourselves to reduce our absolute Scope 1 and Scope 2 GHG emissions from the base year 2018 by 51% until the year 2030 and to measure and reduce our scope 3 emissions.

In line with the GHG Protocol Cooperate standard we selected 2018 as our base year because it has been assessed as a company's typical GHG profile year. Based on the approach of the Science Based Targets initiative (SBTi), our selected interim targets and long-term targets are consistent with the level of decarbonization required to keep global temperature increase to 1.5 °C or, at minimum, well-below 2 °C compared to pre-industrial temperatures. When selecting the targets, we ensured that the target boundary is aligned with the GHG inventory boundary. By following the SBTi approach, we are aware that carbon offsetting is not an option to meet our targets. We follow the approach to account only reductions resulting from direct action within our operations or value chain.

4.2 Measurement of outcomes

- No negative environmental incident has been reported in the reporting period.
- Environmental impacts were continuously monitored by the ISO 14001:2015 environmental performance indicators. All environmental goals were achieved in the reporting period.

Carbon Emissions

Year	Scope 1 emissions ¹	Scope 2 emissions ²
2018 Base Year	21,59 t CO ₂ e	19,14 t CO ₂ e
2019	20,19 t CO ₂ e	13,61 t CO ₂ e
2020 ³	15,35 t CO ₂ e	13,22 t CO ₂ e

¹ The major part of the organizations Scope 1 emissions are related to: Mobile combustion because of transportation.

² The major part of the organizations Scope 2 emissions are related to: Purchased electricity, heat and steam.

³ Due to the Corona Pandemic the GHG emissions in this reporting period are not representative. Therefore, a increase of the GHG emissions in the next reporting period is estimated. However, it is expected that the slight increase will not infringe the company GHG reduction commitment.

5 CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY

Sound practices that promote long-term value and engender public trust



Anti-Corruption

Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.

We are committed to prohibit and prevent among others embezzlement, money-laundering, fraud, conflict of interest, bribery and extortion. We believe in fair competition and compliance with all applicable compliance laws.

At CES, we:

- Promote integrity,
- acknowledge whistleblowing procedures as an effective mechanism to combat corruption.

5.1 Description of actions

We regularly maintain dedicated measures to prevent corruption in order to ensure compliance with the applicable national laws and the company wide application of our Code of Conduct. In the reporting period we maintained or implemented the following:

- Compliance with laws via external auditing (Tax, Quality, Environment, OHS)
- Promotion of an awareness regarding social responsibility
- Donation to charitable activities

5.1.1 Donations to charitable activities

NABU - STUNDE DER GARTENVÖGEL

In the reporting period we donated to “NABU”.

MÉDECINS SANS FRONTIÈRES

In the reporting period we donated to “Médecins Sans Frontières”.

UN GLOBAL COMPACT GERMANY

In the reporting period we donated to “Un Global Compact German”.

5.2 Measurement of outcomes

- 0 Corporate Governance violations have been reported in the reporting period.

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