



WE SUPPORT

# GLOBAL COMPACT COP 2021

## COMMUNICATION ON PROGRESS



PLH



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# PLH REMAINS COMMITTED

For more than 40 years, PLH Arkitekter has provided innovative, award winning architecture that aims to improve the framework around everyday life. Whether designing residential, corporate or cultural buildings; infrastructural, pharmaceutical or educational facilities, our mission is to enhance the way we live, work and prosper.

As a multidisciplinary architectural practice based in Copenhagen, PLH Arkitekter incorporates sustainability in every aspect of every project we do, whether it is minimizing energy consumption, improving the indoor climate or establishing structures that solve social challenges. We uphold responsible business practices and the highest standards of professional integrity in all interactions with clients, collaborators and fellow colleagues. We embrace diversity and strive to maintain a work environment that is free from discrimination, abuse or stress.

In other words, we remain firmly committed to the UN Global Compact's ten principles on human rights, labor standards, the environment, and anti-corruption. We have been a member of the initiative since 2009 and wish to continue our participation, seeking to support the principles as an integral part of our day-to-day operation, organizational culture and leadership strategies.

Søren Mølbak, Director, Architect MAA

July 2021



# THE 10 PRINCIPLES



## Human Rights

- 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.

## Labour

- 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.

## 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.

## Anti-Corruption

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

# BUSINESS INTEGRITY AND RESPONSIBILITY

## Member of DANSKE ARK

PLH is a member of the Danish Association of Architectural Firms (DANSKE ARK), and our operational procedures are based on Danish Legislation and DANSKE ARK'S instructions, guidelines and contractual standards, aimed at strengthening the quality level and professionalism of practicing architectural firms, and covering:

- Level of professional liability insurance and standard contracting agreements - General Conditions for Consultancy and Assistance 1989 (ABR 18).
- Collective bargaining process whereby DANSKE ARK negotiates the general agreements on pay and working conditions etc. of the technical staff in the employment of the member firms.

DANSKE ARK also participates in negotiations with public authorities on tax aspects, prices and profit legislation, regulations on competitive tendering, liability and insurance matters as well as building assignment procedures, quality assurance and other terms relating to the professional activities of the member firms.

PLH is obliged to respect the basic conventions based on national and international legislation on human rights, the Danish Consolidation Act no. 68, of January 2005, and our membership of the Danish Association of Architectural Firms.

## Leadership Responsibility

The PLH leadership team members are individually and collectively responsible for ensuring the firm's adherence to responsible business practices and our Code of Ethics.

To that end, the following nominated partners, directors and professional staff have been assigned specific areas of responsibility:

## UN Global Compact

Paulette Christophersen – Partner  
Anette Grønbæk – Architect MAA,  
Sustainability Manager

## Financial Reporting

Svenn Gunborg Olsen – Chief Financial Officer  
supported by BDO consulting auditors

## Legal Accountability and Risk Management

Søren Mølbak – Partner and Director  
supported by Mazanti-Andersen Korsø Jensen  
AdvokatPartnerskab

## Quality Assurance

Søren Mølbak - Partner and Director

## Digital Knowledge Management

Claus Johannessen – Senior architect  
Mathew Brown – Constructing architect  
Niels Peter Rosendal – Constructing architect  
Oskars Lapsa – Constructing architect  
Nicklas Østergaard – Constructing architect

## Sustainability - PLH Green Team

Søren Mølbak – Partner and Director  
Paulette Christophersen – Partner  
Steen Enrico Andersen – Partner  
Anette Grønbæk – Architect MAA,  
Sustainability Manager

## Staff Representatives

Mark Hamann Hansen – Constructing architect MAK  
Peter Rebild – Architect MAA

## Occupational Health & Safety supervisor

Karin Tranberg Schjerbeck – Architect & Interior  
designer MAA



**We improve quality of life  
through design**



# WORK ENVIRONMENT, POLICY AND SOCIAL ACTION

PLH has a clear and balanced gender policy where some of our key values are to embrace diversity of competencies, experiences and viewpoints and to support a humanistic and collegial work style in order to add real value to our business.

## Actions

We recruit solely on proven competencies and experiences, not sex, nationality, religion or age. Staff members are selected for project teams on the basis of relevant qualifications and experiences corresponding with the project demands and our overall strategies and goals for meeting the clients' needs.

## Stress Prevention

In order to promote well-being at work, PLH has in recent years focused on prevention of stress. Several of our

employees have undergone specialized training through the Psychiatry Fund to be able to advise and guide colleagues on issues of stress. The PLH leadership, together with the stress counsellors have prepared an anti-stress policy guideline that covers both preventative actions (behaviours and organisation of work), detection of early warning signs and management of stress affected staff. Any stress affected employees will be offered psychological consultation as needed.

## Employee Involvement

PLH follows the Danish Working Environment Act and an integrated part of working at PLH is involvement and day-to-day dialogue between the leadership team members and the employees. To make sure employees thrive and develop their skills and competences, every employee has a formalized confidential meeting with

the relevant member of the leadership team once a year. The purpose is to give the employees an opportunity to address issues related to their work situation - to express their professional wishes and dreams - and to align the wishes of the employee with the overall direction of the company.

## Attractive Workplace

PLH is recognized as a stable and attractive workplace, with many employees having been with the practice for 10-25 years.

According to our latest annual Work Assessment carried out in 2019, our staff is very satisfied with the working environment, also in relation to the split of sex, nationality and age. We foster an open and inclusive culture where racism or bullying is not tolerated.



# WORK ENVIRONMENT, POLICY AND SOCIAL ACTION

Number of employees at PLH split on sex and age. PLH consists of 103 employees as of July 1st, 2021.

53 % male, 47% female.



## Continued Focus on the Working Environment

Our procedures have proven effective and PLH wishes to continue to invest in the working environment in order to remain an attractive, healthy and productive office - retaining and attracting the best talent. The priority of a responsible work environment and recognition of human diversity is a significant value for the office's ability to evolve in tune with the changing demands, challenges and tendencies of our industry.

## Celebrating Diversity

One of the building blocks of the PLH family is our celebration of diversity. The office is home to colleagues from around the world who are working together to improve the quality of life through design. This creates a diverse working environment where multiple languages and cultures meet.

## Social Engagement

At PLH, we cherish social interaction between colleagues and set great store by strengthening bonding and camaraderie at the workplace through various events and gatherings.

But, as with most other places of work, the COVID-19 situation has had a significant impact on how and where we do our work. Many employees have worked from home on either a part-time or a full-time basis. Physical meetings have been cancelled or postponed as have social get-togethers, field trips and travels abroad.

However, the crisis has also shown the strength of the PLH team spirit. Employees have persevered with amazing tenacity, carrying on with work on projects, knowledge sharing with colleagues and using digital tools to collaborate with external partners. Furthermore, several social events have been held virtually – and physical

gifts and sentiments have even been sent to employees' home addresses when physical attendance in the office was out of the question. All in all, we feel that we are emerging from the pandemic with a stronger, deeper bond between the people that are PLH.

## Lunchtime

PLH has a healthy lunch scheme as a way to encourage employees to stay at the office and have lunch with their co-workers - hereby strengthening social ties. The lunch scheme also focuses on supporting small local businesses through an ongoing rotation of the lunch suppliers. Additionally, all suppliers are chosen based on a focus on organic products all days, one fish day and one vegetarian day a week and vegetarian alternatives all days. Approx. 1/3 of the employees choose the vegetarian dish permanently.





# OUR PURPOSE IS TO IMPROVE THE QUALITY OF LIFE THROUGH DESIGN

## **Environmental Challenges**

PLH's main focus in connection to the principles of UN the Global Compact is directed towards environmental challenges and possibilities. PLH has a responsibility to create holistic, sustainable and humanistic solutions to the greatest extent that it can influence project outcomes.

## **Improving the Quality of Life Through Design**

We are committed to reviewing how our activities can contribute to the reduction of CO<sub>2</sub> emissions and

minimize the planet's consumption of fossil resources.

However, sustainability is not only a question of energy – social well-being and cultural behavior are aspects that we consider just as vital a part of designing sustainable buildings.

Our mission and purpose is to improve the quality of life through design - and the value of our work is found where the built environment becomes a better place for people – whether it is minimizing energy consumption, improving indoor climate or providing structures that resolve social challenges and promote well-being.

## **Promoting Awareness**

PLH supports a considered approach to environmental challenges by promoting our own and others' awareness of how our actions affect the environment and our surroundings. We expect our staff to be conscious of the consequences of their impact concerning the environment, whether it is “locally” at the office or “globally” with a client.



# LOCAL INITIATIVES - GLOBAL IMPACT

## Sustainability

To optimize the implementation of sustainability, our Sustainability Manager operates in a defined process tool.

This tool operates in several stages to ensure that the intentions, which are decided early in the process, are followed through to the finished project. As a starting point, the Sustainability Manager will go through the project with the client and project owner to point out relevant sustainability criteria for the specific project in accordance with the client's overall sustainability goals. The list of potential criteria includes - but is not limited to - the six criteria of DGNB: process, environment, economy, technical, social and site.

This requires that the possibilities on site and within the project framework are logged to ensure integration of the client's priorities and goals.

Initially, workshops are held with multi-disciplinary specialist teams, tenants, facility managers and other relevant stakeholders to discuss the actual solutions. This is done in order to find the best balance of the possible solutions.

The focus points could be the following:

- Buildings have both an active and a passive energy balance that very much depends on the building's energy design. This must be considered from an early start to ensure the total energy goal can be achieved.
- Materials and holistic costs are compared for the primary materials, different structures and technical solutions.
- Flexibility and design for disassembly must be considered to increase the possibility that the built structure may last longer than the initial purpose it is designed for.
- Maintenance and cleaning are major cost drivers in a 50 year timespan. The design must strive to optimize the daily use and save money.
- The accommodation of social quality is vital. This means looking at functional issues, thermal comfort, optimal lighting, views and orientation, access to green areas, low toxic emissions, safety etc. This is where we make sure people thrive.

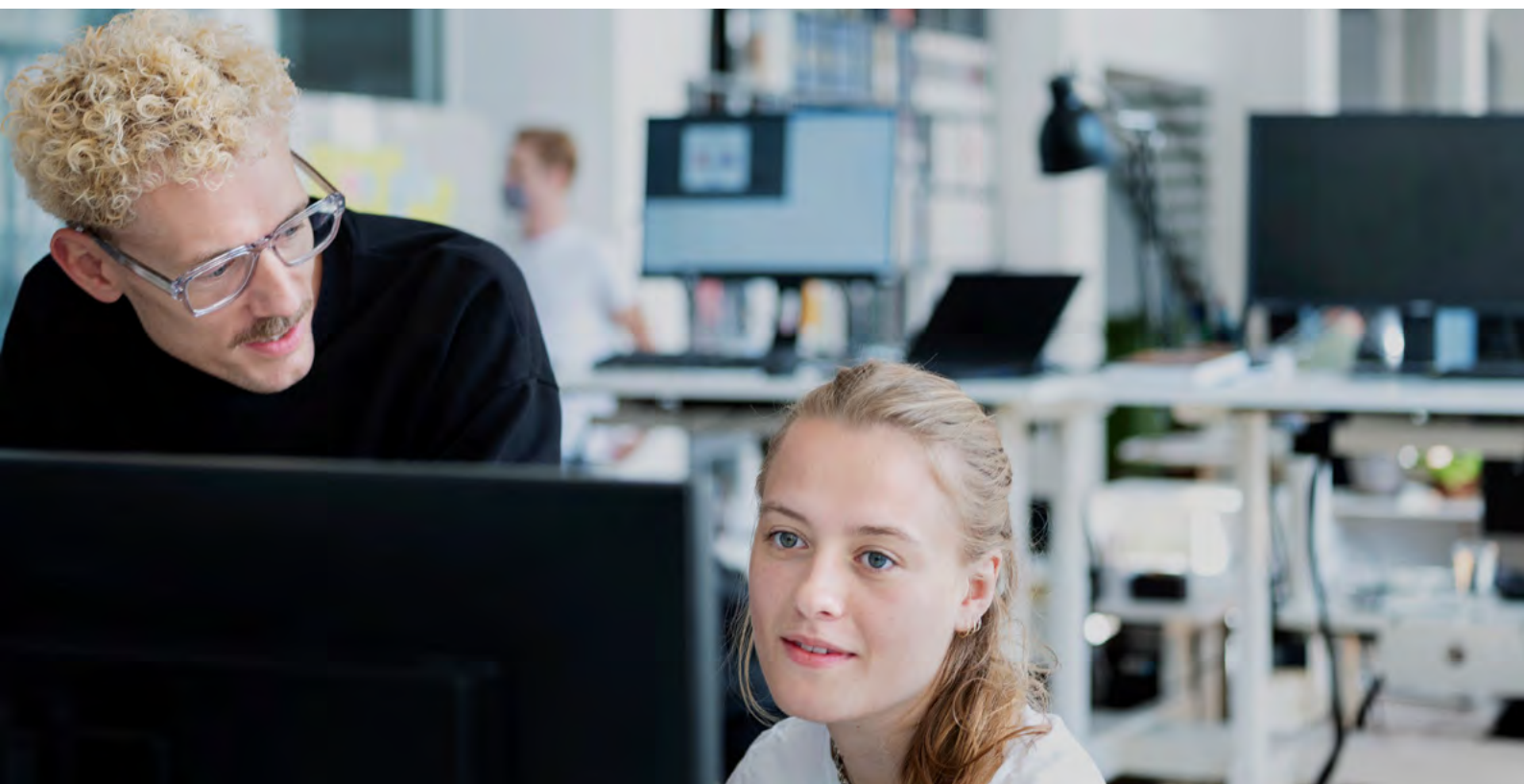
All of the mentioned and more are woven into the fabric of the early project and the agreed goals are kept in focus throughout the development of the building.

## DGNB Certification

We are continuously having employees partake in the certification training from the Green Building Council Denmark. DGNB Denmark is a European certification system, adapted for Danish conditions, to make sustainability in buildings measurable. It is the most advanced sustainable evaluation standard in Europe.

We have also been part of a DGNB-development team, drawing up a new certification tool for existing office buildings. As part of the pilot phase, we have completed the first ever certification of an existing office building in Denmark.

An essential approach in all our work is the integration of hard factors such as geometries, orientation, location of windows, choice of materials, emission rates, engineering systems and lighting, with soft factors related to user comfort and welfare.









# ANTI-CORRUPTION, LABOUR AND HUMAN RIGHTS



## Anti-Corruption

According to Transparency International's 'Corruption Perceptions Index' Denmark is the least corrupt country in the world and has ranked at or near the top for the last several years. Although bribery and corruption are not a common phenomenon in our society, we are still very aware of the possibility of nepotism, exchanges of favours, unofficial agreements between companies etc. Therefore, we aim for clarity in all our business agreements.

## Ensuring Human Rights and Labour Rights

Human rights and labour rights are

very well protected in Denmark and in Danish legislation. Being a member of DANSKE ARK - The Danish Association of Architectural Firms, PLH has to follow DANSKE ARK'S instructions, guidelines and contractual standards - and we are obliged to follow Danish legislation as well as respecting national and international legislation on human rights conventions.

## Suppliers and Business Partners

Where PLH can make the greatest difference with regards to human rights and labour rights is when we do business with companies and suppliers from other countries. When possible,

we always make sure manufacturers of building materials respect the protection of internationally claimed human rights and are not complicit in human rights abuses. We make sure we only do business with companies and suppliers that respect the rights of their workers, take care of their security and do not use child labour. It is part of our normal procedures to use certified materials and to state in tenders that we do not accept materials produced and manufactured with the assistance of child labour.

Anti-corruption, labour and human rights are criterias that are evaluated in our DGNB-certifications. Therefore they are naturally evaluated in our certified projects.



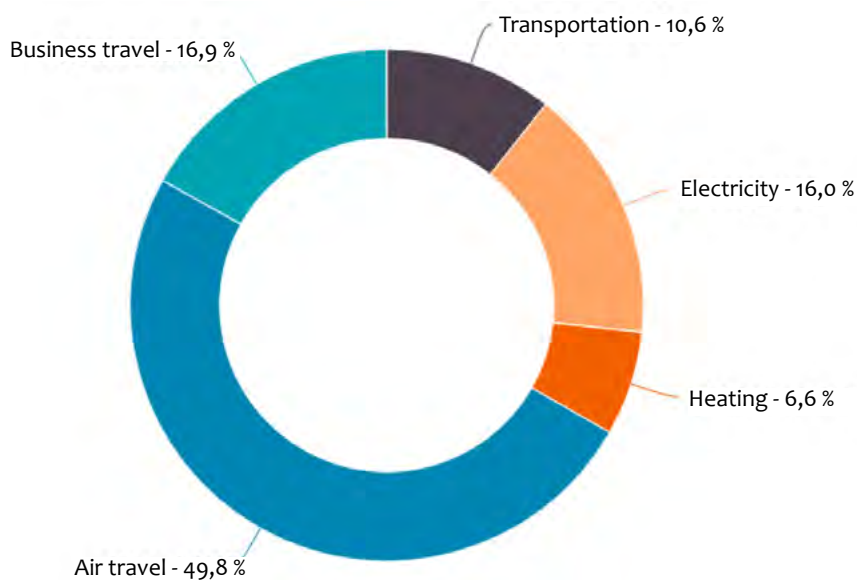
# PLH OFFICE CO<sub>2</sub>-CALCULATION

## TRACKING EMISSIONS AND BUYING QUOTAS

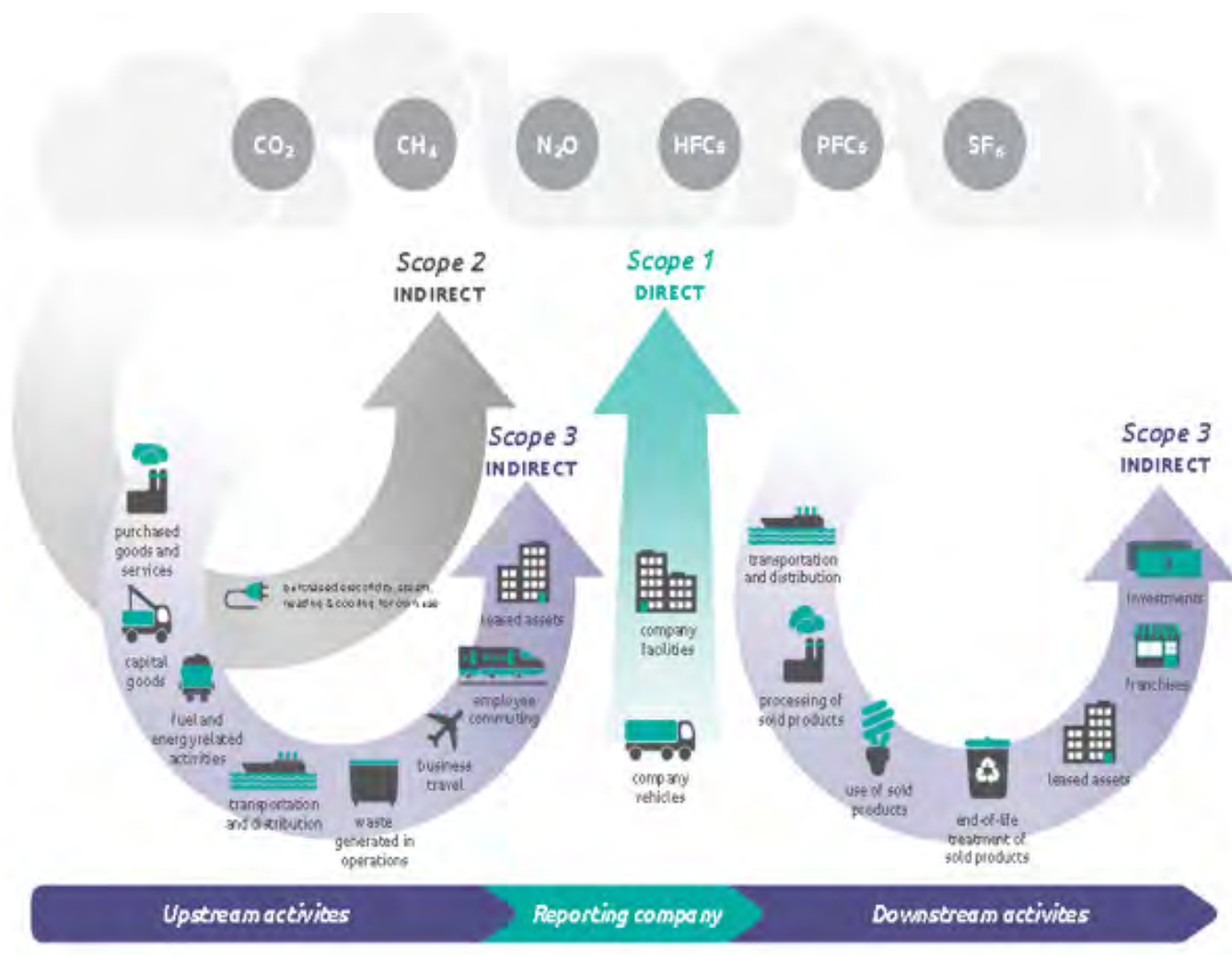
In order to understand how worklife is affecting the global CO<sub>2</sub>-emissions, we have decided to scrutinize ourself, to see what can be optimized and track the expected improvements and finally buying CO<sub>2</sub>-quotas to counter balance the emissions. This in the end can help us design better buildings with a reduction in the total CO<sub>2</sub>-emissions.

### The system

We are using a system from CEMAsys, who has a lot of experience with helping offices in this exercise of calculating and reducing their emissions and finally buying the quotas from dealers with a proven positive track record.



PLH total emission are 87,5 t CO<sub>2</sub>



# THE WORLD CHARTER

## THE FN'S 17 SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE DEVELOPMENT GOALS



### The DGNB impact on FN's SDG

The UN Global Compact and the Sustainable Development Goals are closely connected. As seen in their striking similarities. It is also expected that the Global Compact goals and the Sustainable Development Goals will merge within a short time span.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and in the

future. At its heart are the 17 Sustainable Development Goals (SDGs), which is an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

### The office

PLH has mapped our impacts both internally at the office and externally in our projects. This list shows that we are focusing on many of these targets already, due to the Global Compact focus. Also our work with DGNB provides us with many of the same goals for our external focus. Finally, our CO<sub>2</sub>-calculation provides us with some of the internal focus not previously covered within the Global Compact. Even though our efforts have yielded great results we strive to go even further.



### PLH's impact on FN's SDG



# SUSTAINABLE SOLUTIONS AND DESIGNS

## General Approach to Sustainable Solutions at PLH

PLH's knowledge about sustainability comes from both our overall experience, gained by many certified projects, by hiring specialists and by further educating our project managers and team members to increase the office's broader awareness of energy design, sustainable materials and the process, by which sustainability is implemented in both the projects as well as internally, in the way the office is driven.

## Everyday Sustainable Designing at PLH

Apart from specific project examples, it is important to note that on a daily basis, the staff at PLH is making informed and conscious decisions impacting the environment when they use passive design parameters, select and specify materials, finishes, furniture and fixtures. Through one-on-one or group activities, our staff is continually updated on new and emerging products, techniques or manufacturers that can strengthen our ESD approach.

## Products and Techniques to Reduce Environmental Impact

PLH puts effort into using local resources and adapt the construction methods and technologies to the local climate conditions, inspired by local traditions. PLH integrates this in developing projects with the aim of improving the environment, generating energy and adding value to the human everyday life.

## Sustainable buildings

Over the past years, PLH has qualified to participate in many competitions, most of which included sustainability as criteria in the weighted scoring system.

In 2012, PLH won the competition for a new headquarters for the transportation and logistics company DSV with 750 employees.

Since then the office has designed a number of buildings that have been, or are to be, certified.

## Completed projects, DGNB certified

Alfa Laval, Aalborg, Denmark / Certified DGNB Gold  
Teghlholm Brygge, Copenhagen, Denmark / Certified DGNB Silver  
Arenahaven, Copenhagen, Denmark / Certified DGNB Gold in Use  
PensionDanmark, Copenhagen, Denmark / Certified DGNB Gold

## Projects under construction, pending DGNB certification

City Hall, Høje-Taastrup, Denmark / DGNB Gold  
DFDS Head Office, Copenhagen, Denmark / DGNB Gold and DGNB Heart  
DMJX, Copenhagen, Denmark / DGNB Gold and DGNB Diamond  
The Marble Pier, Copenhagen, Denmark / DGNB Gold

## Other certifications

DSV, Warszawa, Poland / BREEAM Excellent  
Asgaard Keys, Vilnius, Lithuania / BREEAM  
City Hall, Vordingborg, Denmark / The UN's Sustainable Development Goals and the Voluntary Sustainability Class  
K29, Vilnius, Lithuania / BREEAM Excellent  
Central Station, Riga, Latvia / BREEAM Very Good (pending)  
Preses Nams, Riga, Latvia / BREEAM Outstanding (pending)





# PLH GLOBAL COMPACT AMBITION 2021/2022

PLH is proud to be a member of the UN Global Compact. In the year ahead we will continue to seek opportunities to support and enact the 10 principles.

In particular, we aim to show built works that demonstrate more extensive and measurable outcomes with regards to environmental concerns.

## Human Rights

We will continue our membership of DANSKE ARK, continue to follow DANSKE ARK'S instructions, guidelines and contractual standards. PLH will continue to follow Danish legislation as well as respect national and international legislation and human rights conventions.

In addition, we will continue to demand that collaborators, business partners, suppliers and whoever we have business dealings with - both in Denmark and abroad - will respect national and international legislation and human rights conventions.

## Labour

The 2019 Work Place Assessment showed that we are on the right track with 95% of the employees wanting to recommend the work environment in PLH to friends or acquaintances. We appreciate their trust, but do not rest on the laurels. We are constantly investing in our physical working environment, updating the studio

with particular focus on improving the indoor climate and expanding the collaborative spaces. We have introduced a "PLH Mental Health Day" for all PLH staff focusing on how to support a mentally and culturally sustainable working environment - not because we see more colleagues with stress related sick leave, but because we want to keep it that way

PLH will continue to follow Danish legislation on labour standards and will continue to dissociate ourselves from all forms of discrimination.

In addition, we will continue to invest in the working environment making PLH Arkitekter an attractive workplace - retaining and attracting the best. Upholding a humanistic and collegial working style, high employee involvement, stress prevention and creating a responsible working environment where human diversity is recognized, will continue to be very significant factors for the office. Furthermore, we will continue to recruit solely on proven competencies and experiences - not regarding gender, nationality, religion, age or other discriminating criteria.

We will also continue to demand that collaborators, business partners and suppliers will respect and uphold the freedom of association, recognize the right to collective bargaining, support the elimination of all forms of forced and compulsory labour and child labour and support the elimination of discrimination in respect of employment and occupation.

## Environment

PLH will continue to support the principles 7, 8 and 9 of The UN Global Compact as an integral part of our day-to-day actions and creative processes. We will continue to design sustainable solutions and structures that support and promote sustainable behavior - and continue to promote sustainable solutions to our clients.

Our central purpose is to improve the quality of people's lives - and we will continue to design with the three objectives 'People', 'Profit' and 'Planet' (A triple bottom line) in mind. The triple bottom line-approach ensures sustainable design that also better the lives of users while at the same time improving conditions for the client.

Through research, innovation and cooperation with manufactures, institutions and clients we will continually strive to develop and disseminate sustainable solutions, environmentally friendly technologies and new sustainable structures that underpin and promote environmentally responsible behavior.

## Anti-Corruption

We will continue to work against corruption in all its forms and avoid nepotism, exchanges of favors, unofficial agreements between companies and other forms of bribery - aiming for clarity in all our business agreements.







# BUILDING OFFICES WHERE GREEN SOLUTIONS ARE FRONT AND CENTER

## # CASE – MARBLE PIER OFFICE HUB, COPENHAGEN, DENMARK

Under construction. Expected completion: 2023

Located on the water's edge in one of Copenhagen's old harbor areas, the building will be able to welcome 560 employees when complete in 2023. With its flexible décor and open design, it functions as a future-proof and vibrant office hub with common areas throughout, where people can meet, share knowledge and exchange ideas.

At the base, large glass fronts form a transparent and inviting entrance that opens up to a reception and lounge area, shops and boutiques. Upwards throughout the building, spacious office layouts afford each employee expansive views of the water and quayside. At the

top the level lie roof terraces, a meeting center and the canteen.

Sustainability and green solutions are integrated in all aspects of this project's life cycle, from the initial design phase to construction and usage. In addition to reducing energy consumption and minimizing carbon emissions, its sustainable profile creates tangible benefits for people both in the building and in its urban surroundings.

Among other features, the extra-large windows and a generous use of double-height spaces allow natural sunlight to flow through office zones and recreational areas, lowering electricity

costs and increasing employee well-being as well as creating an open and transparent exterior.

Furthermore, green sedum roofs retain rainwater and supply natural cooling during the summer months. And with excellent amenities for cycling commuters, changing rooms and much more besides, this office hub facilitates a healthy lifestyle for all its users.

Upon completion, the building is expected to receive a DGNB Gold certification due to its outstanding sustainability credentials.









# SETTING NEW STANDARDS FOR SUSTAINABLE HEADQUARTERS

## # CASE – SVANEMØLLEHOLM, COPENHAGEN, DENMARK

Under construction. Expected completion: 2023

PLH Arkitekter has designed a vibrant, dynamic project that will help clients AP Pension and Nykredit take the lead in the green transition – and create headquarters that open up and invite the outside world in.

The 57,000 square meter building complex will be much more than simply a workplace. The project also includes a large number of audience-oriented facilities, which will invite visitors from near and far to use the buildings – also outside working hours. Thus, the plan is

to establish, among other things, a food kitchen, a café and a publicly accessible roof garden.

The buildings will stand as a classic and timeless example of Nordic architecture, with clear references to the historical surroundings in the maritime, industrial environment that gives Copenhagen's North Harbor its unique character. The interior will be bright and modern with the flexibility to support employees' different needs, wishes and ways of working all through

the day.

Furthermore, the project fulfills AP Pension and Nykredit's desire to be at the vanguard when it comes to sustainability, with a special focus on social issues. The buildings are expected to be awarded the DGNB Gold certification on the basis of the green solutions and consistent flexibility throughout, as well as a DGNB Diamond certification, due to the architectural aesthetics and the buildings' functionality.









# AN EXEMPLAR FOR FUTURE CIVIC BUILDINGS

## # CASE – VORDINGBORG CITY HALL

Under construction. Expected completion: 2023

Designed by PLH, Vordingborg City Hall will be a modern workplace, providing a framework that supports rapid changes in tasks, working hours and organization. The office areas are designed as activity-based working environments, offering maximum flexibility and easy movement of workstations and meeting rooms. The result is an adaptable town hall equipped for the unpredictable needs of the future.

In the council chamber, the large

windows face the street and signal transparency in the political dealings. The space is flexible and can be divided and at the same time opened up towards the canteen next door. The glass sections can also be opened up, and the outdoor space in the square in front of the building can be integrated, creating a wealth of possibilities for holding various events. With such adaptability, the city hall becomes future-proof, while at the same time functioning as a meeting place for the

entire community.

It is expected that the project will serve as an example for future municipal buildings in Vordingborg, with the municipality gaining valuable lessons for coming constructions. Furthermore, as an open, inviting house, the city hall will be able to create awareness and ownership with Vordingborg's citizens and communities on the importance of sustainable solutions and climate change mitigation.

