



COP 2021 UN
GLOBAL
COMPACT

CF MØLLER
ARCHITECTS



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Our Commitment

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

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

We see architecture as a creative process where we interpret our clients' aims to create buildings that work at functional, technical and aesthetical levels, whilst also achieving high sustainability goals. Our unique cross-disciplinary design approach integrates urban planning, landscape, architecture and industrial design, and this creates societal and economic value for our clients and for society at large.

With this 2021 Communication on Progress, C.F. Møller Architects again express their continued support for the UN Global Compact.

Our work during 2021 was again affected by the COVID-19 pandemic, which has impacted our ways of working, and opened up new ways of collaborative working and combining the home and work spheres.

This 2021 Communication on Progress also contains C.F. Møller's documentation of Corporate Social Responsibility and Gender Equality as required by the Danish Financial Statements Act (Årsregnskabsloven), §99a and §99b.

The UN Global Compact's Sustainable Development Goals (SDGs) focus global efforts on 17 widely acknowledged issues that allow businesses to make an essential contribution to sustainable development and document progress in achieving the goals. In this 2021 Communication on Progress, we use the eight Sustainable Development Goals, that are most relevant to our business, to document our commitment and work with the UN Global Compact and Corporate Social Responsibility.

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

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Klaus Toustrup

Lone Bendorff

Mads Mandrup

Julian Weyer

Michael Kruse

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Our vision: Improving life for people and planet

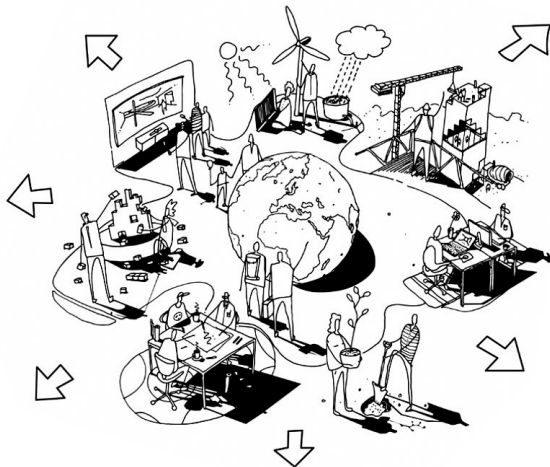
We are one of Scandinavia's leading independent architectural firms, with almost 100 years of award-winning work in the Nordic region and worldwide.

Our vision is to Improve life for people and planet.

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

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

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



OFFICE HUB OF LOADBEARING TIMBER, ODENSE

In 2021 C.F. Møller won First Prize in the competition for the new Office Hub for the Danish Property Agency in Odense, with a client demand for all loadbearing structures to be of timber. At over 31.000m², the Office Hub is the largest timber building in Denmark, and provides dynamic and flexible workspaces for a variety of government agencies.

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

How we work as Architects

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

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

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

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

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



How we work with the SDG's

ENVIRONMENT & CLIMATE

Environmental Impact of Construction Materials

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



Climate Adaptation of Urban Environments

C.F. Møller will work with climate adaptation, so that our buildings and landscapes are able to deal with future climate change



SOCIETY & BUILDING USERS

User Needs and Well-being

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



Changing Societal Demands

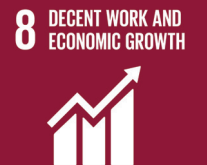
C.F. Møller will work proactively in integrating changing client, regulatory and societal demands into our architectural work.



LABOUR & EQUALITY

Labour

C.F. Møller has a highly qualified and dedicated workforce, and will continue to create an attractive workplace for all employees.



Equality and Diversity

C.F. Møller will continue working to increase the share of women throughout the organisation.



HUMAN RIGHTS & ANTI-CORRUPTION

Human Rights

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



Anti-corruption

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





NETTO, BYGHOLM BAKKER

The Netto store at Bygholm Bakker, achieved certification to DGNB Gold, and sets new standards for well-being and sustainability in grocery stores. The glazed entrance draws daylight deep into the building and makes the shop appear bright and open, creating a view to the beautiful timber roof construction.

Environmental Impact of Materials

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

ISSUES & RISKS

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

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

POLICIES

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

RESULTS FOR 2021

- We won First Prize in the competitions for the Office Hub in Odense, and the i8 Office Project in Munich, both with loadbearing timber structures.
- We are participating in the EU supported R&D project, Build in Wood, which runs from 2019-2023.
- We have introduced a Timber Construction knowledge sharing and cooperation platform across C.F. Møller's studios.
- We completed the collaboration with a masters student from the Technical University of Denmark in developing tools to carry out Life Cycle Analysis (LCA) early in the design process.

ACTIVITIES FOR 2022

- We will continue our work with timber buildings, and will work to expand our portfolio of timber buildings across Europe.
- We will complete the development of LCA tools as part of our digital design workflow, so that we can assess environmental impact throughout the design process.
- We will carry out in-house training courses for our employees regarding lifecycle assessment, low carbon construction and timber buildings.



SUSTAINABLE TIMBER OFFICES IN ODENSE AND MUNICH

In 2021 C.F. Møller won First Prize in the competitions for the new Office Hub for the Danish Property Agency in Odense, and the i8 Office Project for R&S Immobilienmanagement GmbH in Munich, both with innovative loadbearing timber structures.



GULDBORGSUND HARBOUR CITY, NYKØBING FALSTER

A new master plan for the harbour in Nykøbing Falster unites the town and the sound, Guldborgsund, and transforms the industrial harbour into a living district with housing, cultural life, and urban spaces with integrated flood protection.

Climate adaptation of Urban Environments

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

ISSUES & RISKS

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

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

POLICIES

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

RESULTS FOR 2021

- We won the Guldborgsund Harbour City masterplan competition, which integrates urban development and climate adaptation in the city of Nykøbing Falster.
- We developed the Biofactor Tool, a tool to design and evaluate the biodiversity of large scale urban areas as an integrated part of our 3D sketching process.
- We started the development on design tools to estimate thermal comfort in buildings using future climate data.

ACTIVITIES FOR 2022

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

User Needs and Well-being

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

ISSUES & RISKS

The built environment play a critical role in the unfolding of people's daily lives in modern society, and with people spending the majority of their time within the built environment, poorly designed buildings and spaces can have longterm negative impacts.

With the long lifespan of the built environment, the decisions we make as architects during the design process are of great importance, where creative and inspiring architecture can give a sense of delight and well-being for users. At the same time, poorly designed built environments can have negative health effects on users' comfort, and can over time be of great expense to society if they do not meet the changing functional requirements of clients and users.

POLICIES

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

RESULTS FOR 2021

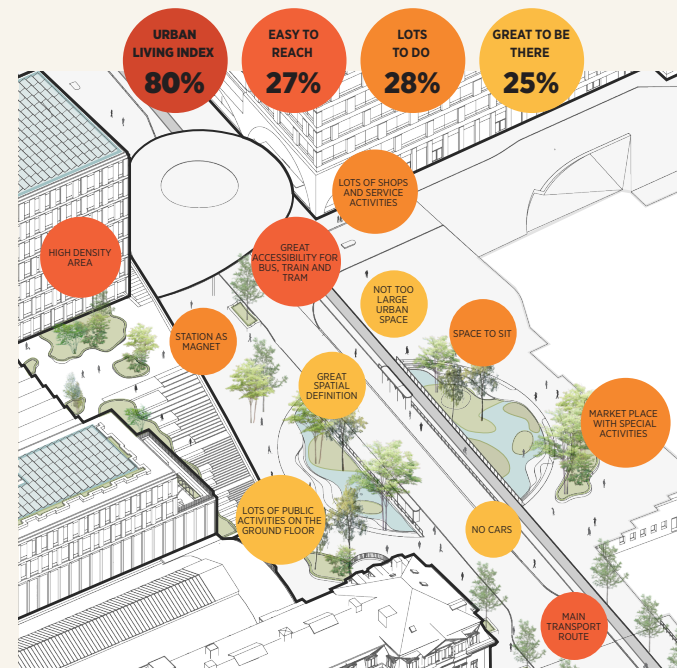
- We have developed the Urban Living Index Tool, an early stage design tool to asses the liveability of urban areas. It is based on the Urban Living Index, developed by Spacescape and Jernhusen as part of the urban development competition for Stockholm Central Station.

ACTIVITIES FOR 2022

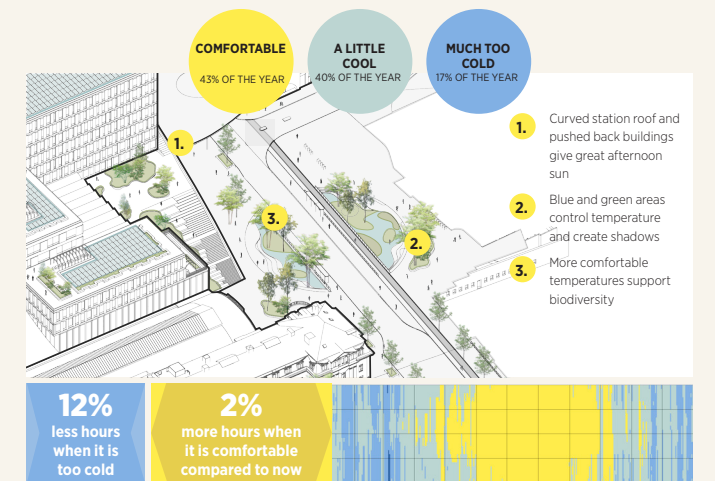
- We will work with developing tools and architectural solutions that create healthy indoor environments and urban spaces during the early design stages.
- We will work to develop design tools and architectural solutions that support greater functionality early in the design process.



URBAN LIVING INDEX



UNIVERSAL THERMAL COMFORT INDEX



STOCKHOLM CENTRAL STATION

In C.F. Møller's proposal for the Stockholm Central Station urban development competition, we developed and used a series of early stage design tools for urban microclimate and urban living to increase the comfort and liveability of our proposal.

17 PARTNERSHIPS FOR THE GOALS



NEW ISLANDS BRYGGE SCHOOL, COPENHAGEN

The New Islands Brygge School opened in October 2021 and responds to changing societal demands with a special focus, enabling pupils to relate theoretical teaching with physical, sensory and experience-based learning.

Changing Societal Demands

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

ISSUES & RISKS

As societies develop over time, there are changes in perception and needs, and this over time affects both the demand for certain building types, and how these buildings are designed and used. Examples are changing requirements and increased regulatory demands for sustainability, where Sweden and Denmark are introducing the environmental assessments of materials into their building regulations.

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

POLICIES

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

RESULTS FOR 2021

- We have played an active role in development of the mandatory requirements for life cycle analysis and carbon limits the Danish Building Regulations, which is to be implemented in 2023.
- We are playing a leading role in the new EU supported R&D project, Build in Wood, which runs from 2019-2023.
- We have worked to promote timber construction and remove regulative barriers, and have been in active dialogue with leading politicians, construction experts and major clients.

ACTIVITIES FOR 2022

- We will continue promoting the development of new legislation pertaining to the sustainable buildings.
- We will initiate a dialogue with clients and partners on the demand side of the value chain to understand their thinking and inform our architectural responses.

Labour

C.F. Møller is a knowledge-based organisation, and our employees' creativity and knowledge is central to our focus on architectural quality.

ISSUES & RISKS

In knowledge-based organisations, employees are the primary production asset, and C.F. Møller could experience challenges in accessing a highly qualified workforce. However, with an almost 100 year record of architectural quality, C.F. Møller has the track record to attract a highly qualified and dedicated workforce.

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

The COVID-19 pandemic has again had an impact on our business in 2021. This has had considerable demands on our employees, with large periods of time where work has been carried out digitally.

POLICIES

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

RESULTS FOR 2021

- We have developed GROW, a platform for in-house professional development, which creates value for the individual employee and shared values around our vision for C.F. Møller. GROW consists of courses, network activities and knowledge sharing, and aims to connect people and competencies across all C.F. Møller's studios.
- We held in-house professional development courses covering DGNB Sustainability Certification and the Voluntary Sustainability Class in the Danish Building Regulations.

ACTIVITIES FOR 2022

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



THE GROW PLATFORM AND IN-HOUSE TRAINING COURSES

C.F. Møller has developed GROW, a platform for in-house professional development, which creates value for the individual employee and shared values around our visions.



Equality and Diversity

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

ISSUES & RISKS

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

C.F. Møller has over 360 fulltime employees, with 42% being female and 58% male, across our eight studios. We have employees of over 35 nationalities.

POLICIES

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

C.F. Møller's Board of Directors are also the Senior Equity Partners. In 2015 we set the target of having two female members of the Board by 2020, which we achieved in 2019. C.F. Møller has chosen to hold onto this target for the two female Board members.

RESULTS FOR 2021

- Two out of eight of the Senior Equity Partners are female.
- Our Management Team consists of 30 members, with 12 being female and 18 being male. There is gender equality in the Management Team, with 40% being female.

ACTIVITIES FOR 2022

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

Human Rights

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

ISSUES & RISKS

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

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

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

POLICIES

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

RESULTS FOR 2021

- We won the masterplan competition for the TAYS Tampere University Hospital in Finland, with a focus on healing architecture and patient-focused processes.
- We have started a dialogue with the Danish Association for Responsible Construction regarding human rights issues relating to employment conditions on construction sites.

ACTIVITIES FOR 2022

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



TAMPERE PSYCHIATRIC CLINIC, FINLAND

The new psychiatric clinic at TAYS Tampere University Hospital supports patients' healing process and the staff's work environment with a beneficial environment for the good of all. Contact with the adjacent nature are a great advantage in psychiatric care.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



ZERO TOLERANCE FOR ANTI-CORRUPTION

C.F. Møller has the highest standards of corporate ethics and a zero-tolerance policy for anti-corruption and fraud. This means that we have not experienced cases of corruption on our projects during 2021.

Anti-corruption

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

ISSUES & RISKS

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

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

POLICIES

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

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

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

RESULTS FOR 2021

- We have not experienced cases of corruption on our projects during 2021.

ACTIVITIES FOR 2022

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

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