

# COMMUNICATION ON PROGRESS 2021-2022



CHRISTENSEN & CO

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### *Front cover: Learning and Activity*

*The new learning and activity building for an emerging neighborhood in Aarhus called Nye will be a place to grow. Designing a place to grow for children and community has been a guiding principle for the design from day one. As a result the new building is created to be a central meeting space lush with learning experiences for adults and children alike, including facilities for both sport and culture.*

*At Grobund, sustainability is both an approach to how we build and select materials and a principle for letting architecture become a tool, which ensures that learning about sustainability becomes a tangible experience. Thus, easy access to learning about growth processes and the relationship between water, soil and plants' lifecycles are central to the unifying botanical herbarium. In the same way, constructive principles, energy design and double use of spaces are some sustainable concepts in the architecture. At the same time, we display how these concepts are part of a sustainable lifestyle.*

*The project is created to live up to DGNB standards and the UN Sustainable Development Goals has been used to identify innovative solutions pushing the sustainability agenda. In addition, to qualify decisions on constructive principles we've conducted preliminary Life Cycle Assessments on different scenarios during the competition phase.*

Client: Municipality of Aarhus, Denmark

Area: 14000 m<sup>2</sup>

Year: 2024

Location: Nye, Aarhus, Denmark

## Executive Statement of Commitment for 2021 / 2022

**We are pleased to confirm our ongoing commitment and support to UN Global Compact and the 10 principles covering the issue areas; human rights, labour, environment and anti-corruption. In this Communication on Progress, we express our support for the principles and report on our activities focused on the principles and contributing to the SDGs, which are part of the core values of Christensen & Co. Architects.**

The reporting cycle of 2021/22 presented a return to a more normal daily walk at our office in the northern part of Copenhagen, even with a temporary Corona lockdown at the end of 2021. The return to being together in person has proven important to our work environment and our community, which is essential to our innovation and creative processes. With a reinvigorated physical work environment, we have also been able to take an important step in terms of our CSR efforts. During this reporting cycle we have decided to commit to two new policies for how we operate. Our move towards a more systematic and policy-based approach to our Corporate Social Responsibility is also a reflection on how external demands on responsibility and sustainability from clients and focus in our sector is changing and developing.

Thus, the past year, the majority of our CSR activities has been focused on developing policies, incorporating SDG ambitions related to both social and environmental issues into projects and developing methodologies to increase sustainability efforts in projects. In terms of Anti-corruption, we continue working in accordance with legislation and national building codes as well as complying with clients' due diligence demands on the issue. In addition we expect, that next year we will direct attention towards our work with anti-corruption in supply chains and developing a code of conduct for how we collaborate.

First, we have adopted a policy on Diversity, Equity, and Inclusion as a positive addition to our policy against sexual harassment. To monitor development on the focal areas in the policy we have set down a committee for diversity. During the last year we have seen an increase in tenders demanding a position on how we work with diversity and inclusion. We also recognise the need for diversity to ensure our continued ability to be innovative and creative, both in terms of attracting the best talents and to ensure having a multi-perspective approach in our design processes (read more page 11-12).

The development in our supply chains combined with new legislation on sustainability both in Europe and in Denmark poses an opportunity to push for sustainable solutions and the changes will result in vast change in how we are creating our architecture in Denmark. We have taken this opportunity as a starting point for creating a climate policy for how we work systematically and evidence-based. We have set down a committee trusted with writing the climate policy and four working groups tasked with developing tools and methodologies to achieve the ambition stated in the policy (read more on page 13-15).

Since 2010 we have been committed to UN Global Compact and we continue to see great value in reporting on our company's CSR-activities. To address some of the issues that we work with we recognize the need to be involved in sector specific associations that can leverage activities across the building industries complex value chain. Especially our commitment to the Danish Association for a Responsible Construction Industry (FBSA) strengthens our ability to focus on how to act responsibly as a link in the value chain of the building industry. During 2022, we have also joined the newly formed association VCØB Videnscenter for Cirkulær Økonomi i Byggeriet (Centre for Knowledge on Circular Economy in the Building Industry). Finally, we continue working with the incorporating the SDGs into projects and during the past year we have developed our methodology in terms of setting targets and indicators as well as working with the SDGs in addition to sustainability certifications such as the DGNB certification.

Copenhagen, 2022



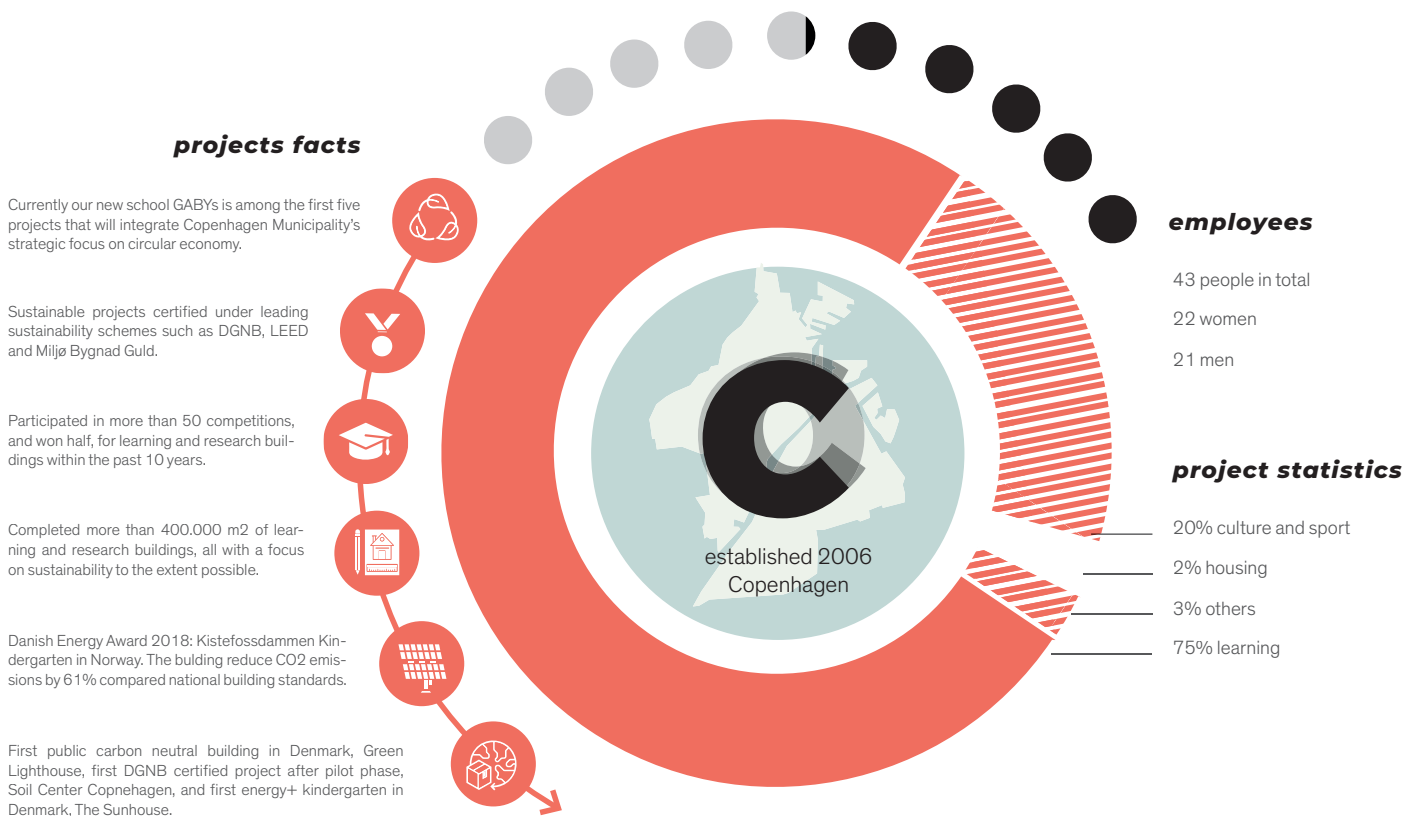
Vibeke L. Lindblad,  
CEO and partner at Christensen & Co Architects



Michael Christensen,  
Creative Director and founder Christensen & Co Architects



## Christensen & Co Architects



At Christensen & Co Architects, every single project is an opportunity to realise a unique architectural potential. We believe architecture makes a difference, and that architects with intention, empathy and thoroughness can create buildings that can actively change people's lives. Consequently, we build social environments in close collaboration with the people who populate our buildings and our architecture is always focused on creating synergy and strengthening social interaction.

To us, sustainability is about creating beautiful architecture with progressive, innovative energy solutions that ensure long-lasting quality of life for people and the environment. This means that our buildings, both in terms of their aesthetics, social ambition, materials, and technology are made to last. We ensure high architectural quality, including the UN Sustainable Development Goals (SDGs) into our designs. We screen all our projects for solutions addressing the 17 SDGs. We strive to use sustainable principles in all parts of our building projects and we incorporate international standards and certifications, such as the DGNB, LEAD, BREEM etc.

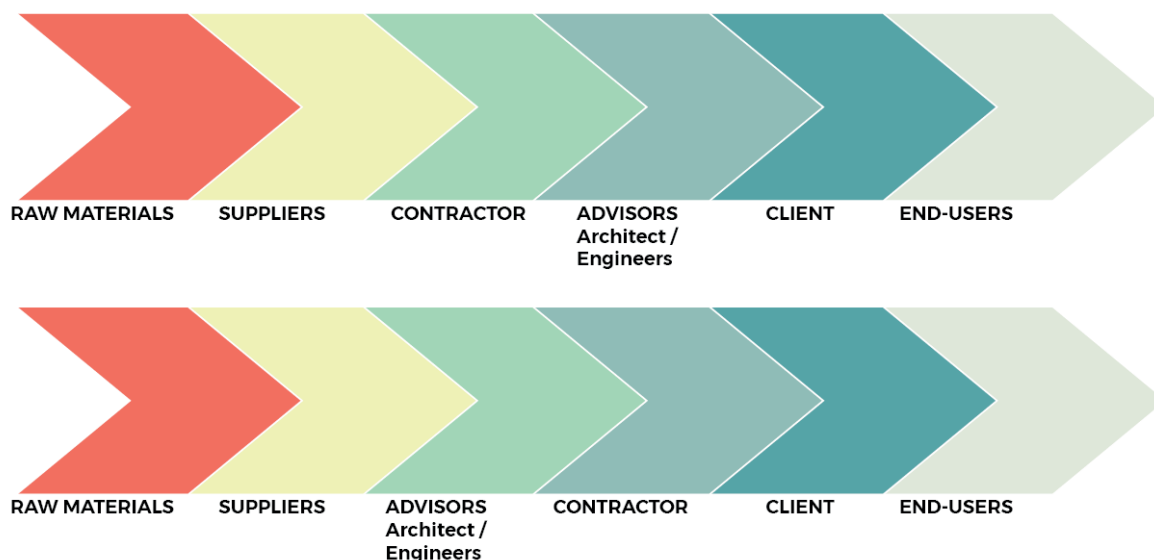
## Our commitment to the UN Global Compact



Christensen and Co. Architects continue to commit to the 10 principles of UN Global Compact defined under the four areas human rights, labour, environment and anti-corruption. We do this as described below and specifically we uphold our standards by committing to The Danish Association for Responsible Construction's CSR Charter.

To us, the SDGs are an added layer to our work with the 10 principles of Global Compact. We use the SDGs as a tool for driving innovation, select projects and create brand value while ensuring license to operate for Christensen & Co Architects. Since 2006 we have worked with sustainable solutions that ensure long lasting quality of life for people and the environment.

## Our value chain and materiality assessment



*As advisors, we typically enter into collaborations with clients, engineers and contractors under two different scenarios. Top scenario shows the situation where we are direct advisors to the client, giving us the primary responsibility of decision and budget management. Bottom scenario shows the situation of the contractor having the direct responsibility to the client. In this scenario we are advisor to the contractor. The two scenarios highlight the fact that we hold different positions in in terms of setting ambitions on sustainability.*

### OUR VALUE CHAIN

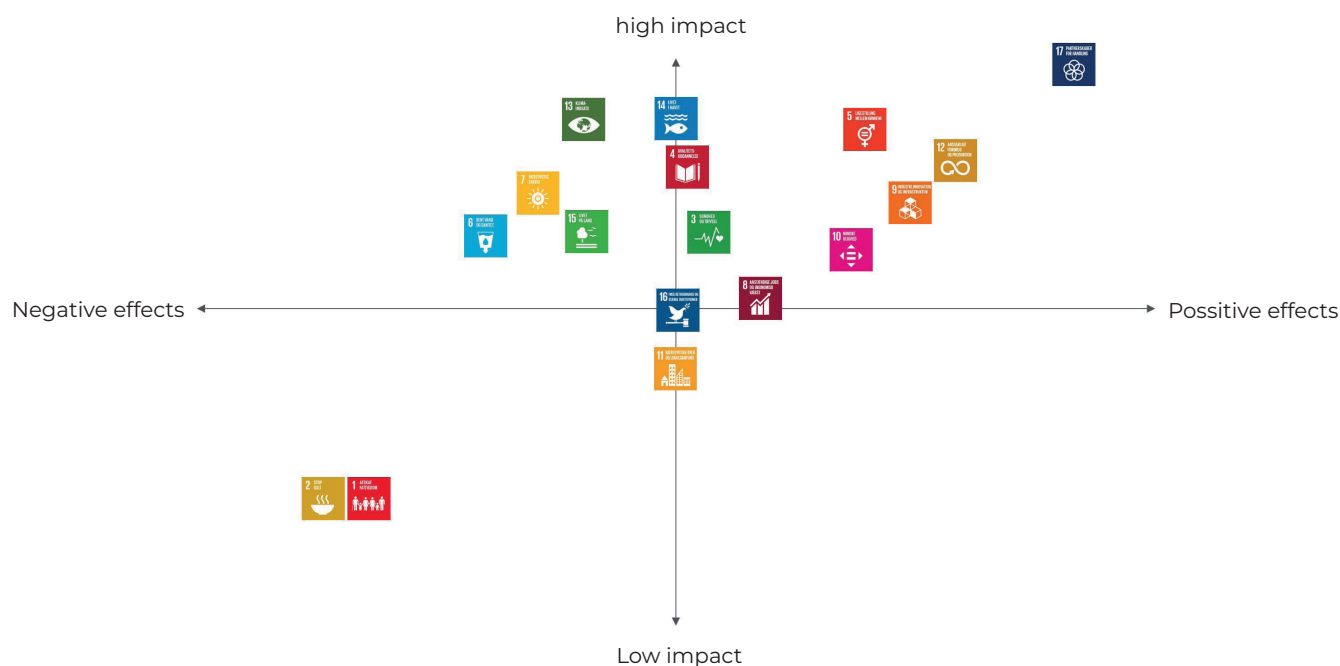
As a result of our activities both related to Global Compact and in the Danish Association for a Responsible Construction Industry (FBSA) we've become more aware of our value chain and the impact of our activities related to this. As a result we include a mapping of our value chain. The mapping strengthens our understanding of how we can directly and indirectly have an impact on UN Global Compacts 10 principles, which we are addressing in this report under global compacts 4 overarching themes of human rights, works' rights, environmental impact and anti-corruption and the SDGs.

The mapping also make us more aware of hoe to define activities targeted different stakeholders, which links well with our action plan, which is defined by impact on colleagues, agreements with collaborators and on how we conduct our office operations in terms of procurement, waste management and reducing carbon.

### MATERIALITY ASSESSMENT

Our CSR activities are closely linked to our materiality assessment, which were carried out during a workshop for all office employees during the reporting cycle for 2019/20. The assessment has formed the bases for our action plan running from 2019 to 2023. We continue to follow up on our action plan each year and we share key numbers and evaluate according to our KPIs (page 20). Next year we will thus evaluate on our overall progress related to our action plan (page 19).

Going forward from 2023 we will report progress in accordance with the KPIs set in our Climate policy (page 13-15) and our Policy for Diversity, Equity and Inclusion (page 11-12). We will also include indicators on how we work with sustainability in our projects. Also, we look forward to reporting under the new reporting framework of the UN Global Compact next year in May.



*Our Materiality Assessment maps positive and negative impacts. During a workshop four individual groups assessed impacts at target levels on the SDGs. The individual conclusions were discussed and combined in a joint materiality assessment for all the SDGs.*

Our materiality assessment included two sessions. During the first session we divided into four groups who assessed which targets were relevant to our practice. At the workshop we assessed our own activities, divided into actions related to staff, office operations and collaborators. The workshop presented the 17 SDGs and the 169 targets, and a guidance on how to go through the five steps of the working methodology recommended in the SDG Compass.

The four groups identified relevant actions that could be implemented. SDG 17 were integrated into discussions on all the other goals. The result of the assessment were presented to our management at a meeting held in late april. Here the partner group decided on the following focus areas for the coming years (see p 19 for full action plan).

- An employment policy with specific KPIs on diversity
- A procurement policy with KPIs on sustainability
- Mapping of CO2 emissions related to our business
- A code of conduct on the UN SDGs for business partnerships

The materiality assessment were moderated by Carve Consulting to avoid blind spots in our own practice and introduced new perspectives on our profession.

To have a clear distinction between direct and indirect impact on sustainability, and to avoid so called "double accounting" this report specifically accounts for our internal activities and not project specific activities, as these are reported on within each project framework and as part of our clients' sustainability activities.

## How we work with the SDGs



Based on our experience we've developed the model above. We call it the Quality Compass. We use the compass to identify potential on sustainability defined within the SDG framework, which is closely linked to the architectural value of our projects. The compass incorporates attention to both social, environmental and economic sustainability - however we have translated these issues into three basic principles we when working towards the triple bottomline in architecture. These are: resources, culture and functionality.

### VISION

We use the Sustainable Development Goals as a communicative and strategic tool to create architectural quality in all our projects.

### MISSION

We work with all 17 Sustainable Development Goals, as the framework was intended. In addition, we have a strategic aim of always addressing SDG 4: Quality Education - target 4.a, as designing learning environments is one of our key competencies.

### APPROACH

We screen all new projects systematically, mapping out the potential for contributing to the Sustainable Development Goals in each project. We apply qualitative methodologies supported by data to show the value thatv architecture creates. We select target goals and related facilitating goals, to clearly document

how working with one goal sets off a domino effect activating several other goals in the overall framework. For each phase, we evaluate opportunities / ambitions / needs, applying relevant tools such as LCC and LCA.

### BASELINE AND INNOVATION

In a Danish context we see an increased interest in sustainable solutions in architecture. Often the demand for solutions that can be documented are based on certifications, which are mainly DGNB solutions. However, to push for innovation and drive sustainable solutions further we focus on the SDGs to go further than legislation and certification. Currently we are developing Building 3 13: Climate Challenge Laboratory for Technical University of Denmark, in this project the DGNB system function as a baseline for sustainability and the SDGs are then applied to define additional potentials. An example of the result is that we're moving beyond demands related to Universal Design, ensuring inclusion in architecture (see p. 11).



## Our work with the SDGs in projects 2021-2022



Our screening process holds two elements. ONE a visual assessment in a matrix showing to which degree we see a project impacting on each SDG. The matrix is divided into negative and positive impacts and a scale on how much influence we have through our design. TWO a written report listing actions related to all relevant targets under the 17 SDGs. We revisit this screening report for each phase of a project going into more and more details until we have finalized construction documents at which point we start documenting how we have incorporated solutions into the project.

During 2021-2022 we have moved away from writing the SDGs directly into projects. Rather we define solutions based on our knowledge of the SDGs. In our internal processes we continue to conduct our screenings and we continue to assess impact according to the SDGs either by the metode described above or by using the Barometer for Sustainable Development Goals in Architecture created by the Danish Association of Construction Clients and the Danish Association of Architects. Over all we still see the SDGs as a common language bridging boundaries between notions of sustainability both across systemic boundaries related to certification schemes and national conceptions and legislation related to sustainability. In Denmark we have seen a keen attention towards reducing carbon emissions from building projects. At a national level this has resulted in the announcement that all new buildings above 1000 m<sup>2</sup> will have a carbon budget. In the wake of this development, we also see an increased focus on working with

circular economy both up stream and down stream from projects. We welcome this development and see this as an opportunity to direct more attention into developing tools and optimizing our processes to deliver on ambitions for environmental sustainability (see more page 13), which will feeding into the SDG framework. At the same time we are focused on maintaining a holistic focus on sustainability, not leaving behind attention to social sustainability, which can be seen in our work with Universal Design (see page 11).

### PARTICIPATING IN THE DEBATE AND SHARING KNOWLEDGE

During our 2021/22 our SDG advisor has participated in debates and teaching at Aalborg University's Lighting Design Insitutes on how to incorporate attention to the SDGs into design. We also continue our involvement in the SDG Road Map for the Building Industry organized by The Danish Association for Responsible Construction and our CEO continue to be part of the Danish SDG Leadership Network hosted by Mandag Morgen.



Client: Technical university of Denmark (DTU)  
Area: 10.700 m<sup>2</sup>  
Year: 2024  
Location: Lyngby, Denmark



*The SDGs are central in the sustainability strategy for the new science and research building "Climate Challenge Laboratory B313" at DTU - Technical University of Denmark. The strategy is centred in a set of tracks for sustainability which are linked to a 360 screening on how the project will impact on each of the SDG frameworks 169 targets. Apart from identifying impact related to the SDGs the project will also be certified in accordance with the international sustainability standard DGNB. One of the 10 tracks for sustainability for the project are working with inclusion in architecture through Universal Design. The render here is an example of how we have worked with design that is open to different users' needs related to the physical environment.*



## Theme 1: Human rights - Diversity, Equity & Inclusion



### ORIENTATION

Wayfinding in architecture. Clear signage. Identifiable spaces and minimal visual noise.



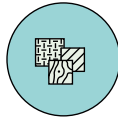
### FRESH AIR

Possibility to open windows and doors, as well as access to outdoor spaces. You can sense where you are from the temperature. Good indoor climate.



### SOUND

Acoustic regulation, reduced background noise. Can use sounds as location markers. Sense of placement with the help of the bat technique for example. Quiet spaces, curtains and auditory equipment.



### DIFFERENTIATION

Human scale, closeness, variation of spaces, differentiated interior and discreet doors. Focus on spatial orientation and coherence.



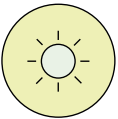
### SCENTS

Reflects the spaces activities and materials. Complements both sight and hearing in relation to orientation. Strengthens the experience of a space.



### MATERIALITY

Tactile surfaces and textures. Floorings and walls. You can feel what you cannot see. Sense the architecture.



### LIGHT

Leading light, mood lighting. Use of shadows, light and dark, colour and contrast.



We've developed a methodology for incorporating Universal Design in all phases of our projects. We work with the seven qualities above and we apply them to plans in line with our incorporation of fire safety regulations.

We support and respect the international human rights: We conduct screenings of collaborator and we work under EU-law and sign collaboration agreements on respecting Human Rights.

### INCLUSION IN ARCHITECTURE AS A METHODOLOGY

There is a gap in how we as an industry incorporate inclusion into architecture. To address this issue, we have strengthened staff competencies by employing a specialist in Universal Design. As part of her Masters thesis on Universal Design from Aalborg University she has developed a methodology for how we incorporate Universal Design throughout all phases of our projects.

The case we have chosen to work with as a pilot is B313: Climate Challenge Laboratory at Technical University of Denmark. We have chosen this project as our client had Universal Design as an explicit principle in their sustainability strategy. In addition to having our specialist as part of the project team we also invited senior scientist Sidse Grangaard to be connected to the project and conduct field studies during our design process. As a result, we now have a methodology defining seven architectural means to incorporate principles for inclusion into architectural design (see above). A methodology we expect to host an internal workshop on during the fall of 2022.

### DIVERSITY POLICY FOR EMPLOYEES

Following up on last year's activities of developing and adopting a policy against sexual harassment, this year we have also adopted a policy on diversity and inclusion. We have done this in recognition

that it is not enough to have a policy against sexual harassment, as it is primarily focused on setting down clear guidelines for what we define as unacceptable behavior and listing a procedure for how we handle sexual harassment. We also need to have ambitions for how we can create a more diverse and inclusive workplace. We want to a diverse work community and we believe it strengthens both our creative processes and our company profile when we work with our clients. Further we saw the policy as a first step towards addressing some of the feedback we got on our Workplace Assessment (page 12).

### A PROCESS NOT A DOCUMENT

Drawing on our experience from developing our Policy Against Sexual Harassment we have developed our policy on Diversity and Inclusion based on the same process. Thus, we had an open call at the office inviting all interested staff to join the working group for the policy. We had seven staff members join the process. The group comprise both men and women and we have a variation in age and position within the company. We know that a document won't change our work culture and ethics. However, we also recognize that in order to direct attention to an issue that is in many ways overlooked in architecture companies we need to do something. By creating a policy, having staff ambassadors, and sharing the message that we want to address structural biases an open and trusting dialogue, we can address the issue of inclusion together.

### INTERNAL COMMITTEE ON DIVERSITY

After adopting the D&I policy we decided that we need to appoint a

## Theme 2: Labour - strengthened focus on health and well-being



*It's important to remember to use strain relieving tools in the office, such as height adjustable tables, leg rests and ergonomic mouspads etc.*

committee tasked with monitoring progress for the policy and with creating annual action plans on concrete activities. Thus, the seven work group members are the first representatives in the committee that will meet two times a year. First time in August 2022.

### TRIENNIAL WORK PLACE ASSESSMENT

During 2021/22 we conducted our triennial workplace assessment. The assessment were carried out with the online survey tool provided by the Danish Working Environment Authority. We included a set of customized questions specifically related to sense of safety and harrasment connected to our policy against sexual harrasment.

### DOCUMENTATION

42 out of 43 employees responded to the survey. 40 out of 42 answered they are sitting down for the main part of the day. 2/3 of respondents experienced that temperature was either too hot or cold during summer/winter and 1/3 found that air quality could be better. 10 out of 42 experience noise as a problem.

Answers related to the social work environment and work load 1 in 42 had experienced harassment whilst 40 respondents knew who to turn to if they experienced harassment. About half (22/42) said they could experience high pressure in their work load. However, related to this only 3 out of 42 experienced lack in guidance from management. Following the survey we have made an action plan for how to mitigate the finds in the assessment.

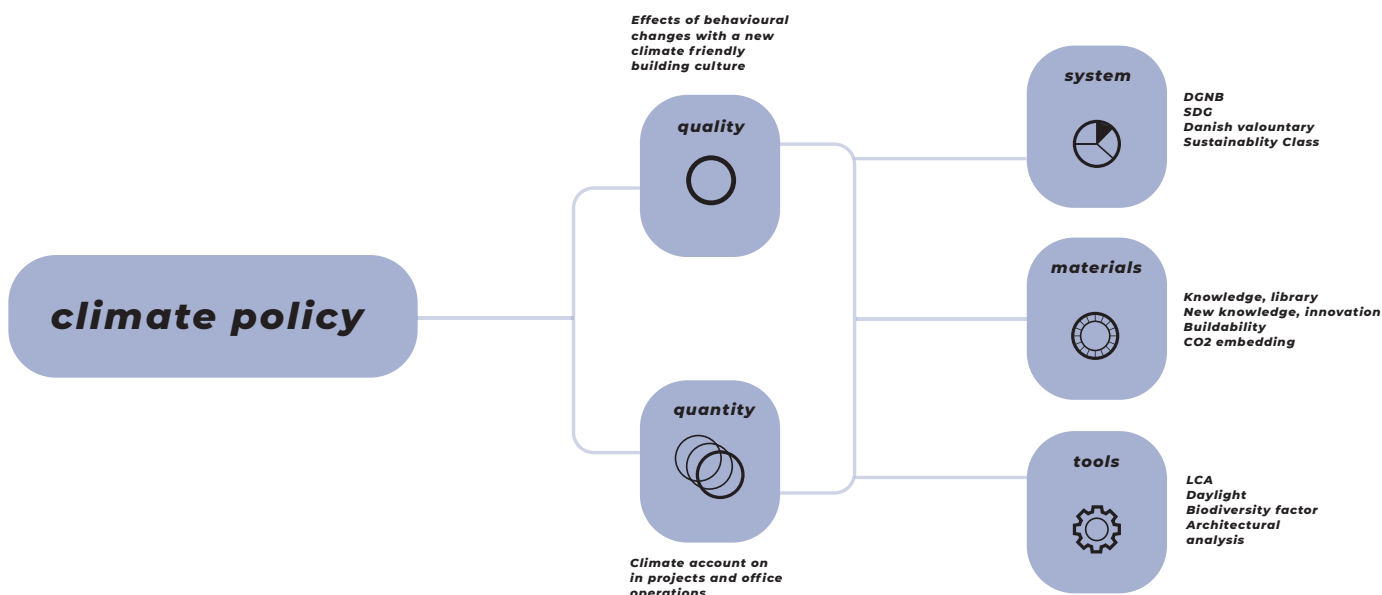
1. Massage for employees during work hours to relieve tension from static work positions.
2. Encourage using adjustable tables which all employees have.
3. improved acoustics
4. continued dialogue on diversity and clear communication on our zero tolerance for harassment.
5. Setting down a diversity committee monitoring inclusion.
6. On going attention to planning in projects to reduce stress. As consultants we have deadlines defined by clients. Thus, we cannot change planned deadlines but we can mitigate workloads and plan activities to minimize stress.
7. Strengthening organisational focus on health and well being by having a committee on collaboration between employees and employer.

### COMING ACTIVITIES

In addition, we have decided that, we will conduct an annual survey on well-being among employees (in Danish a Medarbejder trivselsundersøgelse - MTU). We do this to keep track of how changes in how we communicate and interact are received and seen as a quality related to well-being. Further we have set down a committee on collaboration. Representatives include our CEO, staff representatives, CSR responsible and finance manager. The committee meets four times a year focusing on issues related to health and well-being at the workplace and preparation of the annual EDD (employee Development Dialogue).



## Theme 3: Environment - a climate policy for all activities



*This diagram shows our understanding of the hierarchy of knowledge and information we need to work with to deliver on the ambitions set down in our climate policy. Especially we see importance in having both quantitative and qualitative evidence on how our architectural solutions function. We believe that we need to pay attention to lived experiences and not just numbers to understand which of our solutions will have long life cycles.*

### A CLIMATE POLICY FOR PROJECTS AND OPERATIONS

Taking a strategic step to strengthen ambitions on reduced climate impact from projects, CCO's partner group decided that the company should have a climate policy for all activities both in projects and in office operations. Thus, strengthening our CSR efforts significantly.

The vision of our climate policy is that our architecture creates the best possibilities for life across species, cultures and generations without compromising the future of the planet and our climate.

To achieve our vision, we systematically work to reduce negative impacts from our operations and designs on the environment. In addition, we directly work to (re)establish ecosystems and thus also contributing to a new environmentally aware building culture.

To monitor how we progress we will include climate accounts on all future projects and openly disclose results. We will develop a design approach to circular economy and document how we reduce, reuse and recycle non-renewable resources in both in the building phase and when our buildings are in use.

### WORKING GROUPS ENSURING ACTION

We recognize that creating a policy won't drive change alone. Still, we believe that stating our ambition and defining a strategic focus with a set of ambitions that we can monitor systematically will ensure our continued commitment and an overview of how we

progress in our work to deliver on our ambitions.

To ensure that we develop methodologies for how we work we have set down four working groups that will develop tools, practical methodologies based on experience, evidence and new knowledge. The four groups are focused on: materials, life cycle assessment, systems and sharing knowledge.

### SUSTAINABLE MATERIALS

Minimizing environmental impact from our architecture means we need to know how our materials are produced and how we source them. In addition we work with circular economy and to do this we need to pay attention to the details. How are materials assembled and can they be disassembled with a minimum of effort. To do this we are developing a tactile library of materials ensuring knowledge is shared across all our projects.

### LIFE CYCLE ASSESSMENTS TO REDUCE CO2

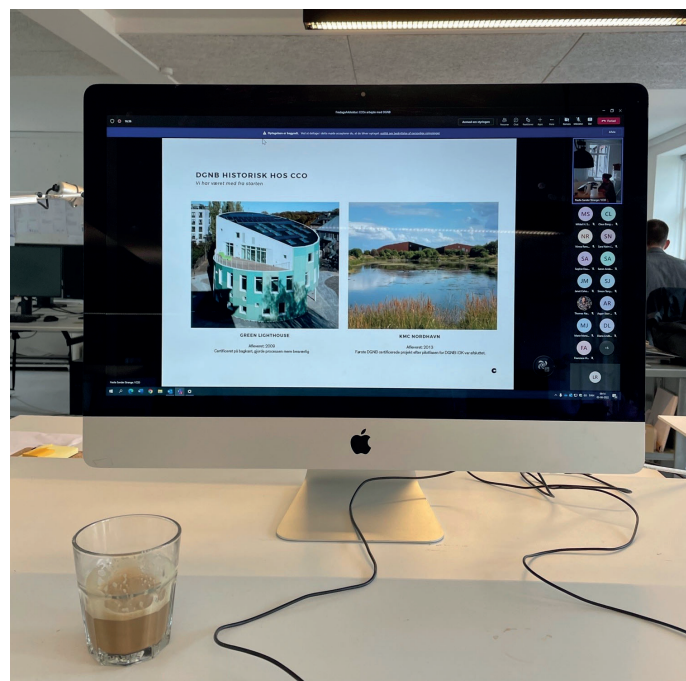
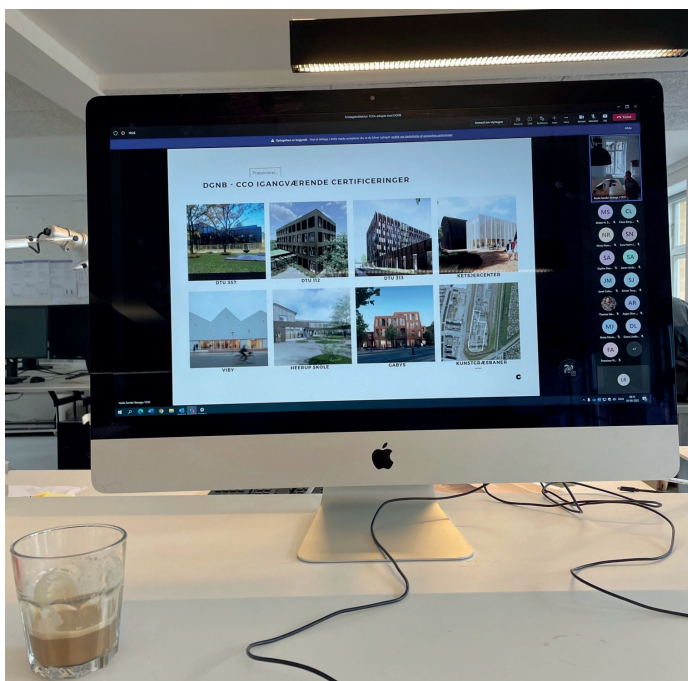
We are developing a systematic method of conducting life cycle assessments according to coming legislation and throughout all phases of a project, from early competition proposal to final project. During fall 2022 it is an ambition that we will run internal trainings on the method for all relevant staff.

### SYSTEMIC FOCUS

We see systems such as the SDGs, DGNB and the Danish voluntary sustainability class as important systems for achieving sustainability. We see them as feedback mechanisms for our



## Theme 3: Environment - office operations



Photos from our internal continued education on how to incorporate attention to CO<sub>2</sub>-reduction and architectural quality in all criteria under the DGNB certifications scheme.

architecture that ensure we can hold on to ambitions throughout projects. However systems can only do so much, we need skilled professionals with an eye for architectural quality integrating carbon reduction in design. We also want to challenge systemic blindspots and impact how new criteria on sustainability is set up. The systems working group has developed a tool for working with architectural quality and carbon reduction as crosscutting issues when working with the DGNB system. The tool has been presented for all staff as part of our collective training.

### SHARING KNOWLEDGE

Communicating about our ambitions and strategic focus on reducing negative environmental impact from projects is key to attract the right clients and collaborators. Only by having ambitious clients and dedicated collaborators can we really push for a more environmentally sustainable way of creating buildings. Thus, we want to openly disclose carbon accounting for projects on our website.

We have set an ambition to launch our climate policy on August 19 2022.

### OFFICE OPERATIONS

We have much lower impact on the environment from our office operations than from our projects. However we want to minimize our negative impact on the environment from all our activities. Thus we have mapped our main impacts from office activities. Our main impact is related to commute and work related travel. Other issues related to our environmental impact are related to our shared lunch, our waste production both paper waste and household waste and use of energy for computers and servers. Our targets for working with these impacts are:

1. Responsible and sustainable procurement
2. Reduced carbon emissions from office activities
3. Green transportation during work hours
4. Waste reduction

In terms of commute during work hours we have a company account with Green Mobility, an office bicycle and as of October 2021 we have switched our leased company car from fuel to electricity. This has had a significant impact on our scope 1 emissions going down for 1.9 tCO<sub>2</sub> to 0.9 tCO<sub>2</sub>e. However, we have seen an increase in our business travels both in Denmark and outside, which means were almost back to our emissions levels of 2019/20 (however we did not include work related transportation then, which means our actual emissions would have been higher



## Theme 3: Environment - office operations



than what is disclosed in our accounting on page 21).

### LUNCH AND WASTE REDUCTION

The past year we have changed our catering service back to a buffet, in turn significantly reducing our waste production especially plastic waste. Also, as we transitioned back to Meyers green lunch, we've moved to an all plant-based solution for all. Previously we had two days with a meat option.

### PROCUREMENT

For our procurement we document total number of certified products and list the certifications we look for in our procurement. Further we chose products that are reused and this year we have decided to change our purchases of office smartphones to a reuse solution provided by Bluecity.

### ADDITIONAL ACTIVITIES

In addition to our focus above we are increasingly paying attention to reduce chemistry in the products we use. Also, since we conducted our materiality assessment we have planted small trees and plants on our roof terrace to water the plants we are now

collecting rainwater.

### SUSTAINABILITY THROUGH OUR RENT AGREEMENT

As an indirect impact on the environment we can report that our housing administration provides our offices with green energy from solar panels mounted at the roof and a small amount of our rent is donated for a tree planting project each month.



## Theme 4: Anti-corruption activities during 2021/22



General assembly at the Association for Responsible Construction. Phot credit: The Association for Responsible Construction.

We mainly work with public clients in Denmark and clients based within the EU, who are obligated to employ architectural services according to EU legislation. In almost all our tenders we sign ESPDs, including signed statements on anti-corruption, respecting human rights and abolishing child labor.

### INTERNATIONAL MARKETS AND DANISH FOCUS

In 2020 we won our first student housing project in Canada and we experience an increased interest in our architectural solutions from Canadian universities. As a result, we have set a target for our focus on collaborators in our action plan: a code of conduct ensuring decent work and transparency in our value chains outside of the EU by 2023.

In our action plan, we have set an ambition to incorporate our CSR-tool for screening collaborators. However, new demands for carbon accounting along with our focus on work environment, diversity and inclusion has resulted in a delay in implementation. We will continue to have this as an ambition for 2022. However, we are looking in to new processes related to the EU taxonomy on sustainability and we

will prioritize compliance with national and international legislation before we work with implementing our own mechanisms.

### COMING ACTIVITIES

We see our work and commitment to the Danish Association for Responsible Construction as a strong effort to work with anti-corruption in the building industry. Our CEO, will continue her involvement in the Board of the association. We will continue to work with implementing the ambitions of the associations charter on responsible construction and we look forward to the coming year where the association will focus on combining the EU taxonomy with the charter's principles and host workshops on how to incorporate attention to these in contracts and collaborations.



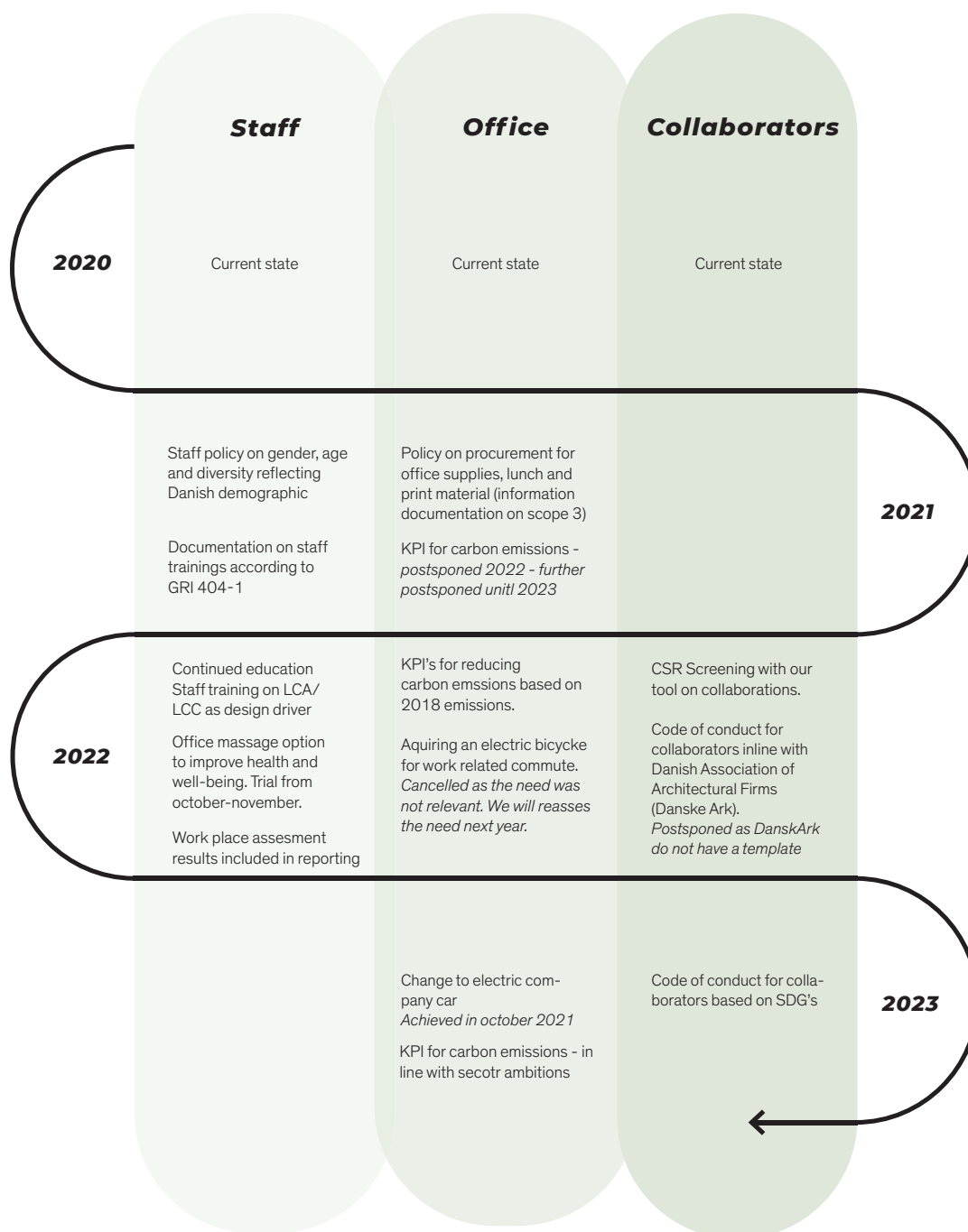
Client: Copenhagen Municipality  
Area: 1610 m<sup>2</sup>  
Year: 2024  
Location: Copenhagen, Denmark  
Render by our collaborator: Matters



*The new addition to Heerup school in Copenhagen binds the school together and gives it a bright and welcoming face. The architecture becomes a natural addition to the old school buildings that we have reinterpreted in our design. In our school expansion, there is space and room for close collaboration between social educators and teachers and for different learning situations.*

*The project has great ambitions for sustainability. The school extension is a CLT building where all the load-bearing structures are made of wood. The project is certified for DGNB Gold, and we have continuously made LCA calculations. We have used the LCAs as guides in our design process in order to reduce the building's CO2 emissions.*

## Action plan for CSR 2020-2023



Our current Action Plan is based on our materiality assessment of 2020. In the diagram activities that are delayed have been added a comment on when the activity will be carried out. Specifically this is related to 1) to our KPIs on CO2 reduction as our accounting does not cover all areas of activies and we do not have available data to set a baseline year, which should be in line with the Paris agreement. Our first accounting from 2019/20 lacked data, our accounting from last year was significantly affected by COVID-lock down. This year we've not been able to find a catering service that can provide us with a carbon accounting, however Meyers catering forecasts that they will be able to provide us with data during the fall of 2022. Thus we continue to document our carbon emssions to have a valid dataset to identify reduced carbon. Next year our accounting will thus also include accounting for our projects, which is in line wirh our climate policy (read more page 13- 15).

## Documentation

### Theme 1: Human rights - Inclusion and diversity

STAFF	SDGs	Standard	2019/20 Number	2020/21 Number	2021/22 Number	Current %	KPI 2023
GENDER DIVERSITY							50/50
All			41	43	43	100%	100%
Total women	5	GRI 102-8	19	19	22	51%	50%
Total men	5	GRI 102-8	22	24	21	49%	50%
Project manager, women	5	GRI 405-1	-	3	6	55%	50%
Project manager, men	5	GRI 405-1	-	4	5	45%	50%
Partner, women	5	GRI 405-1	1	1	1	20%	50%
Partner, men	5	GRI 405-1	4	4	4	80%	50%
Women board	5	GRI 405-1	1	0	0	0%	50%
Men board	5	GRI 405-1	3	3	3	100%	50%
AGE ALL STAFF							KPI (national demographic)
< 30	5, 10	GRI 405-1	10	12	13	30%	36%
31-50	5, 10	GRI 405-1	23	23	22	51%	25%
51 <	5, 10	GRI 405-1	8	8	8	18,6%	40%
PARENTAL LEAVE							
Men	5	GRI 401-3	2	3	6	100%	-
Women	5	GRI 401-3	0	0	0	0%	-
INTERNSHIP / STUDENTS							50/50
Women	4, 5, 8	GRI 102-8	2	2	2	50%	50%
Men	4, 5, 8	GRI 102-8	2	2	2	50%	50%

### Theme 2: Labour - continued education

EDUCATION	SDGs	Standard	2020/21 Hours /no. staff	2021/22 Hours / no. staff	KPI
COLLECTIVE STAFF TRAINING					-
Women	4, 8	GRI 404-1	111,5/19	127/14	-
Men	4, 8	GRI 404-1	94,25/20	69/12	-
INDIVIDUAL STAFF TRAINING					-
Women	4, 8	GRI 404-1	131,5/14	388,5/17	-
Men	4, 8	GRI 404-1	88/8	221,5/14	-

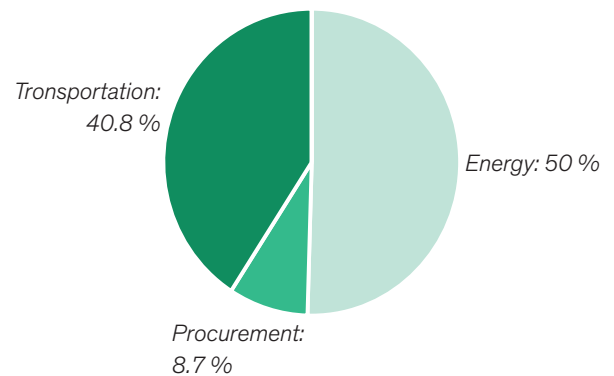
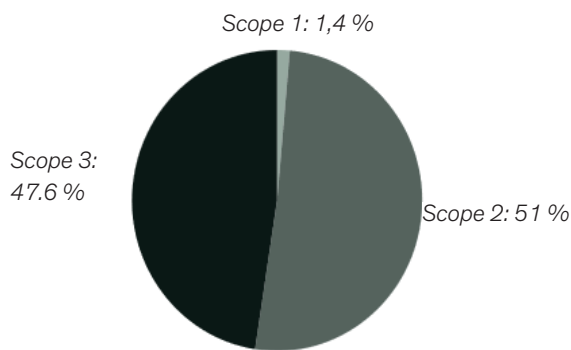
All numbers on the following pages are based on data for 1/6-2021 til 30/5-2022.

KPIs for age variation at the company is based on numbers from statistics Denmark from June 2022: <https://extranet.dst.dk/pyramide/pyramide.htm#ly=2020&a=30,50&v=2&g>

We continued our knowledge sharing sessions called Tools Thursday and Friday Architecture. We do this recognizing that continued education is a way to strengthen workplace community. We report participation on this under collective staff training.

### Theme 3: environment - carbon emissions

OFFICE OPERATIONS	SDGs	Standard	2019/20 CO2e (tCO2)	2020/21 CO2e (tCO2)	2021/22 CO2e (tCO2)	KPI
SCOPE 1 (transportation)					0.9	KPI 2022 - <i>not set</i>
Company car	13	GRI 305-1	1.09	1.9	0.9	
SCOPE 2 (utility)			33.7	13.8	10.7	KPI TBC 2022 – <i>not set</i>
Energy supply	7	GRI 305-2	5.11	3.4	3.4	
Heating	7	GRI 305-2	13.4	10.4	7.3	
SCOPE 3			15.2	2.2	11.9	KPI TBC 2022 - <i>not set</i>
Commute during work	13	GRI 305-3	-	2.0	3.8	
Business travel by taxi	13	GRI 305-3	0.48	0.1	0.3	
Business travel by plain	13	GRI 305-3	7.42	0.1	7.1	
Study trip	13	GRI 305-3	7.32	0	0.3	
Other (ship, train etc.)	13	GRI 305-3	-	-	0.4	
WASTE	12	GRI 306-2	-	0.3	0.3	Following city guidelines
Household	12	-	-	0.3	0.3	
PROCUREMENT incl. lunch	12,13, 14, 15	-	<i>Data not available</i>	<i>Data not available</i>	<i>Data not available</i>	Policy on certification
<b>Total</b>			<b>34.8</b>	<b>18.2</b>	<b>22.9</b>	



Carbon accounting is conducted through the Klimakompasset, which is tool for SMEs that is provided and curated by the Danish Business Authorities.

Emissions on energy are based on an estimate as we can not get specific data on how much energy is covered by the solar panels. However, the service provider Sustain estimates the panels cover 1/3 of our consumption. All numbers are based on data provided by CO2-beregneren, which is published by Danish Business Authorities. In our accounting for waste we include paper and cardboard waste for the first time.

Reduction in our Scope 2 emissions are due to our provider of heat HOFOR. They have significantly reduce CO2e-emissions from heating over the last years. from 64 grams CO2 pr KWh in 2019 to 34 grams CO2 pr. KWh in 2022: faktor oplyst af HOFOR.

We have conducted analysis on the carbon we have saved due to choice of transportation for both our study trip and a business trip for MIPIM by our Head of Business Development and one of the partners of the company. Both cases show significant reduction in carbon emissions, for one reducing emissions going by train in stead of plain from 280 kg CO2 to 180 kg CO2.. Our calculation also showed that we can reduce carbon from the annual business trip for MIPIM from 180 kg CO2 going by train to approx. 54 kg CO2 diving our electric car.

**Theme 3: environment - procurement**

PROCUREMENT	Sustainable solution /total	Certification
Printer / plotter	2/2	Nordic Eco-label, ecolabel, TCF approved FSC paper
Office supplies	4/21	PEFC, Die Blaue Engel, 100% recycled paper, Nordic Eco-label
Kitchen non-food	0/4	Recycled plastic, CO2-reduced dish cloth
Kitchen (Coffee, tea, milk, waterpoint)	14/15	Eco certified, "Anbefalet af dyrenes beskyttelse"
Cleaning (incl. kitchen, bathroom)	4/5	EU Eco-label, Nordic Eco-label, FSC

**Theme 4: anti-corruption** For 49 out of 50 PRFs we've signed European Single Procurement Documents (ESPDs).



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