



# **COP 2021**

# **UN GLOBAL COMPACT**

**CES Consulting Engineers Salzgitter GmbH**  
**Communication on Progress Year 2021**

**Time period: January 2021 – December 2021**

**30/09/2022 – V03**



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## ABBREVIATIONS

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







# 1 MD'S MESSAGE

**We think sustainable**  
**We act responsible**  
**We improve living conditions**

This Communication on Progress (CoP) covers the period January 2021 to December 2021 and partly overlaps with our last CoP for the period October 2020 to September 2021. The change in our reporting period was made to align our reporting to the new “*UNGC Communication on Progress system reporting*” starting in 2023. Our next CoP for the period January 2022 to December 2022 will be submitted between March and June 2023.

Our mission statement summarizes what we stand for: Improving living conditions. Again in 2021 we assigned all our resources to the achievement of the Sustainable Development Goals:

- SDG 1 “No Poverty”,
- SDG 2 “Zero Hunger”,
- SDG 3 “Good Health and Well Being”,
- SDG 4 “Quality Education” and
- SDG 6 “Clean Water and Sanitation”.

For us, it is important to be engaged in projects with a sustainable and perceptible impact for better living conditions. We are fully aware of our accountability to the society and to the environment. We believe in our company values: respect, fairness and diversity. In 2021, our organization was still challenged by the Covid-19 pandemic. The changes triggered by the pandemic reminded us that the world of work is in constant motion and the resulting shifts affect all aspects of our lives. Long before Covid-19 occurred, we established a company culture driven by the idea that success is the result of an empowered, well-qualified, trustful, and inter-linked team. This culture helped us during the Covid-19 Pandemic with reduced office attendance and limited travel activities because we could rely on our internal network and on our well-established process and procedures. We successfully dealt with the inevitable change to a more digital collaboration, and we adapted our annual auditing to the new circumstances, and thus we even more focused on the evaluation of the embeddedness of our commitments, policies and strategies into our daily operations.

In Summer 2021 we obtained ISO14001:2015 and 45001:2018 certifications and were ISO9001:2015 recertified. For the Year 2021 and in advance of our next CoP, **we clearly re-confirm our full support of the 10 Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.** In 2021, we finalized our carbon emission audit following GHG Protocol Cooperate standard, and we completed our SBTi Commitment application. We committed ourselves to the SBTi Near term Target of “1.5°C by 2030”.

On the following pages, we detail our new and ongoing efforts to operate in a responsible and sustainable manner and our approach for the integration of the 10 UNGC principles into our strategy, culture and processes. In closing, we would like to thank our stakeholders, in particular our employees and clients, for the trust we received.



Dr. Carl Philip Hügin  
(Managing Director)



## 2 IMS FOR QUALITY, ENVIRONMENT AND HEALTH & SAFETY





It is our objective to comply with all applicable external requirements as well as with our internal policies and commitment when providing services of the highest technical and ethical standards. To align our operations with our standards, we established several procedures, regulations as well as quality and compliance control mechanisms.

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

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



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

- In June 2021, we successfully passed the ISO 9001:2015 re-certification and for the first time we obtained the ISO 14001:2015 and ISO 45001:2018 certificates.
- In 2021 we started to establish a companywide compliance management system (CMS) as part of the company's IMS to manage and monitor the company's compliance performance in a systematic manner.

### 3 EMPLOYEES & CULTURE

Building an inspiring, inclusive, and healthy workplace





### Human Rights & Labor

- Principle 1** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2** Make sure that businesses are not complicit in human rights abuses;
- Principle 3** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4** The elimination of all forms of forced and compulsory labour;
- Principle 5** The effective abolition of child labour; and
- Principle 6** The elimination of discrimination in respect of employment and occupation.

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

At CES, we:

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

## 3.1 Description of actions

In 2021, we again audited the compliance with the applicable national laws and ensured that our companywide OHS management policies are properly implemented. During the reporting period we maintained or implemented the following:

### 3.1.1 Health and safety

- The rules of action in case of accidents and emergencies were communicated to all employees.
- All employees received an annual instruction on occupational health and safety.
- Several employees were re-qualified to provide first aid support in case of accidents.
- Flu vaccinations were offered (at some locations).
- Covid-19 vaccinations were offered (at some locations).
- Occupational medicine and health care check-ups were offered (at some locations).
- Personal protective equipment was provided to all employees.
- A hygiene concept (Covid-19) was implemented to provide a safe workplace and environment.
- Meetings of the occupational safety committee were conducted regularly.
- A certification according to ISO 45001 was obtained.
- Regular OHS compliance audits were integrated into the company's IMS.



### 3.1.2 Working conditions

- Optimized work-life balance measures were implemented (at some locations: mobile working, flexible working hours).
- Working conditions were adapted and improved to avoid mental stress employees due to the pandemic.
- Lunch subsidies were provided (at some locations).
- Free coffee and tea were provided.
- Our works council was granted unrestricted time and resources to enable collective bargaining.
- Child and forced labor continued to be strictly avoided: Only employees above 18 are hired and clear working contracts based on widely used templates were used to establish equal working conditions.
- Favorable conditions and a suitable working environment for pregnant women and nursing mothers were implemented.
- Low blue light screens and ergonomic work equipment were provided.

## 3.2 Measurement of outcomes

- No work accidents were reported during the reporting period.
- No harassment cases were reported during the reporting period.
- No labor right violations were reported during the reporting period.

## 4 ENVIRONMENT & CLIMATE ACTION

Our contribution to promoting a resilient and more sustainable future



OUR CLIMATE  
IS CHANGING  
WHY AREN'T WE?

A photograph of a protest sign made from a piece of corrugated cardboard. The sign is held up by a wooden stick and has the words "OUR CLIMATE IS CHANGING WHY AREN'T WE?" written in large, bold, blue capital letters. The background is blurred, showing other signs and trees.



## Environment

**Principle 7** Businesses should support a precautionary approach to environmental challenges;

**Principle 8** Undertake initiatives to promote greater environmental responsibility; and

**Principle 9** Encourage the development and diffusion of environmentally friendly technologies.

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

At CES, we:

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

## 4.1 Description of actions

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

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

### 4.1.1 Decarbonization strategy

Based on the last years' preparatory works, we systematically recorded our greenhouse gas (GHG) emissions according to the GHG Protocol Cooperate standard. The GHG Protocol methodology helped us to measure, manage and report our GHG emissions resulting from our operations and our value chain. In line with the GHG Protocol Cooperate standard we selected 2018 as our base year. We followed the approach to account only reductions resulting from direct action within our operations or value chain. However, in 2021 we compensated our scope 2 emissions. In addition, in 2021 with our installed PV system at our head office in Braunschweig we were able to cover about 35% of our annual electricity consumption with solar energy.

## 4.2 Measurement of outcomes

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

**CES Scope 1 & 2 Carbon Emissions**

<b>Year</b>	<b>Scope 1 emissions<sup>1</sup></b>	<b>Scope 2 emissions<sup>2</sup></b>
<b>2018 Base Year</b>	21,59 t CO <sub>2</sub> e	19,14 t CO <sub>2</sub> e <sup>3</sup>
<b>2019</b>	20,19 t CO <sub>2</sub> e	18,09 t CO <sub>2</sub> e <sup>3</sup>
<b>2020<sup>4</sup></b>	15,35 t CO <sub>2</sub> e	17,46 t CO <sub>2</sub> e <sup>3</sup>
<b>2021</b>	18,79 t CO <sub>2</sub> e	16,78 t CO <sub>2</sub> e <sup>3</sup>

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

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

<sup>3</sup> In the reporting period an adjustment of the company's emission boundaries took place.

<sup>4</sup> Due to the Corona Pandemic the GHG emissions in this reporting period are not representative. Therefore, an increase of the GHG emissions in the next reporting period is estimated. However, it is expected that the slight increase will not infringe the company GHG reduction commitment.



## 5 CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY

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



## Anti-Corruption

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

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

At CES, we:

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

## 5.1 Description of actions

We regularly implement dedicated corruption prevention measures to ensure compliance with applicable national laws and the companywide application of our Code of Conduct. In the reporting period we maintained or implemented the following:

- Compliance with laws via external auditing (Tax, Quality, Environment, OHS)
- Promotion of awareness regarding social responsibility
- Donation to charitable activities
- Start to fully integrate Compliance Management into the IMS.

### 5.1.1 Donations to charitable activities

#### NABU - STUNDE DER GARTENVÖGEL

In the reporting period we donated to “NABU”.

#### MÉDECINS SANS FRONTIÈRES

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

#### UN GLOBAL COMPACT GERMANY

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

## 5.2 Measurement of outcomes

- 0 Corporate Governance violations were reported in the reporting period.



## 6 2022 OUTLOOK

We act to become part of the solution rather than to be the problem





In the light of the new “*UNGC Communication on Progress system reporting*” the present report covers the period January 2021 to December 2021. However, we feel obliged to inform the interested parties about our recent governance performance in 2022 until report submission in September 2022.

**First and foremost, for the Year 2022, we clearly re-confirm our full support of the 10 Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.**

### 1) IMS FOR QUALITY, ENVIRONMENT AND HEALTH & SAFETY

- Our IMS (9001:2015, 14001:2015 and 45001:2018) was successfully audited in June 2022.
- In 2022, we completed to transfer/integration of our CMS into the IMS by respecting the ISO harmonized structure and the ISO 37001 guideline.

### 2) EMPLOYEES & CULTURE

- We maintained and further improved the health and safety conditions as well as the working environment.
- Until September 2022:
  - No work accidents were reported during the reporting period.
  - No harassment cases were reported during the reporting period.
  - No labor right violations were reported during the reporting period.

### 3) ENVIRONMENT & CLIMATE ACTION

- We officially joint the “SBTi” initiative and formally committed ourselves “to reduce our absolute scope 1 and scope 2 GHG emissions by 51% until the year 2030 and to measure and reduce our scope 3 emissions”.
- At our head office we substituted fossil energy supply to 100% renewable energy supply.
- Until September 2022:
  - No negative environmental incident was reported during the reporting period.
  - Environmental impacts were continuously monitored by the ISO 14001:2015 environmental performance indicators. All environmental goals were achieved during the reporting period.

### 4) CORPORATE GOVERNANCE AND SOCIAL RESPONSIBILITY

- In 2022 we further developed our CMS including our Code of Conduct.

- As a part of our social responsibility activities, we provided funds for remodeling parts of the “Department of Pediatric Rheumatology and Immunology at El Minya University Hospital”, Egypt. The total capacity of the hospital's pediatric department is about 65 beds. The use of the funds was tailored to the most urgent needs of the department in close cooperation with the doctor in charge. The following measures were implemented quickly and unbureaucratically thanks to the funds provided by CES:



#### Pediatric Rheumatology & Immunology Unit After Renovation



- Purchase and installation of two monitors to monitor vital functions and two incubation pumps.
- General renovation of the bathroom, refurbishment of a room door, window and painting work.
- The remaining funds were used to buy toys and distribute them to the children in the hospital.



Contact:

**CES**

**Consulting Engineers Salzgitter GmbH**

Nordstr. 23, 38106 Braunschweig, Germany

T +49 531 31704-0

F +49 531 31704-199

[info@ces.de](mailto:info@ces.de)