



**COMMUNICATION ON  
PROGRESS 2009**

UNITED NATIONS  
GLOBAL COMPACT

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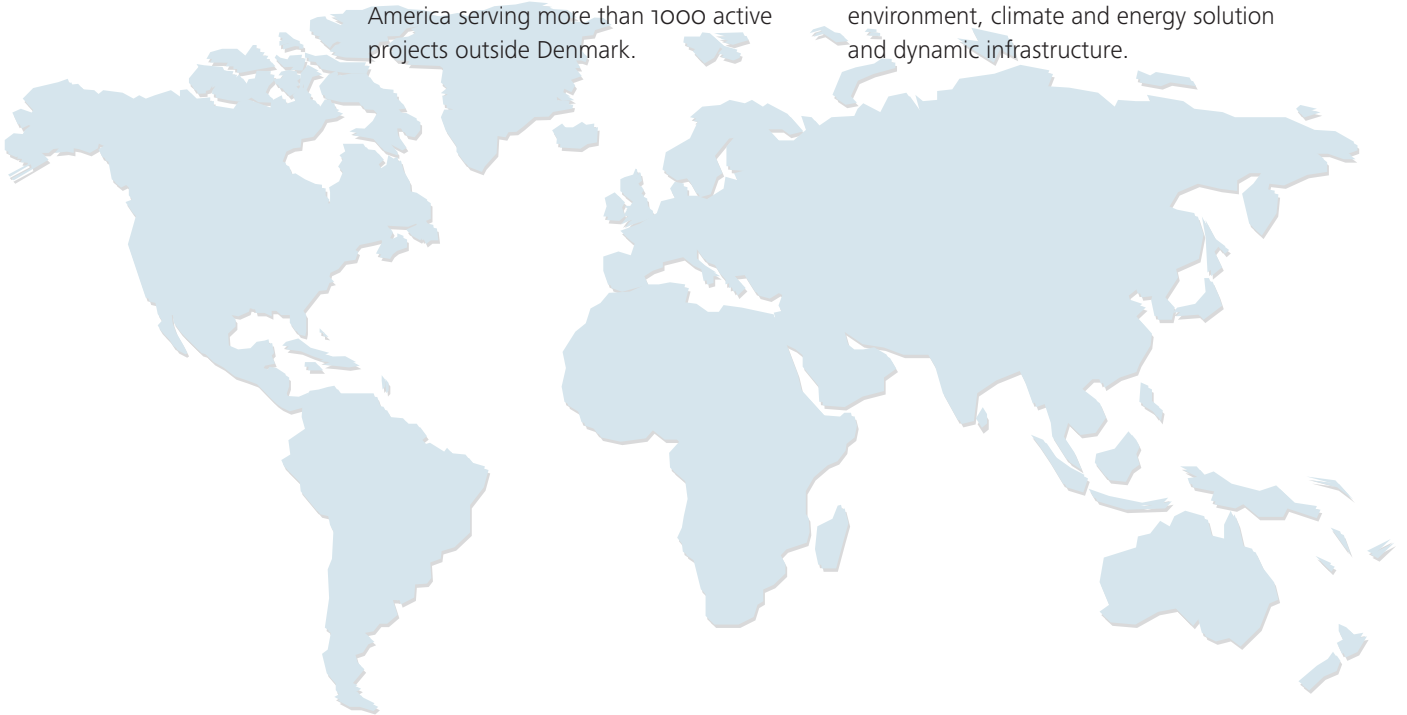
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# ABOUT NIRAS

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NIRAS has more than 1.250 employees and is the fourth largest consulting engineering company in Denmark. Our business areas include civil works and transportation, building and industry, property management, environment, climate change and energy, water and sanitation, informatics, management and strategic planning. We have offices all over Denmark and are represented in Poland, Sweden, Finland, Ukraine, Malaysia, Bulgaria, Estonia and Peru. In total we have local offices in 35 countries in Africa, Asia, Europe and South America serving more than 1000 active projects outside Denmark.

The company was founded in 1956 and since then has grown steadily organically and through mergers to a level where today we are capable of planning and implementing very large and complex projects at an international level. Our special trademark is an inter-disciplinary and innovative approach to projects across our business areas and organisation in order to arrive at the best possible solutions to fulfil the needs and the visions of our clients. The results are healthy and well functioning buildings, sustainable environment, climate and energy solution and dynamic infrastructure.



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# STATEMENT OF CONTINUED SUPPORT



**Carsten Toft Boesen**  
Chief Executive Officer



In NIRAS we are aware of our corporate social responsibility and have a universal respect for and observance of human rights and fundamental freedoms. On a company level we have a common understanding of these rights and work in many respects implicitly with them.

We support the wide ranging principles focusing on the environment and anti-corruption, and we have the principles in our mind when ever or where ever we engage in doing business.

Our employees should be proud of working with NIRAS and should be able to rely on our business ethics and environmental concern.

We seek to create awareness of the personal responsibility of our employees. In many regards the individual small adjustments in the daily routines and attitudes make a difference in the larger perspective.

A stylized, handwritten signature in black ink, appearing to read 'CTB'.

**Carsten T. Boesen**  
Chief Executive Officer

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# HUMAN RIGHTS

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## PRINCIPLES

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Business should make sure that they are not complicit in human rights abuses.

## ACTIONS AND OUTCOME

NIRAS favours an open and trustful atmosphere between managers and employees, and we are in many respects continuously stimulating this. It is our belief that personal growth and hence the growth of our company prospers from an open and trustful atmosphere.

Presently, NIRAS has not defined any new initiatives in relation to human rights, but we are continuously aware of changes in the present state and the need for action.

## REFERENCE TO POLICIES

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NIRAS supports the United Nations Universal Declaration of Human Rights.

Based on a wish to allow room for “the complete human being”, NIRAS has defined the following values, expressing how we relate to each other:

- **We are human**  
We treat each other in an honest, obliging, open and informal manner.
- **We are receptive**  
We have a solid methodological and professional foundation, but at the same time we are open to new ideas and methods.
- **We are dedicated**  
We set ambitious goals, and we struggle to reach the goals.

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# LABOUR

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## PRINCIPLES

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

## ACTIONS AND OUTCOME

NIRAS' employees are free to enter into associations and to enter into collective bargaining with management.

All NIRAS' employees have individual contracts, and the employment conditions are in accordance with the actual national legislation and requirements.

NIRAS has established an occupational health and safety system, comprising health, psychological working environment, physical working environment and crisis management.

The system includes regular inspections of working places, satisfactions surveys and meetings with representatives of the employees in order to keep a high standard and to continuously improve the performance.

NIRAS does not employ children under age.

## REFERENCE TO POLICIES

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### Occupational health and safety

NIRAS shall be a safe and healthy workplace, where employees have a good job satisfaction and is given good possibilities for development.

Activities related to NIRAS' projects and to NIRAS' internal operations shall be performed in such a way that health, safety and welfare of affected human beings are secured in the best manner.

### Diversity and discrimination

NIRAS sees diversity as a business advantage, that will secure a better quality of service to the customers and promote inspiration in the internal cooperation.

NIRAS gives equal opportunities to all present and future employees, regardless of gender, age, race, religion, nationality, ethnic and social origin, disability, political or sexual orientation and family status.

The culture and values in NIRAS are based on respect for the individual and this also implies for acceptance and tolerance of the diversity amongst colleagues and customers. We are open minded and welcome employees and business partners with different cultural, political and religious backgrounds.





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# ENVIRONMENT

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## **PRINCIPLES**

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

## **ACTIONS AND OUTCOME**

NIRAS has developed methodologies, design manuals and integrated environmentally friendly technologies in building and construction design of many projects.

Also, NIRAS has developed methodologies and has been working with Joint Implementation (JI), Clean Development Mechanism (CDM) and Emission Trading in several projects.

NIRAS has opened a Danish Internet page called "The Climate Laboratory", [www.klimalaboratoriet.dk](http://www.klimalaboratoriet.dk), as a forum for development and innovation across expertise fields.

## **REFERENCE TO POLICIES**

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NIRAS accepts the responsibility to society and environment.

NIRAS maintains an open dialogue with customers and stakeholders and seeks solutions that are compatible with the principles of sustainable development.

NIRAS supports the recommendations regarding environment and sustainable development from the International Federation of Consulting Engineers, FIDIC.

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# ANTI-CORRUPTION

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## PRINCIPLE

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

## ACTIONS AND OUTCOME

NIRAS has defined a Business Integrity Policy and established an internal Business Integrity Management System designed as a tool to prevent corrupt behaviour and to encourage integrity.

NIRAS' management has taken the following initiatives in order to keep focus at preventing and avoid involvement in corruption.

- The requirements for compliance with the policy has been strongly emphasised in all contracts for employees, managers, sub-consultants and agents.

- A general internal audit was conducted to ensure compliance of all Danish and international projects with NIRAS anti-corruption policy.

- Internal audits of subsequent selected projects are conducted on an ad hoc basis.

## REFERENCE TO POLICIES

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NIRAS' Business Integrity Management System.

NIRAS agrees with and has adopted the Code of Ethics and Code of Conduct as defined by FIDIC/the International Federation of Consulting Engineers.





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**NIRAS A/S**

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