

# PLH SUSTAINABILITY COMMITMENT REPORT

2023



# THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

## Human Rights

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

## Labour

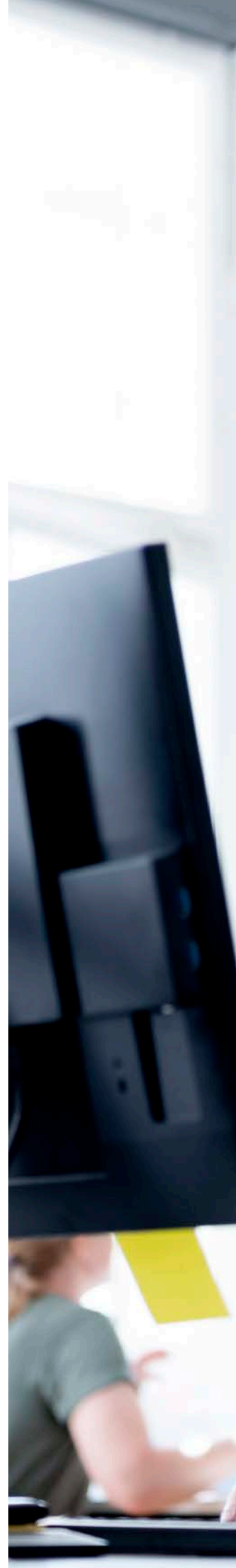
- Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4 the elimination of all forms of forced and compulsory labour;
- Principle 5 the effective abolition of child labour; and
- Principle 6 the elimination of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

## Environment

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

## Anti-Corruption

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







# BUSINESS INTEGRITY AND RESPONSIBILITY

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

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

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

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

## Leadership Responsibility

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

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

## UN Global Compact

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

## Financial Reporting

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

## Legal Accountability and Risk Management

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

## Quality Assurance

Søren Mølbak - Partner and CEO

## Digital Knowledge Management

Claus Johannessen – Senior Architect MAA  
Niels Peter Rosendal – Constructing Architect MAK

## Sustainability - PLH Green Team

Søren Mølbak – Partner and CEO  
Paulette Christophersen – Partner  
Anette Grønbæk – Architect MAA,  
Sustainability Manager

## Staff Representatives

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

## Occupational Health & Safety supervisor

Edgars Andersin – Constructing architect MAK

**We improve quality of life  
through design**





# WORK ENVIRONMENT, POLICY AND SOCIAL ACTION

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

## Actions

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

## Stress Prevention

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

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

## Employee Involvement

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

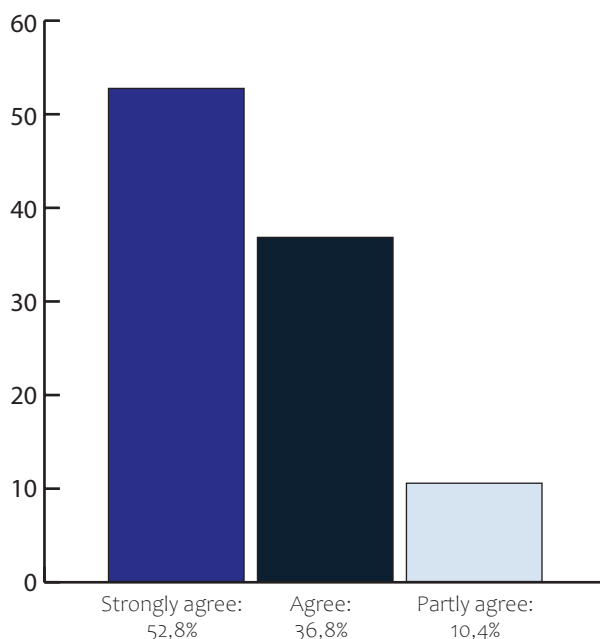
purpose is to give the employees an opportunity to address issues related to their work situation - to express their professional wishes and dreams - and to align the wishes of the employee with the overall direction of the company.

## Attractive Workplace

PLH is recognized as a stable and attractive workplace, with many employees having been with the practice for 10-25 years. According to our latest annual Work Assessment carried out in 2022 with a response rate of 88%, our staff is very satisfied with the working environment, also in relation to the split of sex, nationality, and age. In fact, 100% of respondents said that they would recommend friends and acquaintances to apply for jobs at PLH, a figure we are exceedingly proud of. We foster an open and inclusive culture where racism, discrimination, or bullying is not tolerated.

## Work Place Assessment 2022

Would you recommend friends and acquaintances to apply for a job at PLH?



# WORK ENVIRONMENT, POLICY AND SOCIAL ACTION

Number of employees at PLH split on sex and age. PLH consists of 138 employees as of April 1st, 2023.  
57% male, 43% female.



age 20 to 30 years: 30 pers.



age 41 to 50 years: 25 pers.



age 31 to 40 years: 53 pers.



age 51 to 60 years: 25 pers.



age 61 to +70 years: 5 pers.

## Continued Focus on the Working Environment

In our opinion, PLH's working environment management has proven to be effective and we wish to continue to invest in this area in order to remain an attractive, healthy and productive office - retaining and attracting the best talent. Emphasizing a responsible working environment and recognizing human diversity is a significant priority for the office, boosting our ability to evolve along with the changing demands, challenges, and values of our industry.

## Celebrating Diversity

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

## Social Engagement and a life in balance

At PLH, we cherish social interaction between colleagues and set great store by strengthening bonding and

camaraderie at the workplace through various events and gatherings. A balanced worklife is an important part of our culture.

It is our desire to work with the whole of the individual that takes opportunities to be inspired and recharge with family, friends and interests. Our practice recognizes its social responsibility to nurture a good worklife balance.



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

## **Environmental Challenges**

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

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

We are committed to reviewing how our activities can contribute to the reduction of CO<sup>2</sup> emissions and minimize the planet's consumption of fossil resources.

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

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

that resolve social challenges and promote well-being.

## **Promoting Awareness**

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

## **General Approach to Sustainable Solutions at PLH**

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

## **Products and Techniques to Reduce Environmental Impact**

PLH puts great effort into using local resources and adapting construction methods and technologies to local climate conditions, inspired by local traditions. PLH integrates this approach in the development of projects with the aim of improving the environment, generating energy, and adding value to humans' everyday life.

## **Everyday Sustainable Designing at PLH**

On a daily basis, the staff at PLH is making informed and conscious decisions impacting the environment when they use passive design parameters as well as selecting and specifying materials, finishes, furniture, and fixtures. Through one-on-one or group activities, our staff is continually updated on new and emerging products, techniques, or manufacturers that can strengthen our climate efforts.



# LOCAL INITIATIVES – GLOBAL IMPACT

## Sustainability

To optimize the implementation of sustainable measures, our Sustainability Manager operates with a defined process tool.

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

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

Initially, workshops are held with multidisciplinary specialist teams, tenants, facility managers, and other relevant stakeholders to discuss the actual solutions. This is done in order to find the best balance of the possible solutions. Focus points could be the following:

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

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

## DGNB Certification

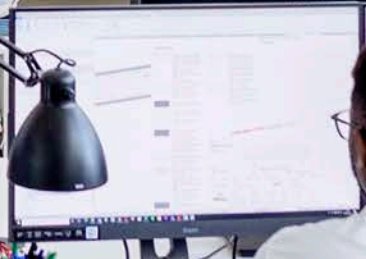
We are continuously having employees partake in the certification training from the Green Building Council Denmark.

DGNB Denmark is a European certification system, adapted for Danish conditions, to make sustainability in buildings measurable. It is the most advanced sustainable evaluation standard in Europe.

An essential approach in all our work is the integration of hard factors such as geometries, orientation, location of windows, choice of materials, emission rates, engineering systems, and lighting, with soft factors such as well-being and social cohesion.

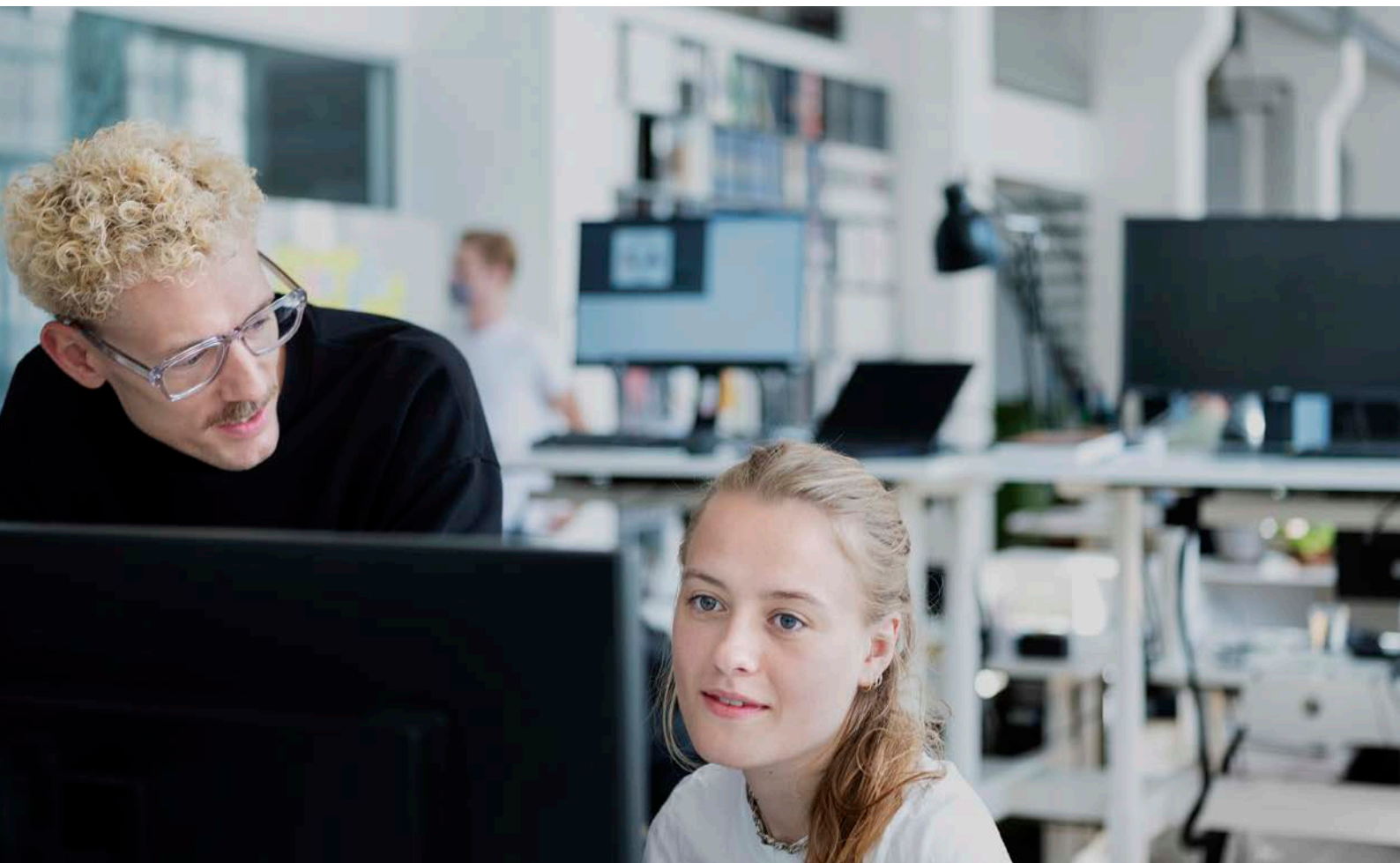








# ANTI-CORRUPTION, LABOUR AND HUMAN RIGHTS



## Anti-Corruption

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

## Ensuring Human Rights and Labor Rights

Human rights and labor rights are very well protected in Denmark

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

## Suppliers and Business Partners

Where PLH can make the greatest difference with regards to human rights and labor rights is when we do business with companies and suppliers from other countries. When possible, we always make sure manufacturers of building materials respect the protection

of internationally claimed human rights and are not complicit in human rights abuses.

We make sure we only do business with companies and suppliers that respect the rights of their workers, take care of their security, and do not use child labor. It is part of our normal procedures to use certified materials and to state in tenders that we do not accept materials produced and manufactured with the assistance of child labor.

Anti-corruption as well as labor and human rights are criteria that are evaluated in our DGNB-certifications. Therefore, they are naturally evaluated in our certified projects.