

PLH SUSTAINABILITY COMMITMENT REPORT

2022

PLH



PLH Arkitekt A/S – Vermundsgade 38K – DK-2100 København Ø
www.plh.dk – info@plh.dk – +45 3543 0055 – CVR DK 27919502

SUSTAINABILITY STATEMENT

As one of Denmark's leading, independent architectural firms, PLH Arkitekter is very much aware that we have a tremendous responsibility, as our work and architecture literally shapes the future. Therefore, from the first lines are drawn to the finished building is inaugurated, a broad and inclusive approach to sustainability and social awareness characterizes everything we do. Our aim is to improve quality of life through design, and our approach is that great design can leave a big aesthetic impression but a small carbon imprint.

Since 2009 PLH Arkitekter has been a proud member the UN Global Compact, and through its 10 principles on human rights, labor standards, environment and anti-corruption we have and will continue to actively support the 17 UN sustainability goals in both our work and daily operations at our Copenhagen studio.

The comprehensive "Communication on Progress" report that every Global Compact participant publishes once a year plays an important role in tracking and raising awareness of the principles and sustainability goals worldwide. Therefore, we are proud to be among the first participants in the Global Compact's Early Adopters Program, testing the new system and contributing with our experiences ahead of the launch of the new and improved reporting platform next year.

Our continued effort to integrate both environmental and social sustainability in every project is reflected in our latest annual fiscal report, which shows that fully 33 % of our income stems from projects that have received or are expected to receive one or more certifications for their sustainability credentials. Also, PLH Arkitekter has some of the biggest projects enrolled in "The Voluntary Sustainability Class", that limits how much CO₂ new buildings can emit. The experiences from these projects will ultimately help form future legislation pushing architecture and construction in a greener direction.

Since our last reporting, the number of PLH staff has expanded by 21 people to a total of 124. While hiring solely based on proven experience, we have maintained the diversity that is such a crucial part of our DNA. Hence, the staff group is 45 % female and 55 % male, has 20 different nationalities and an age gap that ranges between 19 and 71.

Our ambitions and visions of improving quality of life through design, helping to create a more environmental and social sustainable society are created at our studio in Copenhagen. Here, we strive to uphold a workplace without discrimination, abuse or stress. The result of this joint effort manifests in our Work Assessment 2022, in which 100 % of respondents say that they would recommend a job at PLH Arkitekter. This is something that we are very humbled by and truly grateful for.

While guiding our clients towards sustainable solutions, we are also intent on making changes at our own place of work. Thus, 66 % of the staff has recently committed to eating vegetarian or vegan lunch meals only.

In sum, at PLH, sustainability is and will continue to be integrated into every project and everything we do. Sustainability is the cornerstone in our work, our values and our spirit.

Søren Mølbak, CEO, Architect MAA
PLH Arkitekter



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

Member of DANSKE ARK

PLH is a member of DANSKE ARK PLH 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, directors 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 Director supported by Mazanti-Andersen Korsø Jensen AdvokatPartnerskab

Quality Assurance

Søren Mølbak - Partner and Director

Digital Knowledge Management

Claus Johannessen – Senior architect
Niels Peter Rosendal – Constructing architect
Nicklas Østergaard – Constructing architect

Sustainability - PLH Green Team

Søren Mølbak – Partner and Director
Paulette Christophersen – Partner
Steen Enrico Andersen – Partner
Anette Grønbæk – Architect MAA, Sustainability Manager

Staff Representatives

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

Occupational Health & Safety supervisor

Karin Tranberg Schjerbeck – Architect & Interior designer MAA



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 an anti-stress policy guideline that covers both preventative actions (behaviours and organisation 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 the 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

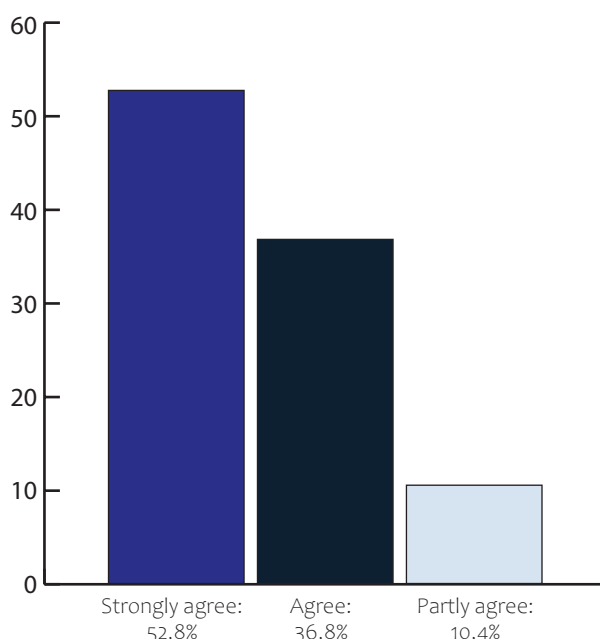
purpose is to give the employees an opportunity to address issues related to their work situation - to express their professional wishes and dreams - and to align the wishes of the employee with the overall direction of the company.

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 % answered, 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 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 124 employees as of May 1st, 2022.
55 % male, 45% female.



age 20 to 30 years: 26 pers.



age 31 to 40 years: 47 pers.



age 41 to 50 years: 24 pers.



age 51 to 60 years: 21 pers.



age 61 to +70 years: 6 pers.

Continued Focus on the Working Environment

Our procedures have proven effective and PLH wishes to continue to invest in the working environment in order to remain an attractive, healthy and productive office - retaining and attracting the best talent. The priority of a responsible work environment and recognition of human diversity is a significant value for the office's ability to evolve in tune with the changing demands, challenges and tendencies 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

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. But, as with most other places of work, the COVID-19 situation has had a significant impact on how and where we do our work. Many employees have worked from home on either a part-time or a full-time basis. Physical meetings have been cancelled or postponed as have social get-togethers, field trips and travels abroad. However, the crisis has also shown the strength of the PLH team spirit. Employees have persevered with amazing tenacity, carrying on with work on projects, knowledge sharing with colleagues and using digital tools to collaborate with external partners. Furthermore, several social events have been held virtually – and physical gifts and sentiments have even been sent to employees' home addresses when physical

attendance in the office was out of the question. All in all, we feel that we are emerging from the pandemic with a stronger, deeper bond between the people that are PLH.

Lunchtime

PLH has a healthy lunch scheme as a way to encourage employees to stay at the office and have lunch with their co-workers – hereby strengthening social ties. All the food is organic, and vegetarian as well as vegan alternatives to meat are always available. Until now, approximately 30 % of the employees has chosen to permanently eat vegetarian, but this number has recently increased to 66 %.



OUR PURPOSE IS TO IMPROVE THE QUALITY OF LIFE THROUGH DESIGN

Environmental Challenges

PLH's main focus in connection to the principles of UN the 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. During 2021 33 % of PLH's income came from projects that have or are expected to receive one or more sustainability certifications.

Improving the Quality of Life Through Design

We are committed to reviewing how our activities can contribute to the reduction of CO₂ 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, by hiring specialists and by 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 the projects as well as internally, in the way the office is driven.

Products and Techniques to Reduce Environmental Impact

PLH puts effort into using local resources and adapt the construction methods and technologies to the local climate conditions, inspired by local traditions. PLH integrates this in developing projects with the aim of improving the environment, generating energy and adding value to the human 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, select and specify 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 sustainability, our Sustainability Manager operates in 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, the 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. The focus points could be the following:

- Buildings have both an active and a passive energy balance that very much depends on the 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 mentioned 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.

"The Voluntary Sustainability Class"

PLH Arkitekter has some of the biggest projects enrolled in "The Voluntary Sustainability Class", which sets limits for how much CO₂ new buildings can emit and ultimately help form future legislation pushing architecture and construction in a greener direction. The projects include new headquarters for Nykredit and AP Pension, a new city Hall for Vordingborg Municipality and a waterwork at Regnemark. The final legislation and new law, BR23, is expected to enter into force in 2023.





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 our society, we are still very aware of the possibility of nepotism, exchanges of favours, unofficial agreements between companies etc. Therefore, we aim for clarity in all our business agreements.

Ensuring Human Rights and Labour Rights

Human rights and labour rights are very well protected in Denmark

and in Danish legislation. Being a member of DANSKE ARK - The Danish Association of Architectural Firms, PLH has to 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 labour 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 labour. 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 labour.

Anti-corruption, labour and human rights are criterias that are evaluated in our DGNB-certifications. Therefore, they are naturally evaluated in our certified projects.