

**COMMUNICATION ON PROGRESS
2022-2023**



CHRISTENSEN & CO

Table of content

Executive Statement on Commitment	2
About Christensen & Co Architects	3
How we work with UN Global Compact's principles	4
Our value chain and materiality assessment	5
How we work with the SDGs	7
How our sustainability strategies align with the SDGs	8
Activities during 2022/23	
Theme 1: Human Rights	11
Theme 2: Labour	11
Theme 3: Environment	12
Theme 4: Anti-corruption	14
CSR Action plan 2020-2025	17
Documentation	18

Front cover: Large Structure Production Center
The new center will research and develop automated solutions to build large-scale structures such as wind turbines, ships, and structures for building. With the new building for the center, the activities can unfold to its full potential, allowing researchers and companies to develop robots for the large-scale structures – robots which don't exist on that scale today.

Client: Southern University of Denmark
Area: 14000 m²
Year: 2024
Location: Nye, Aarhus, Denmark

Executive Statement of Commitment for 2022 / 2023

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 CCO Architects.

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. This year we report under the new reporting framework and we welcome the new set up with standardized indicators to measure our progress. In this sustainability report we elaborate on how we address our commitment to working with UN Global Compact's principles. This includes description of how we work within sector specific associations that can leverage activities across the construction industries complex value chain. Especially, our commitment to the Danish Association for a Responsible Construction Industry (Byggeriets Samfundsansvar) strengthens our ability to work meaningfully with responsibility as a stakeholder in the industry's value chain.

During this reporting cycle, we have welcomed a new partner in top management Head of Business Development, Marie Partoft. Marie's entry into our partner group, has strengthened both gender and educational diversity. In our daily operations, we have continued our focused on the governmental structure of the company. In 2022/23, we have set down a Collaborative Committee comprising representatives from both management, human resources, union representatives for both architects and construction architects as well as CSR management. The committee has directed attention to health and well-being, both in terms of physical and psychological well-being. To strengthen this focus, 2023 will be the first year we conduct an internal survey on well-being. Moving forward the survey will be conducted annually. The survey will guide us in prioritizing activities to ensure well-being at the office. Further, we have paid attention to how stress can pose a negative impact on well-being. As architectural consultants, we sometimes experience high paced project plans and short deadlines. Thus, workload and number of assignments fluctuate for employees during the year. To address this, we are in the process of adopting a stress policy. The policy outline procedures that mitigate negative impact on staffs' well-being related to stress. It has been important to our work that our colleagues at Link Architects have taken the time and resources to share their experiences and their stress policy with us. In return we have shared our policy against sexual harassment with them. On a broader scale, we see a huge potential in architectural companies sharing knowledge and collaborating on staff issues.

Our move towards a more systematic and policy-based approach to our activities is also a reflection on how external demands on responsibility and sustainability is changing and developing. The development in our supply chains combined with new legislation on e.g. carbon reduction, sustainability reporting and due diligence in both Europe and Denmark pose a vast change in the amount of data we need to collect and produce in our projects. With the new demands for our practice our work with the SDGs has also changed. Today, the SDG's and the knowledge we have collected from previous projects continue to guide our sustainability efforts both in terms of social and environmental issues. However, our sustainability strategies are closer connected to the building industry's workflows and solutions e.g. carbon reduction, universal design solutions and use of biogenic materials.

We continue working in accordance with legislation and national building codes as well as complying with clients' due diligence demands. 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.

Copenhagen, 2023



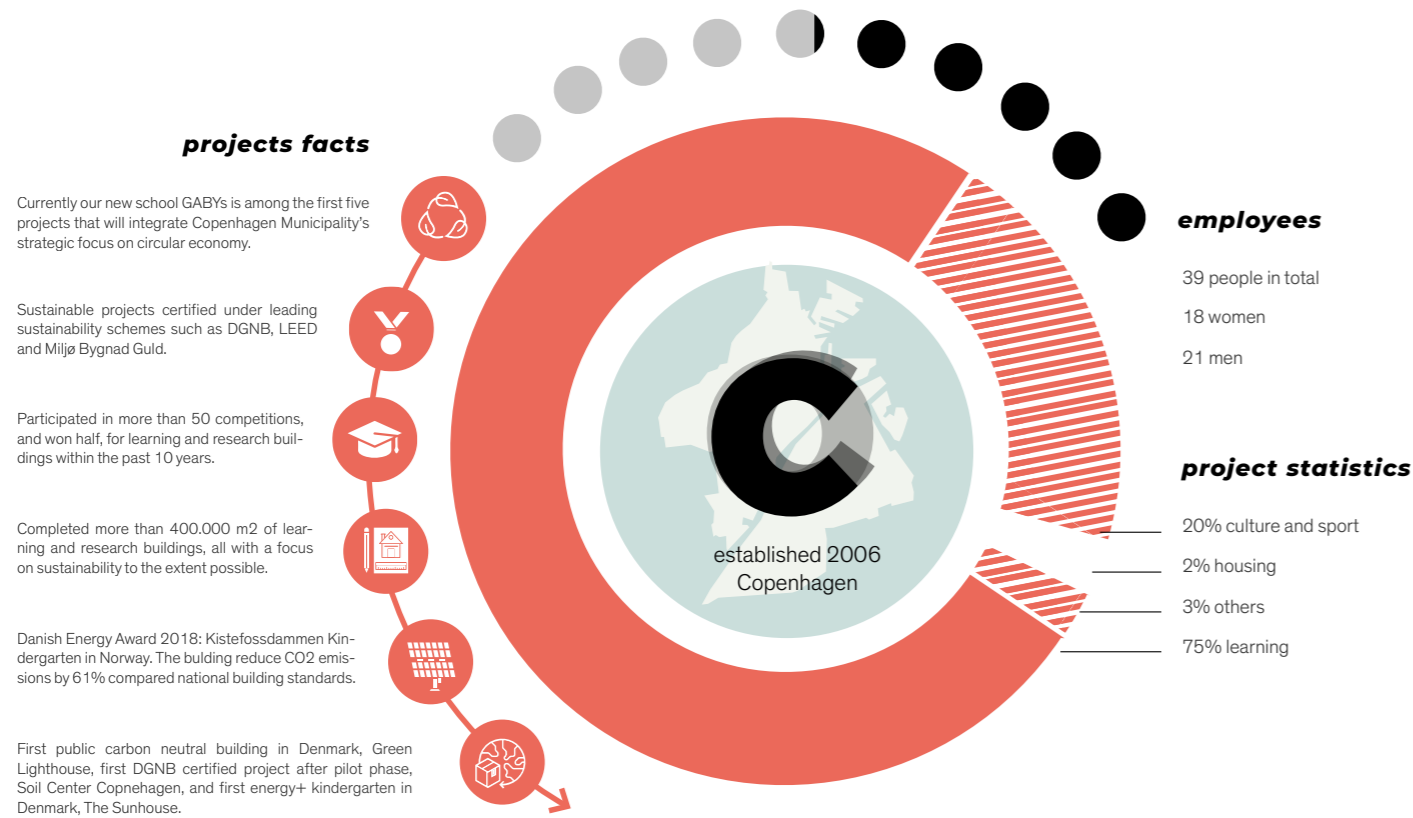
Vibeke L. Lindblad,
CEO and partner at Christensen & Co Architects



Michael Christensen,
Creative Director and founder Christensen & Co Architects



Christensen & Co Architects



At CCO 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

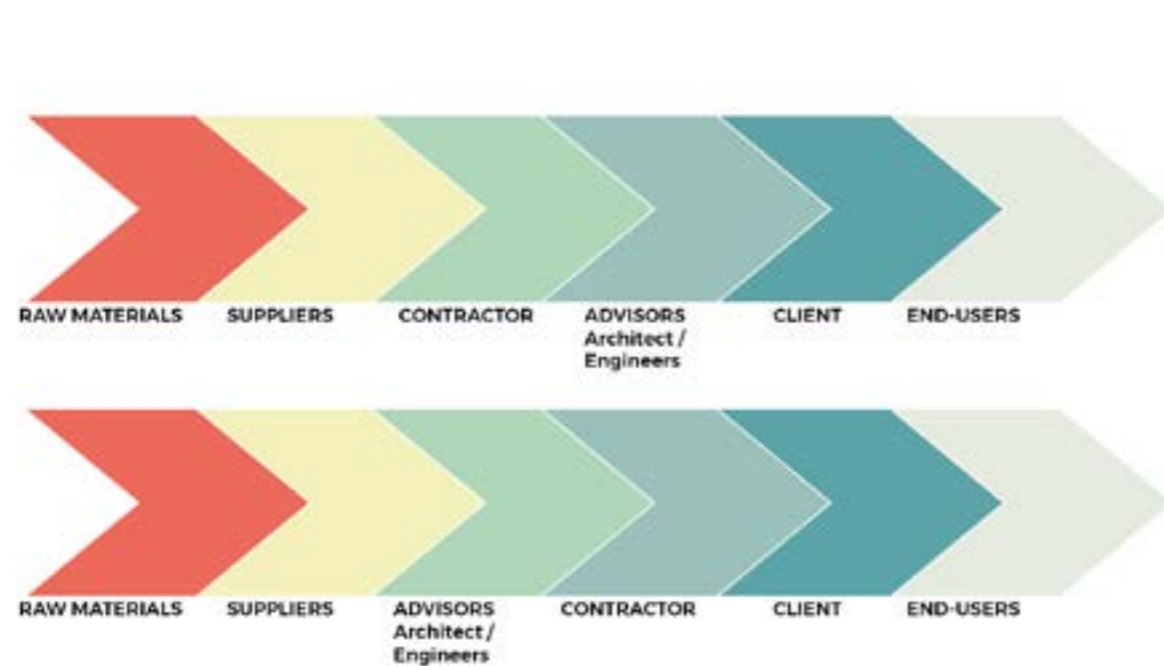


CCO Architects continue to commit to the 10 principles of UN Global Compact, as defined under the four areas human rights, labour, environment and anti-corruption. We do this as described above and specifically we uphold our standards by committing to The Danish Association for Responsible Construction's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

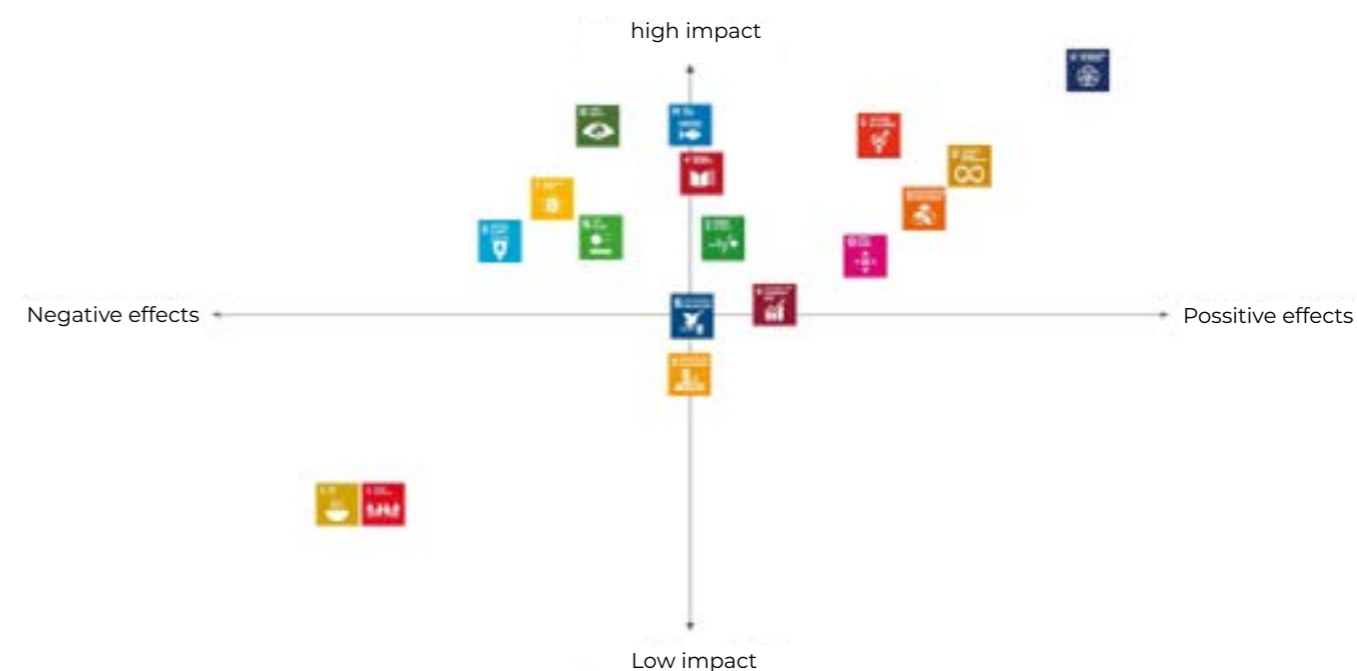
To us, the SDGs are an added layer to our work with the 10 principles of Global Compact. We use the SDGs as a tool for driving innovation, select projects and create brand value while ensuring license to operate for CCO Architects. Since 2006 we have worked with sustainable solutions that ensure long 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 Materiality Assessment mappes positive and negative impacts on sustainability. During a workshop, four individual groups assessed impacts on sustainability related to the environment and people at target level of the SDGs. The individual conclusions were discussed and combined in a joint materiality assessment for all the SDGs. The materiality assessment were moderated by Carve Consulting.

OUR VALUE CHAIN

As a result of our activities both related to UN Global Compact and in the Danish Association for a Responsible Construction Industry (BSA) we have 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. In this report we address the principles under the 4 overarching themes of human rights, workers' rights, environmental impact and anti-corruption and the SDGs.

The mapping also makes us more aware of how to define activities targeted different stakeholders, which links well with our action plan that 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 basis for our action plan running from 2020 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 18). 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 ambitions in our Climate Policy and our Policy for Diversity, Equity and Inclusion - both are available through our website. We will also include indicators on how we work with sustainability in our projects.

Our materiality assessment was conducted at a workshop in 2020. The workshop 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 activities, divided into actions related to staff, office operations and collaborators. At the workshop presented the 17 SDGs and the 169 targets were presented, and a guidance on how to go through the five steps of the working methodology recommended in the SDG Compass explained.

Four groups identified relevant actions for implementation. SDG 17 were integrated into discussions on all the other goals. The result of the assessment were subsequently presented to our management. Here the partner group decided on the following focus areas for sustainability actions running from 2020-2023.

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

To have a clear distinction between direct and indirect impact on sustainability, and to avoid so called "double accounting" our present sustainability report only accounts for our internal activities, not project specific activities. Moving forward we are looking into conducting a double materiality assessment according to CSRD. As we are only a medium sized company we do not have to report according to CSRD. However, we see great potential in reporting according to the CSRD, as many of our collaborators and clients are obliged to report under the directive. Thus, they will need us to provide them with data related to their value chain activities.

How we work with sustainability



Based on our experience we've developed the model above. We call it the Quality Compass. We use the compass to identify efforts related to sustainability as defined within the SDG framework. The compass closely links architectural value to issues of sustainability. Thus, 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 tripple 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 assess impact related to each of the 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 that architecture creates. We prioritize target goals and identify related, facilitating goals, to clearly document.

how working with one goal sets off a domino effect activating several other goals within 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, mainly DGNB. 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 313: 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 sustainability efforts. An example of the result is our move beyond DGNB-demands related to Universal Design to ensure inclusion by architecture (see p. 11).

How our sustainability strategies align with the SDGs

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Biodiversitet - grøn facade & gårdrum			●	●								●	●	●				
universelt design inkluderende Ark. og sociale zoner			●	●	●			●		●	●							●
Arbejdsmiljø og flow i laboratorier			●		●			●	●	●								●
Design for disassembly & genbrug										●			●	●				
Reducer affald og minimer mængder															●			
Træbyggeri - reducer CO2							●						●	●				●
Reducer energi-forbrug - passivt design / fx. proces energi							●						●	●				
Indeklima - undgå fugt, lim og maling			●			●		●								●	●	
Certificering - fx. EU blomst, Fsc PEFC			●					●										●
Bæredygtig byggeplads			●			●	●	●	●				●	●				

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 set of sustainability tracks corresponding with the SDGs. This is combined with a written report listing actions related to all relevant targets under the 17 SDGs with project specific tracks on efforts related to both social and environmental issues. We revisit the screening for each phase of a project going into further details and finally documenting implementation on a set of project specific indicators.

During 2022-2023, we have defined a series of 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 method 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.

In Denmark, we have seen a keen attention towards reducing carbon emissions from building projects. At a national level this has resulted in new legislation setting down a carbon budget for new buildings above 1000 m2. 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 it as an opportunity to direct more attention into developing tools and optimizing our processes to deliver on ambitions for environmental sustainability.

However, we are keen to maintain a holistic approach to sustainability, not leaving behind attention to social sustainability e.g. universal design.

PARTICIPATING IN THE DEBATE AND SHARING KNOWLEDGE

We continue to participate in debates and lectures on sustainability issues such as reduced carbon consumption through strategic use of Life Cycle Assessments, learnings on how to work with universal design and the +2 educational programme under the Danish Association of Architects.



B 313: Climate Challenge Laboratory B313 at DTU - Technical University of Denmark will become one of Denmark's tallest multi story buildings with a wood construction. The project is set to be finalized in 2024.

In all details of this project we've looked into the carbon consumption related to the project. One example are the staircases in atriums. We have replaced steel staircases (which are widely used in atriums) with wooden CLT staircases. As a result we avoid consuming 64% of the carbon embedded in this single building element.

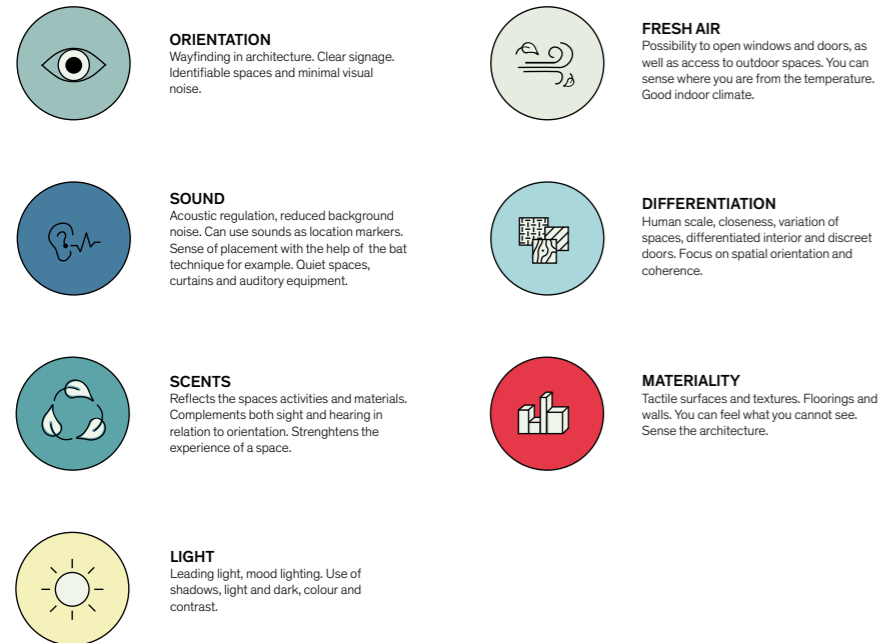
The detailed analysis show:

- 1. Steel staircase with glass railing:
2.309 kg CO₂eq x stair run total = 13.854 kg CO₂eq*
- 2. Steel staircase with steel railing:
2.289 kg CO₂eq x stair run total = 13.734 kg CO₂eq*
- 3. Concrete staircase with steel railing:
1.946 kg CO₂eq x 6 stair run total = 11.676 kg CO₂eq*
- 4. CLT staircase:
817 kg CO₂eq x 6 stair run total = 4.902 kg CO₂eq.*

Replacing staircases in atriums won't lower the embodied carbon for an entire building significantly. However, the analysis demonstrates that carbon calculations and conscious decisions on how we build have an impact on the carbon embedded into our design. Data for the analysis are collected from standard-EPD data from LCaByg 5 Database version 1.0.0 2023.



Theme 1 + 2: Human rights and workers' rights



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. The system is developed related to the Climate Challenge Laboratory B313 at Technical University of



INCLUSION IN ARCHITECTURE AS A METHODOLOGY

We continue our work with inclusion in architecture through Universal Design. We do this in recognition that our work with sustainability needs to address both environmental and social aspects. Last reporting cycle, we developed a system for implementing Universal Design in our projects. During this reporting cycle we have upgraded our system directing attention to how we can incorporate Universal Design into our digital models. We do this to ensure early design decisions are followed up and maintained in the later stages of a project. As a result, we now have a methodology defining seven architectural means to incorporate principles for inclusion into architectural design.

The Universal Design system is developed as part of our B313: Climate Challenge Laboratory at Technical University of Denmark (DTU). We have chosen this project as a pilot since our client has a keen interest in incorporating Universal Design in the buildings as part of their sustainability strategy. To further contribute to the development of a more systematic inclusive design practice. In addition, our universal design methodology and our work with universal design at B313 is part of a research project conducted senior scientist Sidse Grangaard at the BUILD institute at AAU. The research project includes field studies and interviews with stakeholders from the project.

SHARING KNOWLEDGE

In December 2022, we held an internal workshop on implementation of universal design and our seven architectural

means of incorporating universal design. Further, our specialist on inclusion in architecture and our CSR manager has attended several seminars during the reporting cycle to raise awareness of how to work with implementing universal design in practice.

DIVERSITY AT THE STUDIO

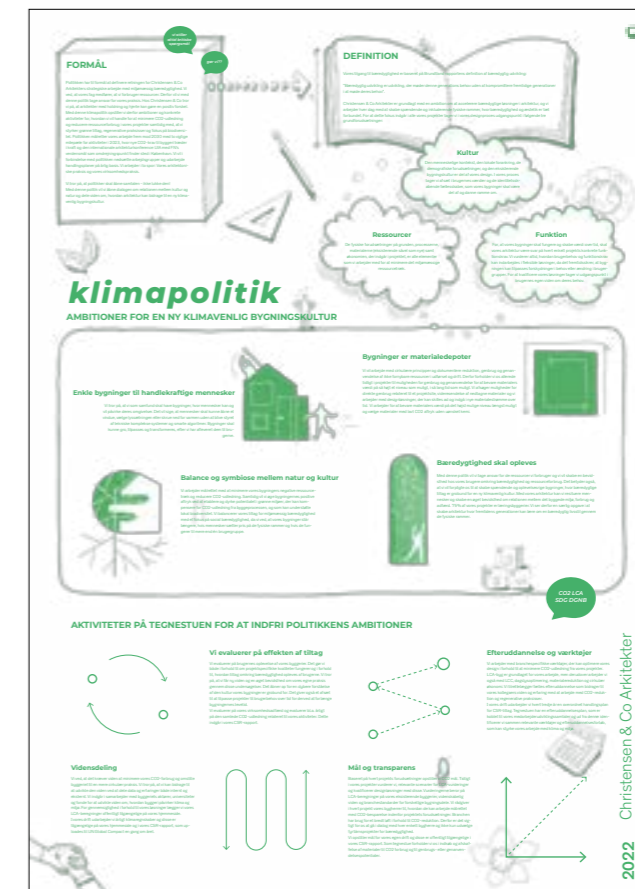
In 2021/22 we adopted a diversity policy. We want to have a diverse work community and we believe it strengthens both our creative processes and our company profile and how we set a team when we work with our clients. This reporting cycle, we have followed up on our policy by setting down a Diversity Committee, which meets four times a year and once a year updating the policy so that we as a company continue to work actively with the policy.

WELL-BEING

We have decided to conduct an annual survey on well-being among employees (in Danish a Medarbejder trivselsundersøgelse - MTU). The questionnaire has been developed during the reporting cycle and the first survey will be conducted during the fall. We do this to keep track of how changes in work flow and communication impact on 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



A CLIMATE POLICY FOR PROJECTS AND OPERATIONS

In early 2022, CCO's partner group decided that the company should have a climate policy for all activities - both in projects and in office operations. A decision that significantly strengthens our CSR efforts. The vision of our climate policy is that our architecture shall create the best possibilities for life across species, cultures and generations, without compromising the future of the planet and our climate.

SUSTAINABLE MATERIALS

Minimizing environmental impact from our architecture means we need to know how our materials are produced and how we source them. Further, we need to work with designing our architecture in a manner where materials can be taken apart for future reuse. To work ambitiously with circular economy, we pay attention to the details, focus on how materials are assembled, and develop concepts that are opened so that future changes can be integrated into our buildings with a minimum of waste production.

LIFE CYCLE ASSESSMENTS TO REDUCE CO2

We are developing a systematic method of conducting life cycle assessments according to Danish legislation and throughout all phases of a project, from early competition proposal to final project. In order to do this we focus on the material impact of building components.

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 architecture that ensure we can maintain 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 blind spots 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.



Theme 3: Environment - office operations



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 and 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 tCO₂e to 0.9 tCO₂e.

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. Reuse towels for our toilettes will be an action explored during the coming reporting cycle. The service is available through dfd.dk.

LUNCH AND WASTE REDUCTION

This reporting cycle, we have changed to self catering rather than a catering service. Previous years, we have not been able to get information on the carbon consumption related to our lunch. However, this year with a new self-catering solution we have been able to calculate our consumption, which totals 9.4 t CO₂e. We see this number as a baseline for future reductions as well as a benchmark should we chose to change our catering solution in the future. Our main reduction this reporting cycle is due to a change from newly produced paper to recycled paper.

SUSTAINABILITY THROUGH OUR RENT AGREEMENT

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 2022/23



Phot of the Board of the Association for Responsible Construction, which our CEO is part of. Photo credit: The Association for Responsible Construction.

We mainly work with public clients in Denmark and 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

We have a 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. For the reporting we do not have a code of conduct in place. However, we are in dialogue with Danish Association of Architects hoping they can provide us with a sector specific code on conduct that we can incorporate in our project standards.

In our action plan, we have set an ambition to incorporate our CSR-tool for screening collaborators. The standard is developed by the Danish Association for Responsible Construction. The association is currently updating the standard and we are awaiting the update. Until the standard is updated, we prioritize compliance with national and international legislation and we will focus on implementing a code of conduct that is aligned with demands related to EU's CSRD and CSDDD.

COMING ACTIVITIES

Our work and commitment to the Danish Association for Responsible Construction continues as an effort to work with anti-corruption in the building industry. This year our CEO was reelected as board member of the association. We will continue to work with implementing the ambitions of the associations charter on responsible construction.

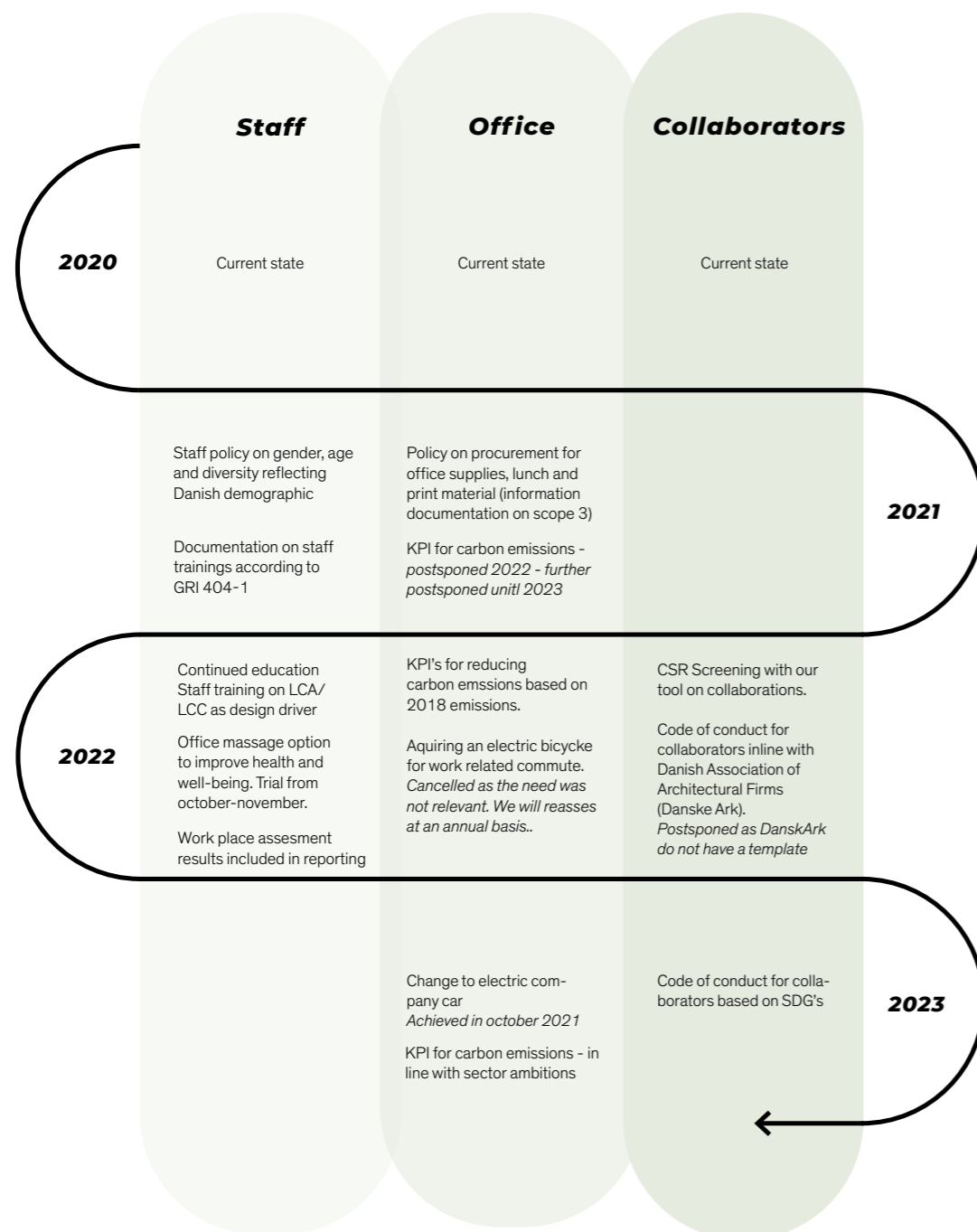


At Technical University of Denmark, our new laboratory building, B112: Resource Recovery Platform stands as beacon for innovation within research in resource efficiency at DTU Environment.

Building B112 is a show case for DTU's high sustainability ambitions. To take informed decisions related to sustainability, we have carried out several Life Cycle Assessments (LCA's) starting with the initial stages of the design process. Particularly the analyses of volume, construction principles and floor materials were influential in the further project.

The building is pre-certified for DGNB Gold. In order to ensure solutions are of high architectural quality, we have actively worked with DGNB Diamond in the project development.

Action plan for CSR 2020-2023



Our current Action Plan is based on our materiality assessment conducted in 2020. In the diagram activities that are delayed have been added a comment on when the activity will be carried out. This year we have a full carbon accounting as we have been able to include numbers for the carbon we consume related to our lunch.

Documentation

Theme 1: Human rights - Inclusion and diversity

STAFF	SDGs	Standard	2020/21 Number	2021/22 Number	2022/23 Number	Current %	KPI 2023	
GENDER DIVERSITY								
All			43	43	39	100%	50/50	
Total women	5	GRI 102-8	19	22	18	46.2%	50%	
Total men	5	GRI 102-8	24	21	21	53.8%	50%	
Project manager, women	5	GRI 405-1	3	6	5	50%	50%	
Project manager, men	5	GRI 405-1	4	5	5	50%	50%	
Partner, women	5	GRI 405-1	1	1	2	33%	50%	
Partner, men	5	GRI 405-1	4	4	4	66%	50%	
Women board	5	GRI 405-1	0	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	12	13	10	25.6%	36%	
31-50	5, 10	GRI 405-1	23	22	22	56.5%	25%	
51 <	5, 10	GRI 405-1	8	8	7	17.9%	40%	
PARENTAL LEAVE								
Men	5	GRI 401-3	3	6	5	83,5%	-	
Women	5	GRI 401-3	0	0	1	16,5%	-	
INTERNSHIP / STUDENTS								
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	2022/23 Hours / no. staff	KPI
COLLECTIVE STAFF TRAINING						
Women	4, 8	GRI 404-1	111,5/19	127/14	264/17	-
Men	4, 8	GRI 404-1	94,25/20	69/12	98/16	-
INDIVIDUAL STAFF TRAINING						
Women	4, 8	GRI 404-1	131,5/14	388,5/17	303/12	-
Men	4, 8	GRI 404-1	88/8	221,5/14	446/14	-

All numbers on the following pages are based on data for 1/5-2022 - 30/4-2023.

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 continue 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)			1.9	0.9	0.3	KPI 2022 - not set
Company car	13	GRI 305-1	1.9	0.9	0.3	
SCOPE 2 (utility)			13.8	10.7	22.2	KPI TBC 2022 - not set
Energy supply	7	GRI 305-2	3.4	3.4	8.4	
Heating	7	GRI 305-2	10.4	7.3	13.8	
SCOPE 3			2.2	11.9	32.4	KPI TBC 2022 - not set
Commute during work	13	GRI 305-3	2.0	3.8	2.4	
Business travel by taxi	13	GRI 305-3	0.1	0.3	0.2	
Business travel by plain	13	GRI 305-3	0.1	7.1	19.5	
Study trip	13	GRI 305-3	0	0.3	10	
Other (ship, train etc.)	13	GRI 305-3	-	0.4	0.3	
WASTE	12	GRI 306-2	-	0.3	0.1	Following city guidelines
Household	12	-	-	0.3	0.1	
PROCUREMENT incl. lunch	12,13, 14, 15	-	Data not available	Data not available	9.4	Policy on certification
Total			18.2	22.9	64.4	
			Corona			

This year is the first year we have a full carbon accounting. The carbon accounting is conducted through Klimakompasset, which is a tool for measuring carbon consumption, curated by the Danish Business Authorities: www.klimakompasset.dk. Our carbon consumption is distributed with 1,8 t CO2e per employee.

Emissions on energy are an estimate based on how much we pay for energy over our rent agreement. We have chosen this method as we cannot get specific data from our building administration on how much energy we use. As we share our office building with several other businesses we cannot simply monitor consumption directly. In terms of use renewable energy, we have solar panels mounted on the roof. The service provider Sustain estimates the panels cover 1/3 of our energy consumption, this is factored into the accounting above.

We've seen a significant increase in carbon consumption since last years reporting. This is primarily related to an increase in travel by plane - both for business and our annual study trip. Further, our lunch is weighing in on the total amount. Our previous accountings have been incomplete and emissions have been low since we have operated under corona restrictions, reducing work related travel.

With the launch of the new reporting framework at Global Compact we see this years carbon accounting as adequately accurate as a baseline for future improvements in our impact on the environment from our office operations. We have still not set reduction targets for our operations. We continue to strive to reduce carbon emissions from our services and direct our attention to working with avoided carbon from our building projects.

Going forward, we see 2022/23 as our baseline year for our office operations and aim to work with strategic reductions from this point. We will also start including accountings for our building projects as we are now obliged under Danish law to conduct Life Cycle Analysis for each project.

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 53 out of 57 PRFs we've signed European Single Procurement Documents (ESPDs).

