



**COMMUNICATION ON
PROGRESS 2011**

UNITED NATIONS
GLOBAL COMPACT

ABOUT NIRAS

NIRAS is an international, multidisciplinary engineering and consultancy company.

We provide sustainable technical solutions for global challenges within construction, infrastructure, environment, water, wastewater, energy, natural resources and development consulting. Our special trademark is an inter-disciplinary and innovative approach to projects, and we take pride in transforming clients' visions and challenges into sustainable solutions.

NIRAS was founded in Denmark in 1956. Today, NIRAS is an international consultancy company with 1400 consultants and specialists. We have permanent offices in more than 10 countries in Europe, Asia and Africa, and we have completed projects in more than 180 countries all over the world.

We are independent of contractors, manufacturers and suppliers. NIRAS is a member of the Danish Association of Consulting Engineers (FRI) and the International Federation of Consulting Engineers (FIDIC).



STATEMENT OF CONTINUED SUPPORT



Carsten Toft Boesen
Chief Executive Officer



It is of fundamental importance to NIRAS that employees, clients and societies are able to rely on our business ethics and concern for the environment. At NIRAS, we are aware of our social and environmental responsibility and consider the Global Compact a natural part of doing business.

During 2011, we continued our efforts to ensure that our mission, vision and values become deeply rooted within our organisation. To this end, we have developed the NIRAS Fundamentals.

We have upgraded our management training programmes to ensure that one common standard applies to the management of our business, projects and employees.

Based on our NIRAS Fundamentals, we have implemented employee and management portals that ensure easy access to relevant information and tools for both employees and managers.

NIRAS' aim is to develop sustainable solutions, both for our clients and for ourselves. In order to do so, we take the

environment and climate into consideration whenever possible. Our new head office in Denmark is climate-friendly and has one of Denmark's largest, privately owned solar cell systems.

We take a very serious approach to corporate responsibility. However, there is even greater potential in helping our clients and societies across the world improve the way in which they work with corporate responsibility. We can do this when we design biogas plants in China and offshore wind farms in the North Sea, when we develop climate adaptation strategies for Danish municipalities to prevent flooding or when we give advice on land management in Africa to help governments distribute land rights to their populations.

We are proud, yet humbled, to be involved in efforts to improve social and environmental conditions for our clients and societies around the world.

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

Carsten T. Boesen
Chief Executive Officer

HUMAN RIGHTS



PRINCIPLES

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

ACTIONS AND OUTCOME

Especially when working in developing countries, our project managers on international projects are specifically informed about NIRAS' participation in the United Nations Global Compact, its principles and the implications of this participation.

We have participated in the "World's Best News", a campaign in which the UN, the Danish International Development Agency and a number of Danish aid organisations focused on the positive outcome of helping developing countries and called for further action to ensure that the UN's goals for 2015 are reached.

NIRAS believes that personal growth and, hence, the growth of our company will prosper if there is an open and trusting relationship between managers and employees, and we encourage this in many different ways on a continual basis.

We have further developed our fundamentals by defining a code of conduct for the way in which we act and interact in order to live up to our mission and values.

REFERENCE TO POLICIES

NIRAS supports the United Nations Universal Declaration of Human Rights.

NIRAS wishes to take a holistic approach, making space for "the whole person". The aim is for this to be reflected in the way in which we relate to and act towards one another. Thus, our values encompass the following:

- We are human, receptive and dedicated, as well as committed to our work and open towards our colleagues.
- Job satisfaction and good cooperation permeate our daily lives.
- We have a great degree of freedom and we take responsibility for the interests of our colleagues, the client and the company.

LABOUR

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

In 2011, NIRAS implemented both an employee and a management portal to support our fundamentals and to ensure easy access to relevant information and tools for both employees and managers. One element of this was the formalisation of our action plan for dealing with stress.

We focus on work-life balance by being flexible and supporting the needs of the individual in order to ensure that all our employees are able to achieve their potential and reach their goals.

Furthermore, we have upgraded our management training and executive programmes in order to provide our managers with adequate tools and knowledge to ensure and enhance the motivation, well-being and job satisfaction of our employees.

NIRAS does not employ children who are under age.

REFERENCE TO POLICIES

Employment Conditions

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 comply with current national legislation and requirements.

Occupational health and safety

NIRAS must be a safe and healthy workplace, where employees have good job satisfaction and good potential for development.

Activities related to NIRAS' projects and in-house operations must be performed such that the health, safety and welfare of the affected human beings are ensured to the greatest possible degree.

Diversity and discrimination

NIRAS considers diversity to be a business advantage that ensures our clients a better quality of service and promotes inspiration in house.

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

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



ENVIRONMENT



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 develops sustainable solutions, both for our clients and for ourselves.

We integrate environmentally friendly technologies into an increasing number of client projects relating to buildings, construction in general and industry as well as water, energy and wastewater systems.

This applies when we design biogas plants in China and offshore wind farms in the North Sea, when we develop climate adaptation strategies for Danish municipalities to prevent flooding or when we give advice on land management in Africa to help governments distribute land rights to their populations.

In developing countries, NIRAS provides technical assistance regarding the environment, climate change, natural resource management, watershed management, water supply and sanitation, and health.

We take the environment and climate into consideration whenever possible and have recently relocated to a new and climate-friendly head office in Denmark. Our new head office has one of Denmark's largest, privately owned solar cell systems. The system will be able to cover more than 25 % of our electricity consumption with carbon-free electricity.

REFERENCE TO POLICIES

NIRAS accepts responsibility for the society and the environment.

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

NIRAS supports the International Federation of Consulting Engineers' (FIDIC) recommendations on the environment and sustainable development.

ANTI-CORRUPTION

PRINCIPLE

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

ACTIONS AND OUTCOME

Requirements for compliance with NIRAS' Business Integrity Policy are strongly emphasised in all contracts with employees, managers, sub-consultants and agents.

REFERENCE TO POLICIES

NIRAS has a Business Integrity Policy as well as an internal Business Integrity Management System, which is a tool for the prevention of corrupt behaviour and the promotion of integrity.

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



NIRAS A/S

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