



**COMMUNICATION ON
PROGRESS 2010**

UNITED NATIONS GLOBAL COMPACT

ABOUT NIRAS

NIRAS is an international, multidisciplinary consultancy company with over 1200 employees located in offices in Europe, Asia and Africa.

Our business is to provide impartial consultancy within the fields of construction, infrastructure, public utilities, environment, energy, planning, socioeconomics, management, IT and development consulting. Our special trademark is an inter-disciplinary and innovative approach to projects and we take pride in transforming clients' visions or challenges into sustainable solutions.

NIRAS was founded in 1956. Today, NIRAS is one of the leading consultancy companies in Denmark. Our domestic market is the Baltic region where we work from companies in Denmark, Sweden, Finland, Poland, Estonia, Russia and Ukraine. We have completed projects in over 180 countries and have companies and offices in a number of countries in Europe, Asia and Africa in order to support our international projects.

We are not attached to contractors, manufacturers or suppliers and are 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 fundamental to NIRAS that employees and customers can rely on our business ethics and concern for the environment. At NIRAS, we are aware of our corporate social responsibility and consider it a natural step to join the Global Compact.

During 2010, we invested a great deal of effort in redefining our values, mission and vision, and this resulted in the umbrella concept of the 'NIRAS Fundamentals'. As part of this process, we are taking action to ensure that the NIRAS Fundamentals become deeply rooted within our organisation.

We have defined a type of behaviour that is formulated in the NIRAS Fundamentals and stipulates the way in which we live our values and work at NIRAS.

We have improved the efficiency of the organisation of our working environment

and have improved our information on stress and how to handle it. In addition, we have extended our employee satisfaction survey to include the largest NIRAS companies, i.e. NIRAS Denmark and NIRAS Sweden.

NIRAS is taking the environment and climate change into consideration in an increasing number of client projects. We have invested in the development of IT-based support tools with a view to reducing the consumption of fossil fuels for transport.

NIRAS has initiated a risk management process and has employed a group lawyer to attend to cross-border legal matters.

A handwritten signature in black ink, appearing to be '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

NIRAS is constantly on the lookout for changes in the current situation, identifying any need for action, especially when working in developing countries. Our project managers on international projects have been specifically informed about NIRAS' participation in the United Nations Global Compact, its principles and the implications of this participation.

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.

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 customer 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

NIRAS has set up a system for occupational health and safety, comprising healthcare, psychological working environment and crisis management. The system includes regular inspections of workplaces, satisfaction surveys and meetings with employee representatives in order to retain a high standard and continually improve performance.

In 2010, NIRAS improved the efficiency of the organisation of our working environment as well as our information on stress and how to handle it.

Furthermore, our employee satisfaction survey was extended to include the employees of NIRAS Sweden, and we have intensified our coordination across the NIRAS Group.

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 customers 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 customers. 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 methodologies, design manuals and integrated, environmentally friendly technologies for an increasing number of client projects relating to buildings, construction in general and industry as well as water, energy and wastewater systems.

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

In addition, NIRAS develops methodologies for measuring carbon footprints and applies Joint Implementation (JI), Clean Development (CDM) and Emission Trading to several projects.

NIRAS supports initiatives that are able to reduce carbon emissions and, in 2010, we invested in the following IT-based support tools that help reduce the consumption of fossil fuels for transport:

- “Transportalen.dk” which is a web application developed by NIRAS to make the coordination of car pooling easy and efficient
- An online-meeting system that can help reduce the need to travel on official business.

REFERENCE TO POLICIES

NIRAS accepts responsibility for the society and the 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 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.

In 2010, NIRAS initiated a risk management process and employed a group lawyer to ensure that the companies within the NIRAS Group comply with legal regulations.

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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