



**COMMUNICATION ON
PROGRESS 2012**

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 1500 consultants and specialist. 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



At NIRAS we have a strong commitment to be a responsible, trusted and attractive employer and business partner. Both as an employer and a business partner we have worked with our responsibility towards societies, individuals and the environment for many years. Our support of Global Compact is hence a natural part of doing business.

In all aspect of our business we are dependent on our employees. They are our source of knowledge and our solutions towards clients are provided by our employees. Many of our continued efforts involves how we recruit, train and develop our employees to act responsible.

Our commitment towards acting responsible is founded in our mission, vision and values. We are working systematically to secure that these become deeply rooted within all parts of our organisation. We call this programme NIRAS Fundamentals.

In 2012 we continued and improved the corporate responsibility activities initiated in the previous years.

However our biggest potential is when we help clients and societies all over the world with their improvements. That is e.g. the case when we implement the latest climate adaption technologies in design and renovation of buildings and infrastructure, when we integrate environmentally friendly demolition principles in structures for wind turbine foundations or bridges or when we assess the environmental impact of new off shore wind farms.

We are proud, but yet humble, to be able to take part in improving social and environmental issues for our customers and societies around the world.

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

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.

During 2012 we continued our participation in the campaign "World's Best News" where UN, Danish International Development Agency and a number of Danish aid organizations are focusing on the positive results of helping the development countries and call on further action in order to reach the UN 2015-goals.

NIRAS believes that an open and trusting relationship between managers and employees is the best way to secure personal growth and, hence, the growth of our company. We encourage this in many different ways on a continual basis.

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

The performance and targets for 2012 have been met at satisfactory levels.

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". Our aim is 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

During 2012 NIRAS have continued implementation of information, guidelines, principles etc. for employees and managers. The target is to continuously improve easy access to relevant information for all employees in NIRAS.

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

In 2012 we continued our internal management training programs in order to provide our managers with the sufficient tools and knowledge to ensure and enhance the motivation, well-being and job-satisfaction of our employees. By the end of 2012 approximately 60 % of the managers have participated in the program, that will continue in 2013.

NIRAS does not employ children who are under age.

The performance and targets for 2012 have been met at satisfactory levels.

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 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 and environmentally sound solutions for both our clients and our self.

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.

That is e.g. the case when we help our client account for and reduce their carbon footprint, when we integrate the latest climate adaption technologies in design and renovation of buildings and infrastructure and when we assess the environmental impact of future off shore wind farms.

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

In January 2012 we relocated our Danish head office to a more climate friendly building powered partly by solar energy. Recently our Swedish head office relocated and integrated a new and flexible workplace design that reduces the required office space.

The performance and targets for 2012 have been met at satisfactory levels.

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.

NIRAS' Business Integrity Policies are also emphasised whenever NIRAS expand its business through joint ventures or acquisition of companies and activities anywhere in the world.

The performance and targets for 2012 have been met at satisfactory levels.

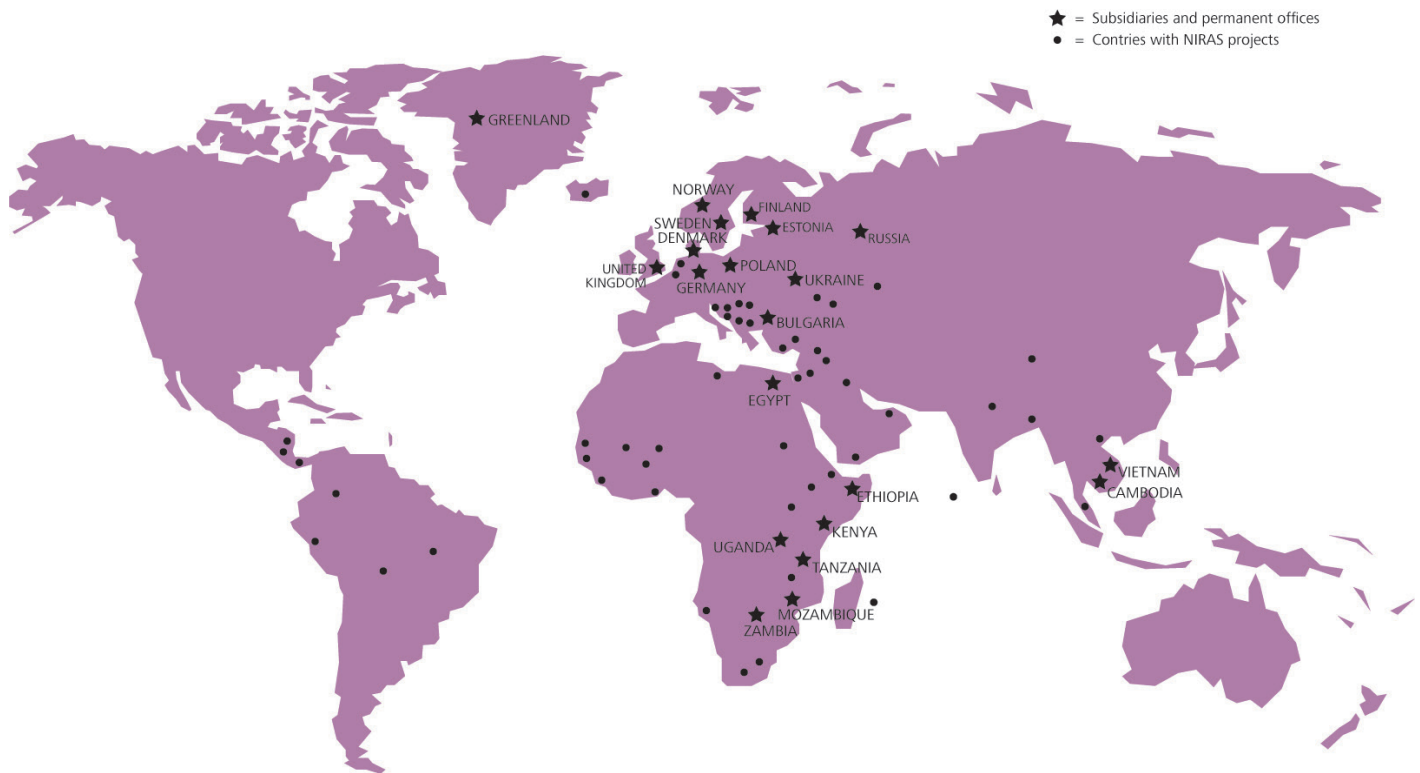
REFERENCE TO POLICIES

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).



OFFICES AND PROJECTS AROUND THE WORLD



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