



# COP 2022

UN GLOBAL COMPACT

CF MØLLER  
ARCHITECTS



# Contents

- Our Commitment ..... 5
- Our vision: Improving life for people and planet ..... 6
- How we work as Architects ..... 9
- How we work with the SDG's ..... 10
- Environmental Impact of Construction Materials ..... 14
- Climate Adaptation and Biodiversity ..... 17
- Comfort and Well-being ..... 18
- Social Sustainability and Democratic Design ..... 21
- Labour ..... 22
- Equality and Diversity ..... 25
- Human Rights ..... 26
- Anti-corruption ..... 29
- Contact ..... 30

# Our Commitment

With close to 100 years of award-winning architecture inspired by our Nordic values, C.F. Møller Architects place social, economic and environmental sustainability at the heart of our work.

At C.F. Møller, we view sustainability as a holistic practice, fully integrated into our Nordic architectural values.

Corporate Social Responsibility and Gender Equality as required by the Danish Financial Statements Act, §99a and §99b.

We see architecture as a creative process where we interpret our clients' aims to create buildings that work at functional, technical and aesthetical levels, whilst also achieving high sustainability goals. Our unique cross-disciplinary design approach integrates urban planning, landscape, architecture and industrial design, and this creates societal and economic value for our clients and for society at large.

The UN Global Compact's Sustainable Development Goals (SDGs) focus global efforts on 17 widely acknowledged issues that allow businesses to make an essential contribution to sustainable development and document progress in achieving the goals.

With this 2022 Communication on Progress, C.F. Møller Architects again express their continued support for the UN Global Compact. This 2022 Communication on Progress also contains C.F. Møller's documentation of

In this 2022 Communication on Progress, we use the eight Sustainable Development Goals, that are most relevant to our business, to document our commitment and work with the UN Global Compact and Corporate Social Responsibility.

The Board of Directors of C.F. Møller A/S



*Klaus Toustrup*

Klaus Toustrup

*Michael Kruse*

Michael Kruse

*Jonas Toft Lehmann*

Jonas Toft Lehmann

*Lone Bendorff*

Lone Bendorff

*Lone Wiggers*

Lone Wiggers

*Franz Ødum*

Franz Ødum

*Mads Mandrup*

Mads Mandrup

*Mårten Leringe*

Mårten Leringe

*Thue Borgen Hasløv*

Thue Borgen Hasløv

*Julian Weyer*

Julian Weyer

*Rune Bjerno Nielsen*

Rune Bjerno Nielsen

*Ola Jonsson*

Ola Jonsson

# Our vision: Improving life for people and planet

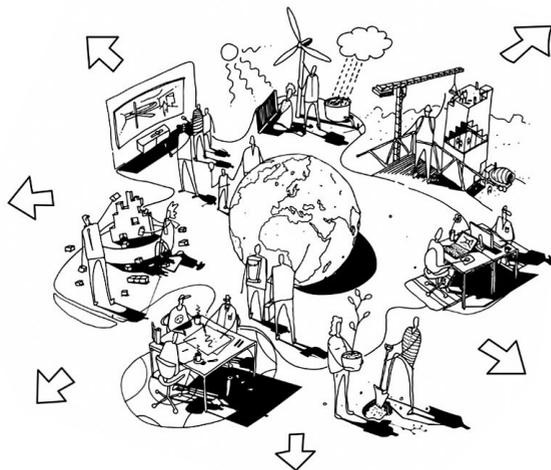
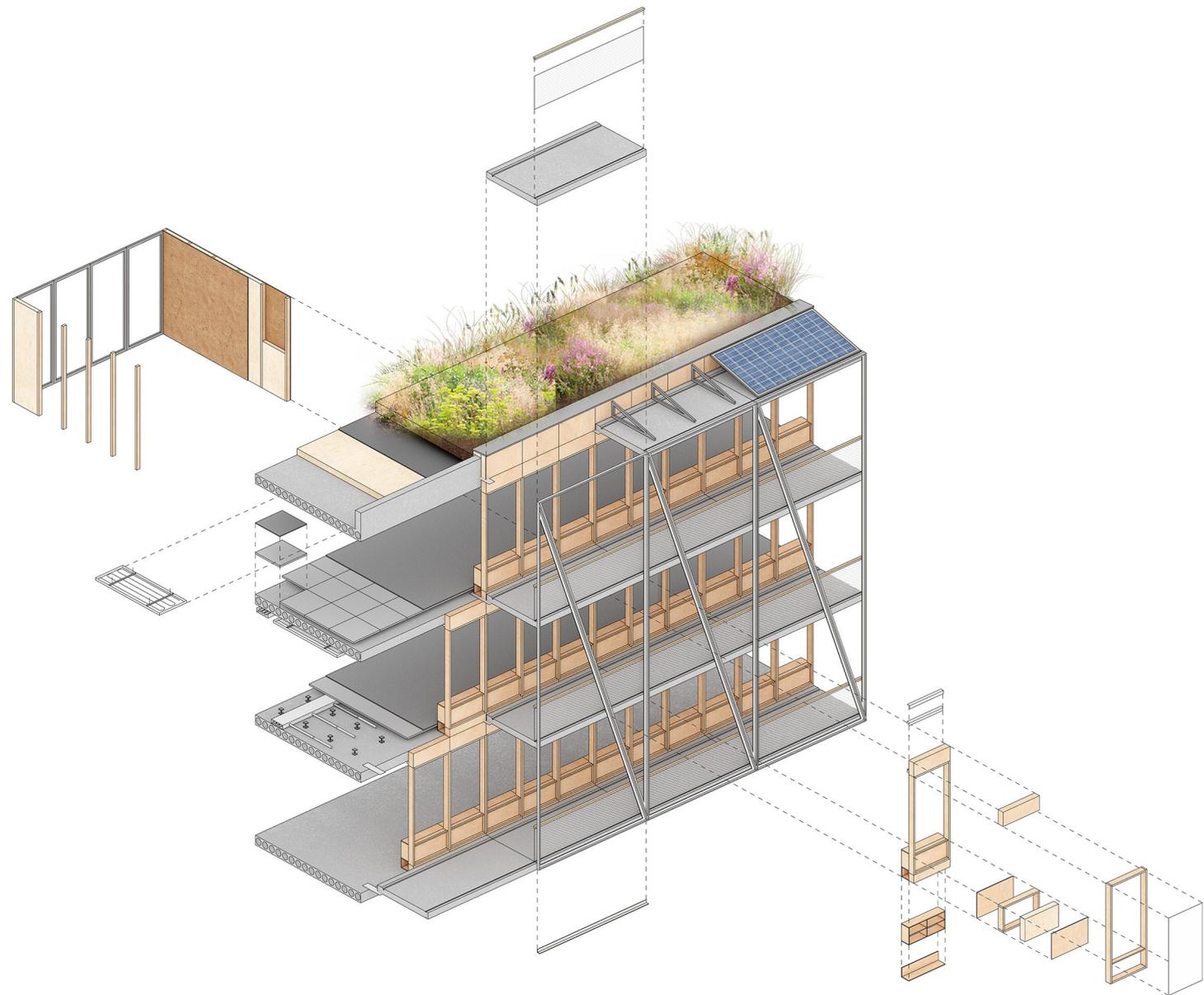
We are one of Scandinavia's leading independent architectural firms, with almost 100 years of award-winning work in the Nordic region and worldwide.

Our vision is to Improve life for people and planet.

Every day we create architectural quality based on innovation, experience and our Nordic values. This assures sustainable and aesthetic solutions with lasting value for clients, occupants and society.

Our design solutions are methodically and holistically created following a rigorous analysis of the local context. We look to set new global standards by fostering a design approach, which uniquely integrates urban planning, landscape, architecture, industrial design and the design of specific building components.

We regard environmental concerns, resource consciousness, healthy project finances, social responsibility and good craftsmanship as essential elements of our work.



## MEDICAL SCHOOL HAMBURG

*In 2022 C.F. Møller won First Prize in the competition for the new Medical School Hamburg. This sustainable building, located on the Elbe in Hamburg HafenCity, has a high degree of flexibility, increasing the possibilities for future adaptation and longevity. Using Design for Disassembly, building elements are selected based on different lifespans, low resource consumption, recyclability and local production.*

<b>Our business model as part of the value chain</b>	Primary drivers and activities	Major actors and co-operation partners
<b>Where demand for our services comes from</b>	Economic, societal and political drivers	Private & public sector clients
<b>Our value creation and design work as architects</b>	We interpret our clients wishes and create value through our architecture	Other consultants Planning & building regulation
<b>How our architecture is produced</b>	Construction, commissioning & handover	Contractors & sub-contractors Materials production
<b>How our architecture is experienced, used and transformed</b>	Our buildings' functionality, quality and transformation over time	Users, residents, administrators & owners  Creation of cultural & societal value
<b>What happens at the end of the lifespan</b>	Dismantling and reuse of materials	Demolition sector and Circular economy

## How we work as Architects

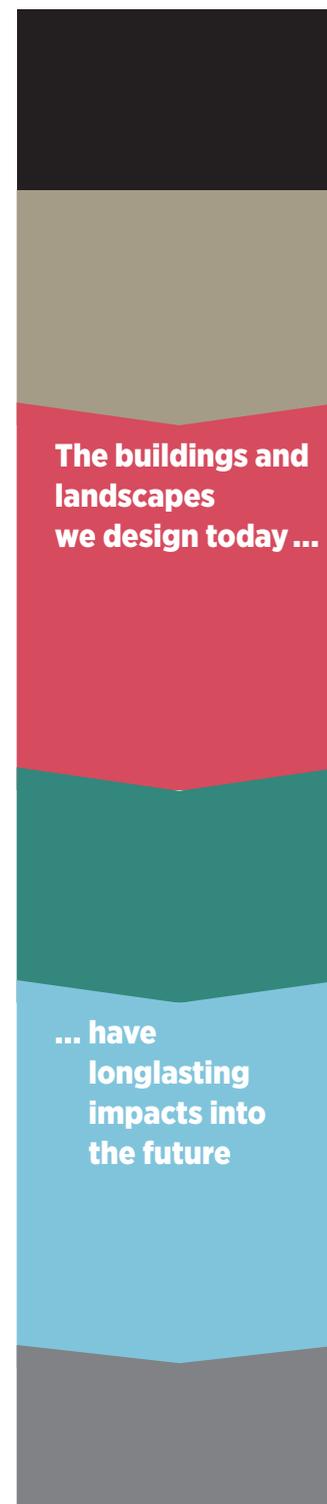
As consulting architects, C.F. Møller's business model is closely linked to the extended value chain of the construction sector.

As architects, we play a central role in creating societal and economic value for our clients and for society at large.

We interpret our clients aims, and create architectural solutions with lasting functional, technical and aesthetic qualities that meet today's needs, whilst also contributing to the long term cultural quality of the built environment.

A central aspect of our work as architects relates to fact that the buildings and landscapes we design now will have longlasting impacts in the future because of their long lifespan:

- Environmentally, where buildings are responsible for the consumption of large amounts of resources and energy throughout their lifespan.
- Socially, as people spend up to 90% of their time indoors, and buildings' functional, experiential and wellbeing qualities are important.
- Culturally, where buildings become part of the built environment's cultural quality and begin to take on a larger societal value over time.
- Economically, where the high costs of construction need to be held up against how future running costs can be minimised.



# How we work with the SDG's

ENVIRONMENT & CLIMATE	<b>Environmental Impact of Construction Materials</b>	C.F. Møller will actively work to reduce the environmental impact from the materials used in the buildings we design	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	<b>Climate Adaptation and Biodiversity</b>	C.F. Møller will work with climate adaptation, so that our landscapes can deal with future climate change and promote greater biodiversity.	13 CLIMATE ACTION 
SOCIETY & BUILDING USERS	<b>Comfort and Well-being</b>	C.F. Møller will work to create healthy and comfortable environments that give a sense of well-being for users, both now and in the future.	3 GOOD HEALTH AND WELL-BEING 
	<b>Social Sustainability and Democratic Design</b>	C.F. Møller will work proactively with social sustainability and democratic approaches to co-creation, responsibility and inclusion in our cities.	11 SUSTAINABLE CITIES AND COMMUNITIES 
LABOUR & EQUALITY	<b>Labour</b>	C.F. Møller has a highly qualified and dedicated workforce, and will continue to create an attractive workplace for all employees.	8 DECENT WORK AND ECONOMIC GROWTH 
	<b>Equality and Diversity</b>	C.F. Møller will continue working to increase the share of women throughout the organisation.	5 GENDER EQUALITY 
HUMAN RIGHTS & ANTI-CORRUPTION	<b>Human Rights</b>	C.F. Møller will work to improve human rights in relation to building design, material production and building construction.	10 REDUCED INEQUALITIES 
	<b>Anti-corruption</b>	C.F. Møller has a zero tolerance policy in relation to corruption and fraud, and actively contributes to combating corruption in all of its forms.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 



**LEGO CAMPUS, BILLUND**

*LEGO® Campus is a flexible and sustainable office complex and park that supports the strong corporate values and playful culture of the LEGO Group. LEGO Campus was officially opened in 2022, and achieved LEED Gold certification.*



# Environmental Impact of Materials

For new buildings, the environmental impact related to materials is now larger than that from space heating over the lifespan of the building.

## ISSUES & RISKS

The successful focus on reducing the operational energy demand of new buildings has had unexpected consequences. Numerous European studies show that for new buildings, the environmental impact from construction materials over the complete life cycle of the building, including material consumption for maintenance, is larger than the environmental impact from space heating.

With increasing demands to the environmental impact of materials in the markets we operate in, C.F. Møller must respond proactively.

## POLICIES

C.F. Møller will actively work to reduce the environmental impact from the materials used in the buildings and products we design.

## RESULTS FOR 2022

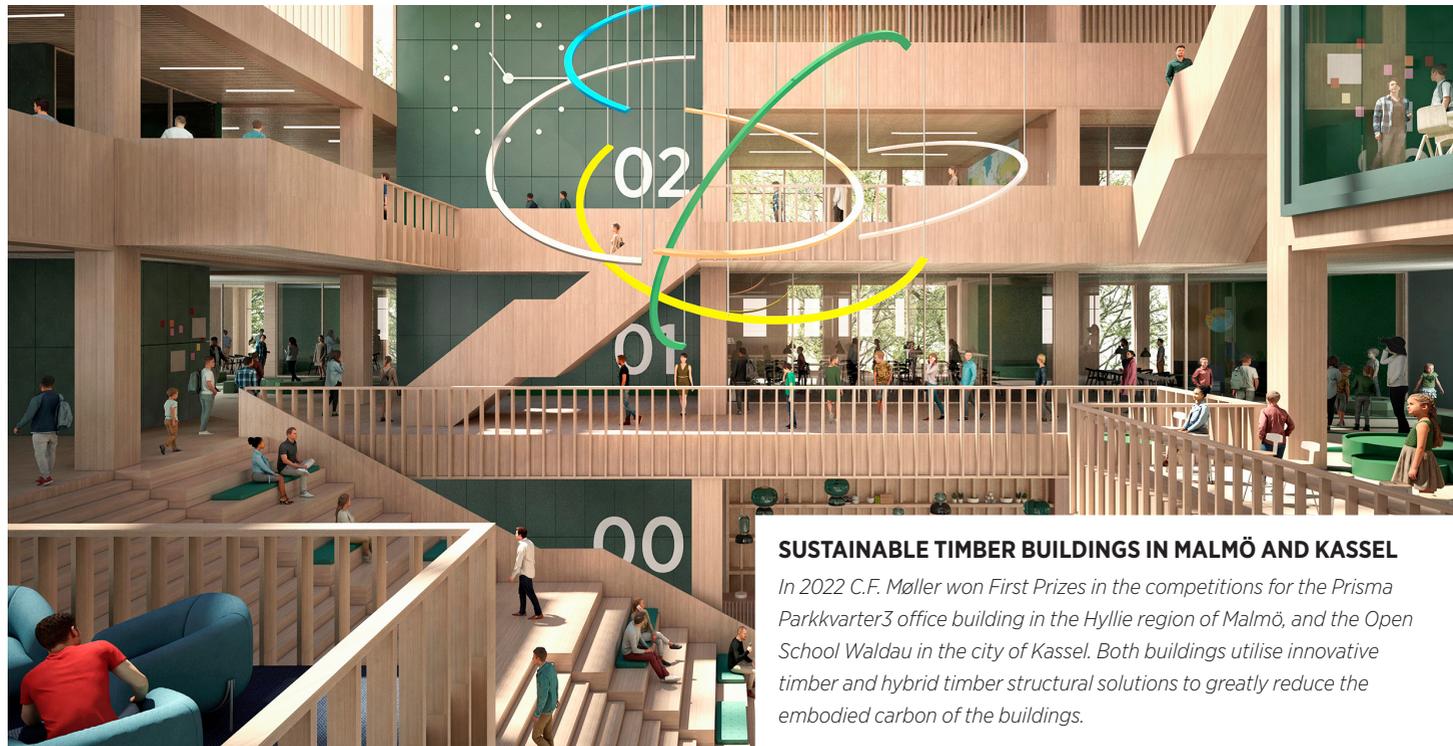
- We won First Prizes in the competitions for the Prisma Parkkvarter3 office building in Hyllie, Sweden, and the Open School Waldau in Kassel, Germany, both with innovative timber loadbearing structures.
- We have continued participating in the EU supported R&D project, 'Build in Wood', which runs from 2019-2023.
- We held in-house training courses for timber construction and life cycle analysis across C.F. Møller's studios.
- We have launched a parametric Life Cycle Analysis (LCA) tool that is integrated into Rhino for use at the early design stages.

## ACTIVITIES FOR 2023

- We will continue our work with timber buildings, and will work to expand our portfolio of timber buildings across Europe.
- We will further develop our parametric LCA tools, so that we can offer solutions for investors and property developers at the early procurement stage and to support compliance with the EU Green Taxonomy.
- We will continue carrying out in-house training courses regarding lifecycle assessment and timber buildings.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## SUSTAINABLE TIMBER BUILDINGS IN MALMÖ AND KASSEL

In 2022 C.F. Møller won First Prizes in the competitions for the Prisma Parkkvarter3 office building in the Hyllie region of Malmö, and the Open School Waldau in the city of Kassel. Both buildings utilise innovative timber and hybrid timber structural solutions to greatly reduce the embodied carbon of the buildings.



### THE BOAT PARK, AALBORG

C.F. Møller won First Prize in 2022 for this climate adaptation and development competition for Vestby area by the Limfjord in Aalborg. The scheme will protect against flooding and create an attractive fjord and park area connecting the water with the city while supporting the area's identity.

# Climate adaptation and biodiversity

Our climate is already changing, so the buildings and landscapes we design today need to be able to deal with changing climatic conditions and promote biodiversity.

## ISSUES & RISKS

The effects of higher greenhouse gas concentrations in the atmosphere mean our climate is already changing. New buildings and landscapes therefore need to be able to cope with changing climatic conditions, where extremes in rainfall, drought and heat waves will become more the norm, rather than the exception. These problems are likely to be exacerbated by the processes of urbanisation and densification that many cities are experiencing.

This means that we need to design in a different way, so that as well as reducing greenhouse gas emissions, we take account of expected future climate change and promote biodiversity.

## POLICIES

C.F. Møller will work with climate adaptation, so that our landscapes are able to deal with future climate change, promoting green solutions with greater biodiversity in dense urban environments.

## RESULTS FOR 2022

- We won First Prize in the Boat Park climate adaptation and development competition, which integrates urban development and climate adaptation for the Vestby area of the city of Aalborg.
- We extensively used the Biofactor Tool, developed to design and evaluate the biodiversity of large scale urban areas, as an integrated part of our 3D sketching process.
- We started using early stage design tools to estimate thermal comfort in buildings using future climate data.

## ACTIVITIES FOR 2023

- We will work with developing sustainable urban environments that can deal with future climate change.
- We will work in developing early stage design tools that can demonstrate that our buildings and landscapes are able to adapt to future to climate change.

# Comfort and Well-being

People spend up to 90% of their time in the built environment, so buildings must fulfill complex demands, as well as ensuring healthy indoor and outdoor environments that also can deal with future climatic conditions.

## ISSUES & RISKS

The built environment plays a critical role in the unfolding of people's daily lives in modern society, and with people spending the majority of their time within the built environment, poorly designed buildings and spaces can have longterm negative impacts.

With the long lifespan of the built environment, the decisions we make as architects during the design process are of great importance, where inspiring architecture can create a sense of delight and well-being for users. At the same time, poorly designed built environments can have negative health effects on users' comfort, and can over time be of great expense to society if they do not meet the changing conditions because of climate change.

## POLICIES

C.F. Møller will work to create architecture and urban solutions where healthy and comfortable environments give a sense of well-being for users, both now and in the future.

## RESULTS FOR 2022

- We have developed early stage design tools that can assess design strategies to reduce overheating and improve thermal comfort in buildings. We used these on the competition for the Medical School Hamburg, which we won in 2022.

## ACTIVITIES FOR 2023

- We will work with developing tools and architectural solutions that create healthy indoor environments and urban spaces during the early design stages.
- We will work in developing early stage design tools that can demonstrate that our buildings and landscapes are able to adapt to future to climate change.

3 GOOD HEALTH AND WELL-BEING



### MEDICAL SCHOOL HAMBURG

*In 2022 C.F. Møller won First Prize in the competition for the new Medical School Hamburg, located on the Elbe in Hamburg HafenCity, which has been designed to ensure good summer thermal comfort with passive design solutions that reduce the possibilities of overheating.*

## 11 SUSTAINABLE CITIES AND COMMUNITIES



### NEW URBAN DISTRICT, AARHUS

*In the development of a new urban district in Aarhus in 2022, C.F. Møller facilitated a series of workshops with local residents and stakeholders, to uncover future potentials through a participatory process.*

# Social Sustainability and Democratic Design

There is a need to focus on the relationship between people and the built environment, and how buildings and urban spaces affect both individuals and society.

### ISSUES & RISKS

There is a growing awareness regarding the quality and sustainability of the relationships we create between people and their environment when carrying out urban development activities. If social issues like community, inclusivity, diversity, safety and health are not addressed in the development of new urban districts, our cities will not be viable and sustainable in the future.

### POLICIES

C.F. Møller will work proactively to be at the forefront of social sustainability and democratic approaches to co-creation, responsibility and inclusion in our cities.

### RESULTS FOR 2022

- We launched the new department for Democratic Design with the aim of providing client services for social sustainability, using an interdisciplinary approach and combining architecture, urban planning and anthropology
- We developed a process tool to articulate and concretize ambitions, objectives and actions for social sustainability in buildings as well as urban districts
- We created a catalogue of methods for co-creation, to raise awareness of the benefits of a participatory design approach
- We created a research design to assess and document the impact of social sustainability.

### ACTIVITIES FOR 2023

- We will work to expand our portfolio of social sustainability implementations, co-creation processes and impact assessments.
- We will conduct a research collaboration with Aalborg University regarding how navigating in complex structures impacts our brain.

# Labour

C.F. Møller is a knowledge-based organisation, and our employees' creativity and knowledge is central to our focus on architectural quality.

## ISSUES & RISKS

In knowledge-based organisations, employees are the primary production asset, and C.F. Møller could experience challenges in accessing a highly qualified workforce. However, with an almost 100 year record of architectural quality, C.F. Møller has the track record to attract a highly qualified and dedicated workforce.

In the Nordic region, employee rights extend well beyond the ILO Declaration on Fundamental Principles and Rights at Work. All our employees have rights to join employee organisations, partake in collective pay negotiations, and have paid holidays, sick leave and parental leave.

## POLICIES

C.F. Møller will work to attract highly qualified candidates and will continue to create an attractive workplace for our employees.

## RESULTS FOR 2022

- We have carried out the first full year of the GROW platform for in-house professional development in Denmark, which creates value for the individual employee and shared values around our vision for C.F. Møller. GROW consists of courses, network activities and knowledge sharing, and aims to connect people and competencies across all C.F. Møller's studios.
- We have evaluated the GROW platform to measure its success, and develop content for new areas of learning in response to changing market demands.

## ACTIVITIES FOR 2023

- We will work on attracting the best new employees by proactively engaging with relevant educational institutions.
- We will roll out the GROW platform tailored to our studios in other countries, with in-house professional development courses to increase employee competencies.
- We will continue to offer attractive employment packages, and will not use unpaid internships.



8 DECENT WORK AND ECONOMIC GROWTH



## THE GROW PLATFORM AND IN-HOUSE TRAINING COURSES

C.F. Møller has developed GROW, a platform for in-house professional development, and held the first courses in 2022 across all studios in Denmark.

# 5 GENDER EQUALITY



## Equality and Diversity

At C.F. Møller, with seven architectural studios in four Nordic and North European countries, we aim for equality and diversity as cornerstones of an inclusive and creative workplace.

### ISSUES & RISKS

In organisations with poor levels of diversity and equality, there may be a risk of not fully understanding market and client demands, and not being able to fully reflect the wider conditions that may exist in society. It can also give problems in attracting and retaining the best employees, and in creating a well-balanced workplace.

C.F. Møller has over 360 fulltime employees, with 44 % being female and 56 % male, across all our studios. We have employees of over 30 nationalities.

### POLICIES

C.F. Møller will continue working to increase the share of women in the Board of Directors, Management Team and throughout the organisation.

C.F. Møller's Board of Directors are also the Senior Equity Partners. In 2015 we set the target of having two female members of the Board by 2020, which we achieved in 2019. C.F. Møller has chosen to hold onto this target for the two female Board members.

### RESULTS FOR 2022

- Two out of twelve of the Senior Equity Partners are female.
- Our Management Team consists of 21 people, with 9 being female and 12 being male. There is gender equality in the Management Team, with 43 % being female.

### ACTIVITIES FOR 2023

- We will continue a dialogue regarding how we can create an attractive workplace for ambitious female employees.
- We will seek to have at least one female candidate among the final three candidates for any management position.

# Human Rights

C.F. Møller strives to avoid problems with employee conditions in the global value chain for construction materials and buildings, and with the human rights of building occupants.

## ISSUES & RISKS

Materials production and construction activity are parts of global production chains. It can be difficult for architects to have precise knowledge on where and how materials are produced, or whom is involved during construction, and whether sub-contractors are meeting legally binding national employment rights.

There are also building types, such as care homes, psychiatric hospitals or prisons, where human rights can be central design issues in relation to rehabilitation and the reducing physical force.

C.F. Møller's work with human rights is defined in relation to the UN Declaration of Human Rights from 1948. We are members of the Danish Association for Responsible Construction (Foreningen for Byggeriets Samfundsansvar), which promotes social responsibility in the Danish property and construction sector.

## POLICIES

C.F. Møller will work to improve human rights in relation to building design, materials production and building construction.

## RESULTS FOR 2022

- We completed the construction of the Springfield University Hospital in London, which provides mental health services, providing therapeutic surroundings for patients.
- We have an ongoing dialogue with the Danish Association for Responsible Construction regarding human rights issues relating to employment conditions on construction sites.

## ACTIVITIES FOR 2023

- We will hold internal courses in cooperation with the Danish Association for Responsible Construction, so that our employees can become more aware of human rights issues relating to employment conditions on construction sites.
- We will work with improving the human rights for building users and occupants in the design of relevant buildings types, such as psychiatric hospitals.



### SPRINGFIELD UNIVERSITY HOSPITAL, LONDON

*The Springfield University Hospital, completed in 2022, is based on evidence-based architecture to provide therapeutic surroundings for patients and wellbeing for staff and visitors. The design creates non-institutional environments with good sightlines and acoustics, ample daylight, natural ventilation, and access to green outdoor spaces.*

# 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



## ZERO TOLERANCE FOR ANTI-CORRUPTION

*C.F. Møller has the highest standards of corporate ethics and a zero-tolerance policy for anti-corruption and fraud. This means that we have not experienced cases of corruption on our projects during 2022.*

# Anti-corruption

At C.F. Møller, we have a zero tolerance policy with regards to corruption, and we have the highest standards of corporate ethics and total integrity in our transactions.

## ISSUES & RISKS

Corruption is a global problem, and in an international perspective, the construction industry's extensive value chain is seen as one of the sectors where corruption can be widespread. Corruption can have negative consequences for society, businesses and individuals. Although the Nordic countries are amongst the world's least corrupt, there can be corruption, and there can be situations where our decisions in relation to the value chain can unknowingly support corruption.

## POLICIES

C.F. Møller has a zero tolerance policy to corruption and fraud, and we actively contribute to combating corruption in all of its forms.

C.F. Møller only solicits design and consulting work, and only participates in private or public competitive bidding, under the highest standards of corporate ethics, and with total integrity in its transactions.

No offer, payment, consideration or benefit of any kind, which constitutes fraud, illegal or corrupt practices, shall be made, neither directly nor indirectly, as an inducement or reward in relation to the tendering, award of contracts or execution of contracts.

## RESULTS FOR 2022

- We have an ongoing dialogue with the Danish Association for Responsible Construction, and have agreed to carry out online training courses for our employees dealing with awareness of anti-corruption issues.
- We have not experienced cases of corruption on our projects during 2022.

## ACTIVITIES FOR 2023

- We will hold internal courses in cooperation with the Danish Association for Responsible Construction, so that our employees can become more aware of anti-corruption issues in the construction sector.

# Contact

## AARHUS

Europaplads 2, 11.  
8000 Aarhus C,  
Denmark  
T +45 8730 5300  
cfmoller@cfmoller.com

## COPENHAGEN

Hillerødgade 30B  
2200 Copenhagen N  
Denmark  
T +45 3288 7844  
cfmoller@cfmoller.com

## AALBORG

Strandvejen 17  
9000 Aalborg  
Denmark  
T +45 9632 9797  
cfmoller@cfmoller.com

## PRESS

Head of Communications  
Peter Sikker Rasmussen  
T +45 6193 6857

psr@cfmoller.com

 cfmollerarchitects

 cfmoller\_architects

 cfmollerarchitects

 cfmoller.com

## OSLO

Prinsens gate 2, 1.et.  
0152 Oslo  
Norway  
T +47 2413 3400  
oslo@cfmoller.com

## STOCKHOLM

Krukmakargatan 21  
118 51 Stockholm  
Sweden  
T +46 (0)8 5557 6000  
stockholm@cfmoller.com

## MALMÖ

Stora Varvsgatan 6a  
211 19 Malmö  
Sweden  
T +46 (0)8 5557 6000  
stockholm@cfmoller.com

## BERLIN

Neue West  
Potsdamer Strasse 91  
10785 Berlin  
Germany  
T +49 (0)17 2160 0011  
berlin@cfmoller.com



CF MØLLER  
ARCHITECTS



#ImproveLifeForPeopleandPlanet