

CSR policy 2024

Artelia Denmark



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Date: January 2024

Project no.: 10112-014

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1 Sustainability – Consultancy for the future

For more than two decades, Artelia has been in the forefront when it comes to finding and developing sustainable solutions in the Nordic market within the business areas Building, Infrastructure and Energy & Industry.

With ambitious goals, we continue our work to promote the green transition and sustainable growth of society. We have committed to the goals in the Paris Agreement of maximum 1.5 °C for Scope 1 and 2 and maximum 2 °C for Scope 3. We have done so via our commitment to Science Based Target Initiative, SBTi.

In 2023, Artelia Group obtained the Ecovadis Platinum sustainability assessment, which placed us in top 1% among more than 100,000 companies in the world. Something we are very proud of.

As the attention to climate changes, biodiversity crisis and social inequality increases, we will take even more responsibility in 2024 for the contribution to the sustainable development of society by promoting sustainable solutions across our entire value chain. This includes demanding sustainable and responsible solutions from our supplier but most importantly assisting our clients and stakeholders formulate ambitious goals and with our consultancy contribute to the meet those goals.

We must off course control our own carbon footprint in scopes 1, 2 and 3 and work with our own ESG reporting. We will do that e.g. by preparing our own Reduction Roadmap to be able to achieve our goals to reach Net Zero CO₂ emission in 2035. This will align with our significant commitment to promoting Reduction Roadmap in the industry. In addition, we will continue developing our own digital sustainability tools LCA Inator, LCA-Database and Data Hub.

With our qualification and experience with sustainable design and the tools we have developed, it is, however, in cooperation with our clients, business partners and stakeholders that we are able to make the largest difference. We will take on the responsibility to discuss – in the initial phases of the projects – sustainable solutions that will contribute to our common social goals. This could be renovation instead of building new, building smaller or choosing building materials with Net Minus CO₂ emission. We want to enter into strategic partnerships and choose clients and projects with a clear sustainability strategy.

We want to be able to measure the CO₂ footprint on the projects we are involved in, both within buildings and infrastructure and especially how Artelia's consultancy has contributed to a total reduction. It is ambitious, and we still do not have a complete overview of how to do it in a credible way, but that is a goal we want to work towards in 2024.

One of the prerequisites for reaching our goals is to strengthen our employees' qualifications and knowledge through internal training courses in Artelia Academy. The aim is to ensure a broad understanding of what sustainability and ESG are and to provide tools and insight to enable employees to provide qualified consultancy in projects and promote a more sustainable behaviour.

Artelia's values are based on our Code of Ethics in which we take social responsibility. We focus on our entire value chain living up to our Code of Ethics and our clients' requirements to ethics and

good business ethics. In 2024, we want to take even larger social responsibility by supporting inclusion, diversity and equality in our entire value chain.

In addition, we wish to implement initiatives together with relevant research institutes for us to be better at handling the question of biodiversity related to the projects in which we are involved.

In 2024, our primary focus areas will include:

- CO₂reduction at our own end, but primarily in the projects in which we are involved.
- Sustainable behaviour and education.
- Biodiversity.
- Social responsibility.

2 Our CSR goals for 2024

2.1 EMPLOYEES

OBLIGATIONS

An even better workplace

- Promote diversity by offering equal opportunities regardless of religion, origin or gender as well as by not tolerating any type of harassment, abuse or threats.
- Provide a solid basis for balance between work life and leisure time by offering work conditions with flexibility and freedom with responsibility.
- Encourage open dialogue and social interaction
- Attract and develop skilled employees by offering internal mobility, ongoing development of qualifications as well as talent programmes.
- Ensure a healthy and safe work environment for our employees, both physically and mentally.
- Complete employee satisfaction survey (Bleexo) each year in Artelia.

2024 GOALS

Increase the percentage of women at management level to **38%**.

Reduce the employee turnover rate compared to 2023.

Provide all employees with access to further education and qualification boost.

Reach a participation rate of >80% in Bleexo and an average score of at least 8.0/10.

2.2 ENVIRONMENT AND SUSTAINABILITY

OBLIGATIONS

We want to promote sustainable solutions through our consultancy by

- Being aware of our client’s needs and contribute to fulfilling their goals for green transition and corporate responsibility by continuously keeping them informed about sustainable alternatives and options.
- Utilising Artelia’s tools LCA Inator, LCA Database and Data Hub.
- Developing new qualifications that support requirements to CO₂ reduction in the construction industry.
- Setting new ambitious sustainability goals in close cooperation with all our clients with projects at P2 level.
- Defining methods to measuring how our consultancy has contributed to a total reduction in the CO₂ footprint in client projects.

We want to improve our own green footprint by

- Mapping and reducing our greenhouse gas emission
- Developing a common understanding of sustainability among all employees through education.
- Developing a green procurement policy and incorporating environmental considerations into our procurement of IT, goods, etc., as well as in the selection of suppliers.
- Developing a transportation policy and incorporating environmental considerations into our transportation practices.
- Promoting initiatives that support Sustainable Aviation Fuel (SAF) and offset completed flights.

2024 GOALS

Define Artelia’s Reduction Roadmap to reach our goal of Net Zero CO₂ emission in 2035.

Teach all of our project and design managers in the use of Artelia’s methods and LCA tools to promote sustainable design.

Ensure that all employees complete the e-learning module in Artelia Academy regarding sustainability.

Define a green procurement policy.

Ensure that greenhouse gas emission from our own activities are reduced by 50% compared to 2019.

Develop an understanding of integration of biodiversity into projects.

Offset carbon emission from flights.

2.3 INDEPENDENCE AND ETHICS

OBLIGATIONS

- Maintain our independence by continuing to be Denmark's largest consulting engineering firm owned by leading employees. This makes dedicated employees and ensures that our clients receive the best consultancy.
- Ensure high ethical integrity in our daily operations with Artelia's code of conduct in which all employees must be trained.
- Promote ethical behaviour by mapping risk areas such as corruption or data protection.
- Comply with human rights and respect political, cultural, and religious practices in the countries in which we operate.
- Ensure that everyone in our value chain complies with our Code of Ethics.

2024 GOALS

Increase share of shareholders.

Map compliance risks.

Identify sectors and human rights with the highest risk of violation.