

# MOE CSR Policy 2020

MOE Group – a part of Artelia Group





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## **1 Sustainability is a Part of Our Business**

For more than 10 years MOE has been amongst the frontrunners in sustainable construction in the Danish market. Our company's goal is to promote the sustainable development of society in order to enhance quality of life (**Mission**). Our ambition is to be recognised by both society and clients as a committed and competent consultant delivering value-added and future-proof solutions to the Nordic market (**Strategy**).

The global challenges of climate change, urbanisation, and resource scarcity will greatly affect the way we work to fulfil our goals and ambitions going forward. The market is becoming more complex, and our customers increasingly demand integrated sustainable solutions. As of 2019 we have therefore initiated a process to incorporate the UN's 17 Sustainable Development Goals (**SDGs**) into our CSR work and our projects. We wish to actively contribute to the fulfilment of these goals and will use them as a measuring tool of sustainability in our daily work.

MOE's 2020 CSR Policy and Goals expands on the CSR Policy from 2017. MOE's CSR Policy exists within the framework of Artelia Group's CSR Policy.

## 2 Our CSR Goals for 2020

### EMPLOYEES

#### COMMITMENTS

To be the industry's most attractive workplace in countries in which we are located by:

- Enhancing diversity by providing equal opportunities to all, regardless of religion, place of birth, gender, and by not tolerating any form of harassment, abuse, or threats
- Providing the opportunity for a good work-life balance by offering work conditions with flexibility and freedom with responsibility
- Encouraging dialogue and social interaction
- Attracting and developing skilled employees by offering internal mobility, ongoing skills development, and talent programmes
- Guaranteeing a physically and psychologically healthy and safe work environment for our employees



#### 2020 GOALS

Increase the share of women at leadership level to 25%

A <3% work-related sick leave rate, and a total sick leave rate below the industry average

A >30% participation rate in the "We cycle to work" campaign

All department leaders understand MOE's work-environment guidelines

The MUS satisfaction survey will score >4.5

Employee turnover will be lower than the industry average

## ENVIRONMENT & SUSTAINABILITY

### COMMITMENTS

#### We will promote sustainable solutions through our consulting by:

- Being attentive to clients needs, and contributing to the fulfilment of their UN SDGs by keeping them informed of sustainable alternatives and options
- Developing and implementing MOE's SDG dialogue tools (measuring a project's contribution to the SDGs) in MOE's project model and project management training
- Outlining the existing portfolio of services regarding direct and indirect contributions to the SDGs
- Developing new capabilities supporting the UN's SDGs

#### We will improve our green footprint by

- Charting and reducing our greenhouse gas emissions
- Developing a green purchasing policy and incorporating environmental considerations into our IT and product procurement as well as our choice of suppliers
- Developing a transport policy and incorporating environmental considerations in our transport methods

### 2020 GOALS

In **60%** of our P2 projects MOE's SDG dialogue tools will be utilised

A minimum of **75%** of our project managers will have completed the course on using MOE's SDG dialogue tools

All the business areas will develop a general catalogue of value-added supplementary services supporting the SDGs

Greenhouse gas emissions from our own activities will be reduced by **10%** compared to 2017

Up to 3% of MOE's airfare costs will be earmarked for activities which can reduce MOE's CO<sub>2</sub> emissions



## INDEPENDENCE & ETHICS

### COMMITMENTS

- We will retain our independence by remaining Denmark's largest owner-led engineering consultancy firm. This creates dedicated employees and ensures the highest quality of consultation for our customers
- We will ensure a high level of ethical integrity in our daily activities by compiling a Code of Conduct with which all employees will be made familiar
- We will roll out a whistleblower system to minimise ethical risks and prevent damage to our reputation
- We will promote ethical conduct by outlining risk factors, such as corruption or data protection
- We will uphold human rights and respect political, cultural, and religious traditions in the countries in which we operate

### 2020 GOALS

Increase transparency for co-ownership

Develop a Code of Conduct

Implement a whistleblower system

Outline compliance risks

Identify the sectors and human rights at the highest risk of violations





## LOCAL PARTNERSHIPS & INNOVATION

### COMMITMENTS

- We will support socially beneficial organisations such as Knæk Cancer and local partnerships, such as Gladsaxestrategien near MOE's head office
- We wish to contribute positively to the education of the next generation
- We will support research and development through partnerships with universities in the form of lecturing and joint development
- We will support local organisations that promote sustainable construction with our membership
- We will make representatives available in professional networks, such as FRI, DI, and SBI
- We support our employees who, beyond their daily work, wish to make a difference in volunteer organisations

### 2020 GOALS

> 100,000 Danish kroner to Knæk Cancer

> 50 trainees

A minimum of one business PhD

Participate in at least one of the government's Climate Partnerships

