
Code of Conduct for Corporate Sustainability

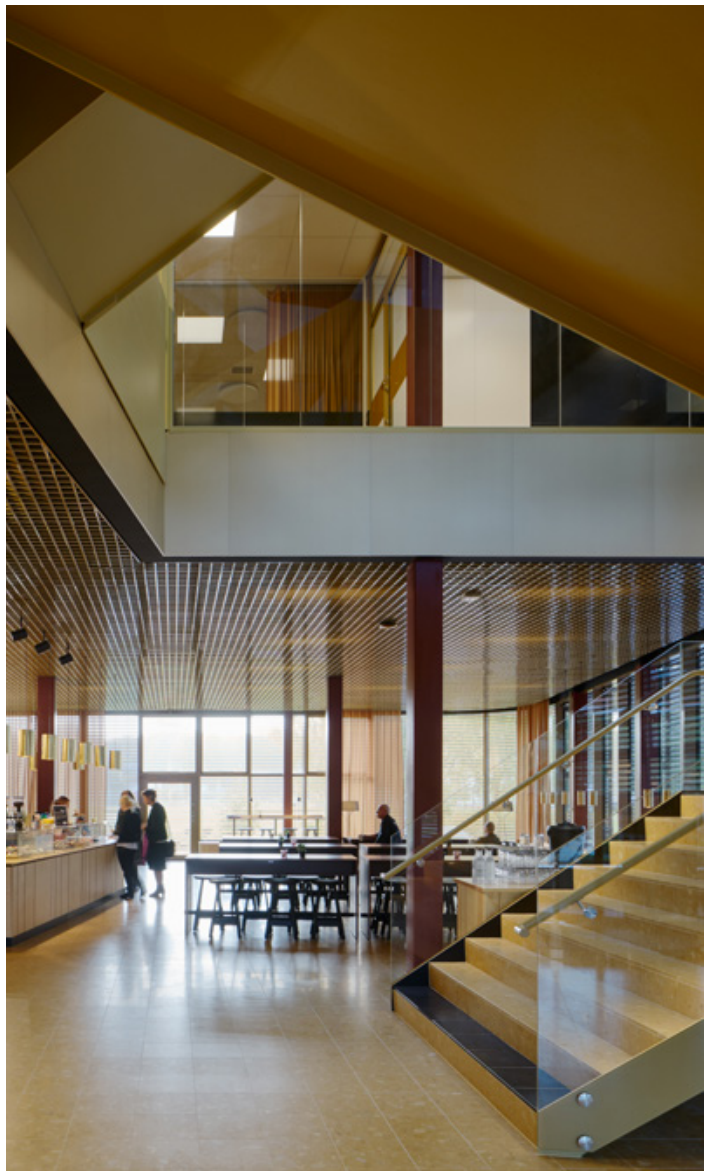
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white



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Our Code of Conduct for Corporate Sustainability

White Arkitekter is the largest architectural practice in Scandinavia. We combine leadership in sustainability with high quality architecture and urban design. Founded in 1951 in Gothenburg, today White employs over 900 staff in 15 offices in Sweden, Denmark, Norway and the UK and has experience spanning some 50 countries around the world.

1. Housing in Stockholm in all natural materials with focus on interaction between people.

2. Parking garage turned into city mountain in the centre of Piteå in the Northern Sweden.

3. How do we recycle in the future? A project where people could leave their old belongings, or instead, redesign and repurpose them for an extended life.

4. Johanneberg Science Park – a catalyst for collaboration between academia, private and public sector, exemplifies the highest standards of environmental, social and economic sustainability.

We are proud of being an employee-owned company with professional expertise. Almost 500 of our 850 employees are co-owners. As an employee-owned company we are able to formulate our own common values, allowing them to permeate our entire organisation and every assignment. To be a leading player in the development of a sustainable society is our goal. Our guiding principles are to be explorative and responsible and to act with respect and participation.

Strong social commitment is a natural element of White's corporate culture. The assignments we carry out and our behaviour as a company demonstrate how we take responsibility for increasing sustainable development.

We work across disciplines, taking an explorative and holistic approach to sustainability. In addition to architects and engineers, we also employ social anthro-

pologists, ecologists and scientists. This Code of Conduct for corporate sustainability clarifies our position and outlines the ways in which we take responsibility for our actions. It describes the requirements we set for ourselves and our expectations of customers and business partners. This crucial document for White is based on our owner directive, our policies and our commitment to the UN Global Compact and the guidelines of ISO 26000. Describing our position and how it is reflected in practice, our Code of Conduct has been divided into seven sections: Corporate Governance, Human Rights, Labour, Business Ethics, A Human-Centred Approach, Contributing to Society and Environment.



Alexandra Hagen
CEO, White Arkitekter

Our Sphere of Influence

As Scandinavia's leading firm of architects, we have an excellent opportunity to influence our industry and to change society. Through business associations, the media and different networks, we take up the debate for sustainable development in architecture and urban planning.

Our sphere of influence includes individuals, companies and organisations that are affected, or that we can some way affect through our business. By understanding, respecting and considering our stakeholders' interests, we can respond and take responsibility within our sphere of influence as well as place requirements on them.

White is a company owned by its employees. All of White's owners work in the company, which gives us a unique ability to dictate our own values and determine how we want to run the organisation.

Our customers may be in the public or private sector, an organisation or a foundation. Our home market comprises Sweden, Norway and Denmark, but we also have commissions in other countries. Our business partners are primarily other architectural firms and consultants that operate in the same countries as our customers and us.

The end customers in our projects are the users of the final result of a project. They may be the people living in homes, working in offices, studying in schools or patients within the hospitals that we build. The term, user, also includes anyone who spends time in the public environments we plan and design.

White's suppliers are the companies and organisations we buy goods and services from, or producers of the construction materials we recommend in our projects.



EXPECTATIONS

We want our stakeholders to champion sustainable enterprise and strive to adopt the same attitude that we have. One minimum requirement we place on our customers, business partners and suppliers is that they respect the 10 principles of the UN Global Compact. The principles are based on the UN's Universal Declaration of Human Rights, the ILO's Fundamental (core) Conventions on Human Rights at Work, the Rio Declaration and the UN Convention against Corruption.

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Open-air sea-bath in the city harbour of Karlshamn located in the Southern Sweden's archipelago.

Corporate Governance

OUR COMMITMENT

Our guiding principles are to be explorative and responsible; to act with respect and participation. These values are clear throughout the entire chain from the business concept to the vision, policies, business plan, operational plans and continuous monitoring. They profoundly impact the way we perform and carry out our assignments.

IN PRACTICE

- We have three fundamental company policies: White Personnel Policy, White Quality Policy and White Sustainability Policy.
- We joined the UN Global Compact in 2014. Its 10 principles, together with ISO 26000, form the basis of this Code of Conduct.
- Our business system, WhiteQ, has been certified in accordance with ISO 9001 and ISO 14001 since 2006. WhiteQ includes procedures for operation,

support functions, and the execution of assignments. WhiteQ secures that we comply with legal requirements, respect the rule of law in all jurisdictions and respect international norms and behaviour for the projects in which we operate.

- Due to the certification of our business system, our environmental and quality work is scrutinised every year by internal and external auditors; we continuously work on improvements.
- Supported by WhiteQ, we are able to identify significant sustainability issues at an early stage, determine in which ways they are influential, and how they can be integrated into the project. We also have our White Innovation Process to assist us.
- Any suspected deviations from the Code of Conduct can be reported to our Director of Sustainability or Human Resources Director with a guarantee of anonymity and professional secrecy.



A Human-Centred Approach

OUR COMMITMENT

The user's perspective is central to White's business concept, policies and business plan. We are influenced by the environment in which we live, work and spend our free time. The physical environment affects people's behaviour.

People are of different ages and genders, with varied backgrounds, experiences, circumstances and interests. We need to harness this diversity in order to create a sustainable society. At White we base our design of physical environments on people's varied needs.

We want to create physical environments that bring joy and wellbeing, stimulate social interaction, and can contribute to a sustainable, healthy lifestyle. This also includes healthy indoor and outdoor environments with low noise levels and fresh air. We also want to create inclusive environments, characterised by participation, where there is a place for all citizens and an equal opportunity to develop.

IN PRACTICE

- The White Innovation Process is our tool for identifying people's various needs and planning for them at an early stage.
- We work across disciplines in projects; in the design of healthy environments, we involve our specialists in the fields of social and environmental sustainability.
- We lay the foundation for a healthy, sustainable lifestyle by planning for sustainable transport, greater opportunities for re-use and recycling as well as proximity to green areas and recreation.
- We offer strategic consultation in social sustainability and consequence analyses in town planning and architecture.
- Our competence in environmental psychology is applied to projects. For instance, we use Evidence Based Design for healthy and healing health-care environments.
- Our expertise in healthy indoor environments includes specifying non-toxic materials, good daylight and air quality free from the risk of harmful emissions.

The New Governmental Quarter in the Norwegian capital offers a distinct opportunity to improve the quality of urban life, unifying the interdependent themes of social coherence and sustainability.

Human Rights

OUR COMMITMENT

Human rights are universal and apply to each and every person, in all our projects and in all countries. They state that all people, irrespective of country, culture and context, are born free and equal in dignity and rights.

Respect for human rights means not being an accessory to abuse by identifying, preventing and managing the actual or potential impact on human rights in our sphere of influence. In our assignments, this may mean ensuring that the environments we plan have the ability to create a foundation for equal conditions; taking into account children's perspectives and needs and contributing to safety and peace of mind.

The manufacturing of construction materials influences many people in the supply chain. The industry is able to influence working conditions by setting requirements to ensure that extraction and production take place in a socially responsible way. The materials we choose must be healthy

for those extracting them, those that build with them and the user who is eventually exposed to them.

IN PRACTICE

- A risk analysis of human rights is always carried out for assignments outside of our home market.
- There also exists the risk of crimes against human rights during the extraction of raw materials and the production of construction materials. Consequently, we pursue the issue of social requirements which can be established in the supply chain through industry-wide initiatives.
- Issues regarding human rights shall be identified in our assignments.
- We recommend that under-represented or vulnerable groups in society should always be involved in the planning of a project; for example, through citizen dialogues or by investigating children's needs in the physical environment.

Citizen dialogue with children for a new playground. Birdhouses in the making!



Labour

OUR COMMITMENT

Our employees are the core of the company and our most important asset. Each employee shall be given opportunities for professional and personal development based on their abilities, for the benefit of both the company and the individual. Our leadership is based on delegating and on challenging ourselves and each other through open, inspirational dialogue. We have an explorative culture and a wide platform for our research and development. Its internal network enables us to disseminate knowledge both internally and externally. Our employees shall perceive their work environment as being positive and safe. This means ergonomic workplaces as well as good psychosocial health. We strive to create a work culture that reduces employees' stress and enables them to strike a good balance between work and private life.

We shall be an equal workplace that is free from any kind of discrimination; a place of employment where men, women, people of different ethnic backgrounds, different ages and professions have the same opportunities to develop.

IN PRACTICE

- We have a White Personnel Policy within the company.
- We respect and follow International

Labour Organization (ILO) requirements on working conditions. On our home market, these requirements are also regulated through legislation and collective agreements.

- We have a central White Health and Safety Plan which is utilised by all our offices. There are health and safety representatives at all our offices who continuously monitor the development.
- The White Equality Plan includes goals and an action plan for countering discrimination on the grounds of age, gender, ethnicity or sexual orientation, as well as information on sexual harassment.
- The White Personnel Survey is carried out every other year to collect information about the well-being of our employees.
- The perceived work environment and perceived equality are monitored in annual individual development reviews.
- The White Employee Foundation aims to promote employees' health and personal development. The foundation contributes to study trips, subsidies for further education or fitness activities, such as gym passes.
- White offers all its employees regular health check-ups.
- Employees are encouraged to pursue research or project-related studies, and can apply for subsidies through The White Research Foundation.



Student housing creative workshop.

Hiking on study trip to Tromsø, Norway.

Environment

OUR COMMITMENT

Our environment is a prerequisite for mankind's continued existence. Stretching the eco-system's resistance, we are already living beyond the Earth's resources by. Climate change will affect where and how we can live in the future.

The challenges are global, but we can help make development a little more sustainable every day. We take responsibility for leading customers and business partners to solutions that benefit society in the long term and give users the best possible foundation for a sustainable lifestyle. We strive to create environments that help reduce impact on the climate and ecosystems: reduce the use and spread of hazardous substances, use the Earth's resources efficiently, champion the increased recycling of materials, energy and water.

IN PRACTICE

- Important environmental aspects shall always be identified in assignments, and environmental requirements are integrated into our tools and procedures.
- We have specialists certified in accordance with the Swedish Green Building Council, BREEAM, LEED and the German Sustainable Building Council, as well as certified passive housing

architects. We also participate in the development of industry-wide certification tools.

- Our environmental specialists have extensive expertise in energy, ecosystem services, construction materials, chemical substances, humidity and indoor environments.
- We continuously educate our employees in environmental issues, and stimulate individual and local initiatives.
- In our operation and including our own offices, we strive to continuously reduce environmental impact; for example, we endeavor to reduce energy consumption and the amount of waste, or use only green electricity. We carry out annual environmental audits on our environmental and climate impact.
- Our travel policy minimises the number of trips taken, prioritises sustainable transport and requires carbon offsetting for the impact of all company travel.
- We encourage employees to use eco-friendly means of transport, offer bicycle repairs and bicycle rental services.
- When purchasing goods and services for our offices, we set environmental requirements.
- Organic and vegetarian food shall be prioritised for internal lunches and events.



Our smallest colleagues, our bees, arriving on the roof of the Stockholm office.



Workshop at the Go-Down Arts Centre, Nairobi.

Contributing to Society

OUR COMMITMENT

Our professional role entails designing a physical environment; a society where people want to live and feel a sense of security and participation. A commitment to society is a natural element of White's corporate culture. We like to get involved in many different ways, on a global, national and local level. Our social commitment, which is managed either centrally or by each local office, consists of four parts: Personnel Commitment, Our Expertise, Our Time and Economic Contribution.

IN PRACTICE

Every year White contributes financially to various organisations focusing on children, young people, the environment and humanitarian aid.

Global – We take on international assignments that can help to strengthen social,

cultural and ecological circumstances in that location. The GoDown Arts Centre project in Nairobi, for instance, is a project White supports financially and provides expertise in the forms of sustainable urban development and architectural service.

National – White has membership and involvement in several industry organisations and networks, including Sweden Green Building Council, the Swedish Federation of Consulting Engineers and Architects, the Swedish Associations of Environmental Managers and CSR Västsverige (a public & private social responsibility initiative).

Local – We have a far-reaching trainee programme at each office. There are local initiatives and programmes to support young people in vulnerable areas, for instance with traineeships and association support. Our offices sponsor personnel time for local social commitments.

Business Ethics

OUR COMMITMENT

In our role as a community builder we shall actively work against all forms of corruption, strive for competition on equal terms, promote social responsibility in the value chain and respect ownership. All employees shall follow the respective rules issued by the Ethical Council for the Swedish Construction Sector and Swedish Association of Architects.

We decline assignments and collaborations that we deem to be undemocratic, corrupt or in regions where human rights are infringed.

Studying the evolution of contemporary Brooklyn – while cycling.

IN PRACTICE

- We always conduct a risk analysis of human rights and corruption based on an assessment of the countries, customers or business partners involved before an agreement is signed.
- When purchasing services a sub-consultant assessment is carried out, which includes ethical and environmental requirements.
- When purchasing goods and services for the office, we place ethical requirements on suppliers and products.
- All employees must be familiar with and follow White's rules on corporate entertainment.



Extract from the Ethical Rules of The Swedish Construction Sector

1. Those involved in the Swedish construction sector shall not undertake assignments that conflict with the public perception of justice or that may otherwise be considered publicly unacceptable. Parties shall make efforts to favour healthy competition and observe good marketing practices.

2. Co-operation with other parties within the framework of an assignment shall be

characterised by correct business relations, clear agreements and mutual respect.

3. Those involved in the Swedish construction sector shall adopt a strict stance with regard to measures undertaken to establish contacts and business relations, such as inappropriate gifts or travel.

4. Those involved in the Swedish construction sector may not engage or co-operate with unreliable parties. Illegal labour shall be actively counteracted.

5. Those involved in the Swedish construction sector shall perform their assignments professionally and within the bounds of good business practices. All assignments shall be conducted utilising the requisite expertise and resources necessary for the task.

6. Those involved in the Swedish construction sector may not harm the reputations of colleagues or other parties by making gratuitous and unsubstantiated critical statements regarding their situation.



CONTACT

If you have any questions or want to report a deviation from this Code of Conduct please contact: Director of Sustainability Anna Graaf, +46 31-60 86 00

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