

MOE CSR 2022

MOE Group – part of Artelia Group

Sustainability is important to us

For more than 10 years, MOE has been among the frontrunners in sustainable construction in Denmark. Our company goal is to promote sustainable societal development that supports a high quality of life (Mission). We want to provide valuable and future-proof solutions for the Nordic market (Strategy), while we always strive to be an engaging and competent consulting engineering company.

Global challenges such as climate change, urbanisation and resource shortage affect the playing field and our way of working. We have to constantly adapt and rethink how to reach our goals. The market is becoming more complex, and our clients are starting to demand more integrated sustainable solutions in their projects.

Thus, in 2019, we began to integrate the UN's 17 sustainable development goals (SDGs) into our CSR work and projects. We want to actively contribute to fulfilling these goals, and we use the goals as a measuring stock for our daily work.

MOE's CSR Policy and Goals for 2022 are a continuation of our CSR policy from 2017. MOE's CSR policy is kept within the framework of Artelia Group's CSR policy.

Our CSR goals for 2022

EMPLOYEES

COMMITMENTS

To become the industry's best workplace in each of the countries we operate in by:

- Promoting diversity and ensuring equal opportunities for all regardless of religion, nationality or gender as well as keeping a no tolerance policy in regard to any and all forms of harassment, abuse or threats
- Ensuring work-life balance by offering flexibility and freedom with responsibility
- Encouraging an open dialogue and social activities
- Attracting and developing talented employees by offering internal mobility, continued professional development and talent programmes
- Guaranteeing a healthy and safe work environment both physically and mentally.

2022 GOALS

To increase the number of women in management positions to 30 %

< 3 % work-related illness and to stay below the industry's average of sick leave

To ensure that all employees have access to continued professional training and development

To keep the staff turnover below the industry's average

ENVIRONMENT & SUSTAINABILITY

COMMITMENTS

To promote sustainable solutions through our consultancy by:

- Staying attentive to our clients' needs and contributing to their UN17 goals by continuously informing them of the sustainable alternatives and additional options
- Developing and implementing MOE's SDG tool (that measures the projects' contributions to the SDGs) in MOE's project model and project management training
- Mapping our existing portfolio of services connected to our direct and indirect contributions to the SDGs
- Developing new skills that support the SDGs

We want to improve our own carbon footprint by:

- Mapping out and reducing our own emission of greenhouse gasses
- Preparing a green purchasing policy and considering the environment when purchasing IT equipment, groceries and choosing our suppliers
- Preparing a transport policy that considers the environment in terms of our transport habits.

2022 GOALS

To develop MOE Building's LCA tool for CO₂ calculations.

To define a green purchasing policy.

Reduce our own emissions of greenhouse gasses by 45 % compared to 2017

INDEPENDENCE & ETHICS

COMMITMENTS

- We will keep our independence by continuing as Denmark's largest consulting engineering company owned by the managing employees. This creates dedicated employees and ensures our clients the best consultancy
- We will ensure a high level of ethical integrity in our daily work through our Code of Conduct which all employees will be presented
- We will set up a whistle-blower system to minimise ethical risks and prevent damage to our reputation
- We will promote ethical behaviour by mapping out the areas that are at the greatest risk of being violated such as corruption and data protection
- We will comply with human rights laws and respect political, cultural and religious customs in all the countries in which we operate.

2022 GOALS

Increase the number of employee shareholders

Map out compliance risks

Identify the sectors and human rights that are at the greatest risk of being violated