


CORPORATE SOCIAL RESPONSIBILITY
CSR Report 2009



pihl



Pihl's history spans more than 120 years. Founded in 1887 by master builder Lauritz Emil Pihl, and later in partnership with his son, it was to become one of Copenhagen's foremost building businesses.

In 1947 half of the business was acquired by civil engineer Kay Langvad who laid the foundations during the 1950's and 60's for the many international activities that have today led to Pihl's present position as No. 97 among the world's 200 largest contracting companies working internationally.

Havneholmen Tower, Copenhagen, Denmark

CORPORATE SOCIAL RESPONSIBILITY

E. Pihl & Søn A.S. is one of Denmark's leading contracting companies. Half of the company's turnover is generated from activities outside Denmark where, amongst other work, Pihl undertakes contracts within marine structure, infrastructure and energy and environmental projects.

Being a responsible business enterprise Pihl has always endeavoured to integrate our responsibilities towards our staff, customers, business partners and the society in the way we do business.

The actions and decisions of our employees at every level are deeply rooted in Pihl's basic values - our company's common reference framework governing how we can fulfil some of the demands placed upon us in a responsible, socially aware and quality-driven business.

Pihl's basic values are therefore also a natural starting point for this CSR report in which we present our policies, results and our objectives within the environment, the working environment and social responsibility.

Havneholmen Tower and the Allerhuset

are buildings that live up to new and enhanced energy regulations and where energy design solutions were incorporated right from the design phase. Havneholmen Tower is an EU Green Building. In addition, Pihl has participated in the construction of several Energy Class 1 buildings in 2009, for example a kindergarten in Kolding and VIA University College in Horsens, Denmark.

Sisimiut Hydro-electric Power Plant

Pihl has constructed hydro-electric power plants in Iceland since the 1950's and has followed this with similar plants in Greenland and Panama. In Sisimiut, Greenland, the town's new hydro-electric power station has reduced its annual CO² emissions by 21,000 tons.

Lillgrund Offshore Wind farm

Pihl has, amongst others, worked on the construction of the Middelgrunden offshore wind farm, and the Lillgrund offshore wind farm in the Swedish part of Oresund.



Allerhuset, Copenhagen, Denmark

CONSTRUCTION WITH CONSIDERATION

Pihl participates in a multitude of projects that take environmental considerations. Examples include the use of Green building design, works facilitating public transport and energy solutions that exploit renewable energy supplies, for example hydro-electric power generation.

A relatively new field is energy, comfort and climate solutions within buildings. Pihl offers an in-house consultancy service and co-operation right from the design phase and during all project phases to ensure an effective integration of energy-saving solutions.

Pihl's consultancy services are based on a wide experience within design, planning and execution of many different types of building, including a series of new buildings that meet increasingly demanding energy conservation standards.

Our continuing goal is to deliver a more sustainable building through expert consultancy and knowledge-sharing with clients, business partners and other interested parties.

Office and construction sites

Internally we have taken initiatives that focus on resource utilisation at Pihl's head office, for example the recovery of waste paper, the use of water saving equipment and the careful management of electricity usage in office and common areas. Furthermore, we intend to minimise the number of printers at our head office and reduce paper usage through the increased use of electronic information distribution.

With the replacement of plant and material on construction sites, investment is made in selecting materials that meet environmental legislation for emissions etc. Beyond this we also focus on the use of the least damaging chemicals and products whilst at the same time reducing the total number of different products on the construction site through substitution. An additional benefit of our approach is the effective control of chemicals and products.



Sisimiut Hydro-electric Power Plant, Greenland



Lillgrund Offshore Wind farm, Sweden

A SAFE AND SECURE WORKING ENVIRONMENT

Consistent with our commitment to our working environment policy Pihl will, through the planning of all stages of the building process, ensure that our activities can be performed responsibly both safety and health-wise. Every member of our staff must be able to go to work with the expectation that neither their psychological nor their physical health will be put at risk, either in the short or long term. This is enforced through the setting up of binding goals, continuous evaluation and corrective action.

The working environment is a line responsibility throughout the entire organisation and by adopting this approach we ensure that employees at all levels know their rights and responsibilities in respect of safe conduct and working environment.

Subcontractors on our construction sites shall conform to the same requirements and expectations as our own employees.

We place great emphasis on prevention through, amongst other activities, introduction, information sharing and targeted campaigns.

The results of this policy can be seen, amongst other measures, in an improvement in our accident statistics over the last 5 years - both in Denmark and abroad.

Consideration for the surrounding environment is equally important. We aim to minimise noise and dust disturbance as far as possible and works are planned and organised, as far as it is possible, in advance to take measurements and, if it proves necessary, modify work activities to avoid disturbances.

Waste sorting and chemical controls are standard procedures on all construction sites.

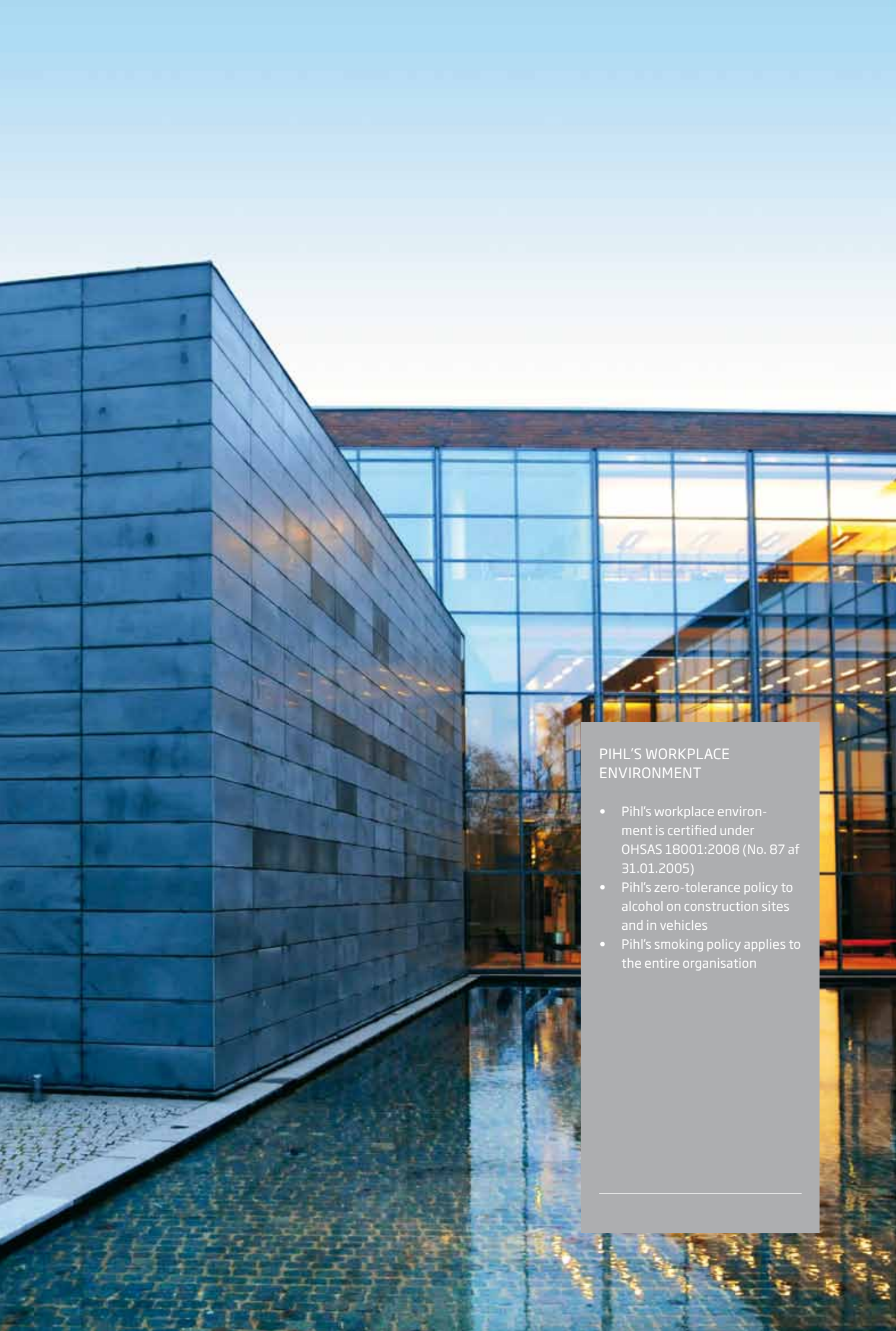
Objectives for 2010

It is our objective to reduce the total number of serious work-related accidents on our Danish and foreign construction sites. Specifically, the total number of work-related accidents involving an absence from work of greater than 10 days is to be reduced.

This objective is achieved through, amongst other measures, additional information on the working environment and safety, training and education at all levels - from information to the hourly paid workers and subcontractors, through shared information to sites, to specific education for contract managers/ site managers.



Pihl's head office, Copenhagen Denmark



PIHL'S WORKPLACE ENVIRONMENT

- Pihl's workplace environment is certified under OHSAS 18001:2008 (No. 87 af 31.01.2005)
 - Pihl's zero-tolerance policy to alcohol on construction sites and in vehicles
 - Pihl's smoking policy applies to the entire organisation
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SOCIAL RESPONSIBILITY

Pihl's existence and future growth depend upon our ability to master the tasks that our customers and society demand - in an ethically responsible way - and that we can offer our staff a pleasant work place with meaningful challenges.

At Pihl we place a high value on personal competence skills together with tolerance and respect for each member of staff.

This social responsibility is reflected in our initiatives in employment; for example:

- Membership of the local employment council for the City of Copenhagen
- Working with Lyngby-Taarbæk Council in offering reduced-hour jobs
- Offering trainee and apprentice positions to young applicants who wish to undergo craftsmanship training or undertake an engineering education
- Offering further training and education programmes to our staff

We actively encourage our staff to lead healthy and active lifestyles. This is achieved, for example, through programmes such as "SUND VIRKSOMHED" (HEALTHY WORKPLACE), health education and sports activities, and we carry out Safe Job Analyses and Job Satisfaction Surveys on a regular basis.

Pihl offers its staff a special health insurance. As our employees approach retirement age we invite them, together with their partners, to attend a seminar which addresses retirement planning and related issues.

ETHICS

Pihl must comply at all times with national law and regulations in Denmark and in those countries where we do business.

We continuously assess whether our business methods live up to our fundamental ethical principles. It is, for example, important to Pihl that we do not participate in projects or agreements that jeopardize our independence or integrity.

Furthermore, Pihl aims to maintain and build a good working relationship with the media and other external parties through open communication and accessible management.

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