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# Ethics, Democracy and Risk management Statement

A strong social commitment and care for humanity has characterised our corporate culture since White was founded in 1951 in Gothenburg, Sweden. Our co-ownership business model allows us to invest long-term in what we really believe in. As a modern collective, many different competencies are working together to create emotive architecture which inspires people. Today, White is one of Europe's largest architectural practices with offices in Sweden, Denmark, Norway, and the United Kingdom. Our work encompasses both public and private sectors with projects ranging from housing, offices, hospitals and schools to commissions within urban planning, landscape design, interior design, project management and sustainability. On the Scandinavian market, there is a relatively even distribution between different market sectors with a diverse client base. In 2018, our operations abroad gained momentum in 14 countries, from Canada in the north and stretching as far south as Kenya.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and applies to White arkitekter AB.

## **CO-OWNERSHIP**

White is a company owned by its employees, thus we view ourselves as a large and cohesive modern collective: out of 842 employees, there are 650 shareholders, including 125 partners. Our business model allows us to conduct the practice with a long-term perspective, affording us the power to determine what investments we want to make, what percentage of profits to reinvest in the company and how much is paid out to shareholders.

## **STRONG VALUES**

Since its inception, White has had a strong sense of responsibility and commitment to society. Responsibility, respect, transparency and an ethical, democratic ethos are the core values permeating the company. White's *Code of Conduct for Corporate Sustainability* is our guide for how we as a company, along with our employees, take responsibility. The Code also helps us determine what expectations we have on ourselves and our partners. It is based on the UN Global Compact's ten principles on human rights, labour, environment and anti-corruption, as well as our policies: Employee Policy, Quality Policy, Sustainability Policy, Equal Opportunity Policy, Health & Safety Policy and Bribery Policy.

## **ETHICS, DEMOCRACY AND RISK MANAGEMENT**

We live in a time that places even higher demands on ethics, democracy and risk management. Our *Code of Conduct* supports us in minimising risks in daily operations and simultaneously establish core values that enable us to influence the world around us.

*“White takes limited and controlled economic and operational risks.”*

*From White's Risk Policy*

Our *Code of Conduct* for Sustainable Business works as a guide for how we act and take responsibility – as individual employees and the company in its entirety. It also serves to define what expectations and obligations we have on ourselves and our partners in relation to the Ethical Rules of the Swedish Construction Sector, the ethical standards stipulated by Sweden's union for architects, Architects Sweden as well as for international projects the legislation in each country where we operate for Bribery, Equality, Modern Slavery and Human trafficking. All Employees and Partners are obliged to follow these rules and legislation. Fundamental to these laws, rules and guidelines, we oppose all forms of corruption, strive for competition on equal terms, promote social responsibility, equality and we that slavery and human trafficking is not taking place in our supply chains or in any part of our business in the value chain.

To ensure that the partners we collaborate with act in accordance with our values, we have a *Code of Conduct* for Clients and Suppliers. When signing a contract, the partner must certify that they have read the Code of Conduct and understood its contents. Up to now, follow-up takes place through interviews with our major suppliers or random checks with various partners and collaborators, but an evaluating tool is under development.

Deviations from the *Code of Conduct* can be reported to the Director of Sustainability or Director of Human Resources. During the past year, we have not identified any deviations or been involved in any form of corruption.

## **RISK ASSESSMENT**

The company's comprehensive risk analysis is reviewed annually. Primary risks identified are those associated with our employees, economic development and projects. Therefore, we perform continuous follow-ups of, for example, employee health, economical ratios and assignment results. Risk assessment, regarding sustainability and prevention of risk exposure, are presented in the Sustainability Report.

A risk analysis for projects is carried out in conjunction with tender and contract and is an overall assessment as to whether the assignment aligns with our business goals, Code of Conduct, sustainability objectives, and financial conditions. For projects outside Sweden, Norway and Denmark, a country risk analysis is always performed, based on the aspects of democracy, human rights, slavery and human trafficking, corruption and business risks associated with the specific country. The analysis is based on evaluations conducted by Freedom House, EKN Export Credit Board SE and Transparency International.

According to our assessment, there is a low risk that our business will contribute to a direct negative impact from a sustainability perspective. The best opportunity for us to prevent negative sustainability risks, is through our projects. Therefore, a sustainability analysis must always be carried out to identify possible risks and prioritised sustainability issues.

## **QUALITY MANAGEMENT**

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 the Code of Conduct. Our business system, White Work, has been certified in accordance with ISO 9001 and ISO 14001 since 2006. White Work includes procedures for operation, training, evaluating and approving delivery suppliers, health and safety, support functions, and the execution of projects. White Work secures that we in each country of operation 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.

### **THE SUSTAINABILITY REPORT**

The Sustainability Report consists of the White Group and its subsidiaries, except subsidiaries Koggensgrand AB, White Tengbom Team (50 percent ownership) or dormant companies. If indicators, metrics or routines do not match this demarcation, it has been noted. The report is based on the requirements of the Annual Accounts Act, which means that it contains information on sustainability needed for understanding the company's development, position, results, and consequences of the operations. The report includes information on the environment, social conditions, labour, respect for human rights, and anti-corruption. The report relates to the fiscal year from January 1 to December 31, 2018. The report refers to our commitment under the UN Global Compact and its ten principles. It also constitutes our annual report on Communication on Progress and will be published on the UN Global Compact website, [www.unglobalcompact.com](http://www.unglobalcompact.com). The report is also published on the White website, [www.whitearkitekter.com](http://www.whitearkitekter.com)

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