

ESG REPORT 2023

BIG · BJARKE INGELS GROUP



BIG designed Google's HQ in California with the mission to operate on carbon-free energy 24 hours a day, seven days a week by 2030. The geothermal pile system is the largest in North America, estimated to reduce carbon emissions by 50% helping both heat and cool the campus. The massive geoexchange field is integrated into the structural system, reducing the amount of water typically used for cooling by 90%. On the exterior, the buildings feature a "dragonscale" solar skin roof equipped with 50,000 solar panels that generate a total of nearly seven megawatts of energy. To help deliver on Google's commitment to replenish 120% of the water the HQ consumes by 2030, the site is net water-positive with all non-potable water demands being met using the recycled water it generates on site.



OUR COMMITMENT

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OUR COMMITMENT



In 2022, we embarked on a journey towards integrating the necessary means to measure and report on our Environmental, Social, and Governance (ESG) performance. We have focused on laying the foundation for a more comprehensive and transparent assessment of our sustainability practices, aiming to be ready for expanded reporting in 2024.

To develop our ESG strategy and define our priorities, we have worked with the Ten Principles of the United Nations Global Compact, which cover critical areas such as Human Rights, Labour, Environment, and Anti-Corruption. We have also actively incorporated the UN's 17 Sustainable Development Goals (SDGs) into our projects. These frameworks have served as valuable references to align our objectives and actions with globally recognized standards.

One critical aspect that guides our approach to ESG reporting is the adoption of the EU Taxonomy. The EU Taxonomy is a classification system that identifies economically sustainable activities from an environmental, social and governance perspective. It provides definitions of what activities can be considered sustainable, ensuring transparency and preventing greenwashing.

It is important to acknowledge that ESG issues are constantly evolving. As we progress on our sustainability journey and adapt to emerging rules and best practices, our priorities, target-setting, and reporting will continue to develop and mature in alignment with the EU Taxonomy. We recognize the need for ongoing improvement and remain committed to staying at the forefront of sustainable business practices.

By taking initial steps towards ESG reporting and aligning ourselves with internationally recognized frameworks, we demonstrate our commitment to transparency and accountability. We understand that effectively addressing ESG issues requires a holistic approach, and we are dedicated to integrating sustainability into the core of our operations. Through regular reporting, open dialogue, and collaboration with stakeholders, we aim to drive positive change and contribute to a more sustainable and prosperous future for all.

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Located in Findel, Luxembourg, the Skypark Business Center (SBC) is situated within the Niederanven municipality adjacent to the Luxembourg Airport and is one of the key elements of the Airport City Masterplan. The sustainable building comprised of all wood in its upper structures, bridges and slabs features a long and slim footprint covering an area of approx. 19,000m².



BIG's East Side Coastal Resiliency project builds physical, social, and economic resiliency in New York City, protecting the City's coastline from flooding while re-establishing public space, enabling outdoor gathering opportunities, and improving waterfront accessibility for its communities.

BIG - Bjarke Ingels Group is a group of architects, engineers, landscape and product designers operating within the fields of architecture, landscape, urbanism, interior design, product design, research and development across our eight offices in Copenhagen, Oslo, New York City, Los Angeles, London, Barcelona, Zürich and Shenzhen.

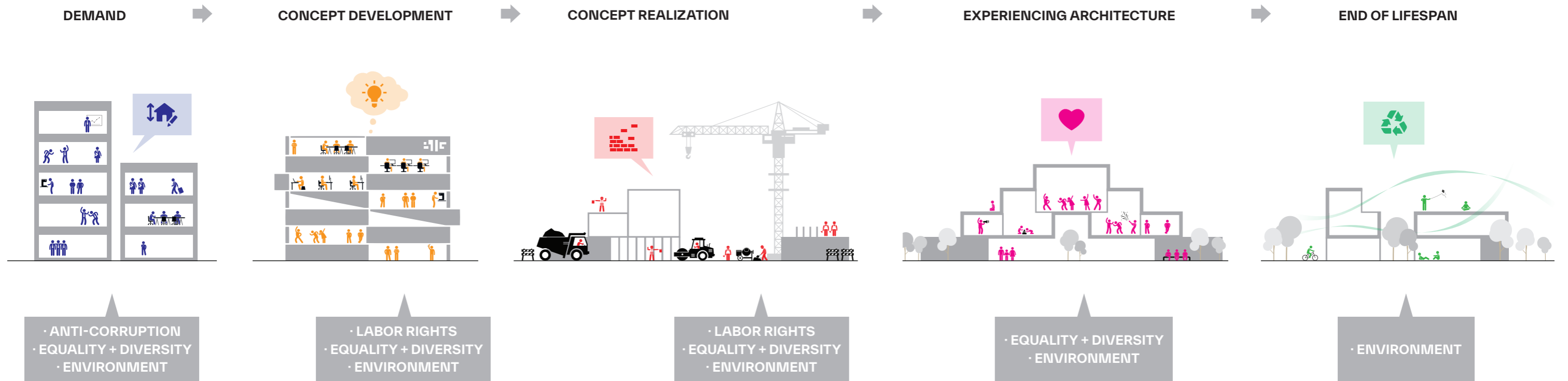
Since BIG's founding in 2005, our work has centered around making our cities more livable, resilient, and sustainable. Our early projects were civic and affordable housing projects in Denmark designed around giving communities new green, social and recreational spaces. As the studio expanded into a team that includes landscape architects, engineers, product- and urban designers, we have continued this approach to nature and public space in the design of projects at a much larger scale. As our company has grown to over 700 employees, we have transitioned our design approach to what we call the BIG LEAPP (Landscape, Engineering, Architecture, Products and Planning). This holistic approach allows us to use our collective creative knowledge to redefine our industry, streamline our design process, impact, and give form to a future that we all want to live in.

Through the success of our projects and research, we are being commissioned by forward-looking developers and municipalities across Europe, North America, Middle East, and Asia. In these projects, we apply our research-based approach and study local conditions and concerns in an effort to realize their global aspirations.

We have active projects in over 30 countries which allows us to collect the best practices in each and bring this collective knowledge to any of our projects. We strive to understand the nuances of the cultures within which we work, applying what we know and learn in the process.



HOW WE CREATE VALUE



Design gives us the ability to give form to a future that we all want to find ourselves living in. With a diverse workforce from a range of cultures, backgrounds, and experiences, we create places and spaces for communities around the world that are welcoming for all and seek to achieve the highest level of sustainability possible. Every project begins with transparency with our clients from day one.

During the concept development phase, the BIG team and our collaborators embark on an iterative design process to discover solutions for existing challenges, and new ways to create healthy, long-lasting environments for people and nature.

Starting in 2021, we developed an in-house LCA tool that makes it possible for our teams to make data-based evaluations of global warming impact which are aligned with DS/EN 15978:2012 standards. Additionally, designing a successful project necessitates the protection of employee's rights, and an equal, equitable, and inclusive work environment.

Once we have found the best possible design solution for the client, community, and the natural environment, the concept is realized. Knowing that the construction industry is responsible for approximately 40% of global carbon emissions, we are always looking for new technologies and methods to build sustainably. We have developed a library of LCA data on typical construction practices and are actively improving the tool together with external data providers towards dynamically updating this library with the latest technologies and products.

We believe that a successful project is one that encourages relationships between people, their communities, global visitors and with nature. Our success criteria are based off the UN's 17 Sustainable Development Goals—a blueprint for achieving a sustainable planet for all.

Architecture eventually reaches the end of its lifespan. Whenever feasible, we encourage our clients to consider design for disassembly, and also pursue projects that rehabilitate existing buildings to prevent the production of new building materials and the effects of construction on the planet. We factor end-of-life into our calculations from day one.

An aerial photograph of a modern building complex with green roofs and solar panels, surrounded by a dense forest of young trees. The building has a central circular feature and is surrounded by a paved area with some vehicles and equipment. The word "ENVIRONMENT" is overlaid in large white letters on the right side of the image.

ENVIRONMENT



INTRODUCTION

In all our projects and actions, we continue to strive for what we call “hedonistic sustainability,” where sustainability improves quality of life for everyone while minimizing the impact on the environment. The general perception of sustainability is an idea of a moral code: How much of our existing quality of life are we prepared to sacrifice to afford being sustainable? At BIG, we look at how sustainable cities and buildings can increase the quality of life. We look for ways of designing cities and buildings as double ecosystems that are both ecologically and economically profitable, and where the outcome doesn’t need to force people to alter their lifestyles to do good.

In 2021, we created BIG Sustainability - our internal department of Sustainability specialists, computational design specialists, material, and certifications specialists, which includes architects, engineers programmers and researchers to further strengthen and develop our work in this field. In the same year, we began work on our in-house LCA tool with the vision to assess GWP (Global Warming Potential) from an early concept stage, and to inform all important decisions that are made in concept, height, orientation, volume, basic structure, materials etc. We aim to be able to assess the Global Warming Impact, not as an afterthought, but as a design parameter. The tool is currently capable of assessing all LCA modules required for Danish Regulations, and we currently expanding it’s implementation to internally evaluate all concept projects in 2024.

RISKS & ISSUES

The construction industry is responsible for approximately 40% of the world’s carbon emissions, and as architects we have a responsibility to find new ways to build sustainably for people and the planet. Our goal to give form to a better future starts with addressing both the embodied emissions in our buildings and the operational impact after the buildings are constructed. We are striving to find ways to build more sustainably. From design, to construction, working and building globally.

APPROACH

We begin every project with a site analysis which allows us to choose the appropriate sustainable strategies and technologies. We analyze the potential for using existing structures and materials on site. We design our buildings to optimize their solar orientation, integrate inventive daylighting measures, green roofs, geothermal systems, passive design techniques and greywater systems. We look at the site synergies, their history and thereby sometimes address the challenges of brownfield sites. Our strategies always look at the ongoing life cycle value by reducing material, financial resources, and energy, while striving not to put extra stress on the ecosystem.

BIG Sustainability is an in-house research and development consultancy with capability to support our design teams on projects that require especially close coordination. This further builds on our holistic design approach and body of knowledge that can cross-pollinate our projects across offices, improve how we approach every project and select the best systems over time. BIG strives to consider and design with environmentally friendly materials – essentially always thinking out of the box to create innovative building solutions with materials that haven’t necessarily been employed before in a similar context. We prioritize pioneering ambitious design and construction to pave the way with precedents for future projects and become an example in the greater architectural field.

✎ The East Side Coastal Resiliency project creates 2.5 miles of coastal resiliency and social infrastructure in New York City, USA.

FUTURE GOALS AND ACTIVITIES

Our team of BIG LEAPP - Landscape, Engineering, Architecture, Planning and Products—uses the power of a collective to have a greater positive impact, while creating faster and earlier feedback loops between architects and specialists, and more informed design decisions benefiting the client and the world.

As in the years prior, our Business Development team will continue in 2024 to actively pursue clients who are passionate about sustainability, many of whom use existing sustainable certifications as a benchmark. To keep track of projects that are certified or seeking certifications our Business Development teams have been at work to develop an in-house value system to measure the sustainability of our projects. Although this value system is still being fine-tuned, we are currently evaluating our projects through what we call PDAs (Post Deadline Actions), which require project leadership to include specifics on the sustainable certifications of the project. These certifications and sustainable attributes of the project are recorded in a digital library, allowing our teams to assess the sustainable elements of our projects.

Our BIG Sustainability team will continue to develop our in-house Life Cycle Assessment tool that helps assess the GWP (Global Warming Potential) of our buildings throughout the building's lifetime. Our goal for the tool development is targeted towards the European context and for the tool to be applied in the Danish building context, where analysis of CO₂eq has been required from January of 2023. We will also continue to utilize the tool to assess all projects in concept stage beyond the European region. Due to the global nature of our work, and as the assessment of GWP varies from region to region, understanding the global warming potential (GWP) of all our projects is a difficult task that we take on with excitement. We have found that getting global data on products can be challenging due to varying local standards. Utilizing the tool during the concept phase enables our design teams to make the right decisions to lower carbon emissions early on and provide clients with informed options on material and energy performance.

We know that it is not possible to build carbon neutral projects, but we know that we can design projects with low carbon materials, powered by renewable energy and highly energy efficient buildings. We take on all our projects with a global-local perspective, combining global knowledge with local building methods and site-specific energy performance. That also means developing an extensive knowledge about local building materials and old ways of building. In 2024, we continue to build our material knowledge bank across the offices of biobased and non-toxic regional materials.



We have also seen an increasing demand for designing for climate change and resilience, as more and more sites are experiencing 50-100-year climate events more frequently. These events range from rainwater outbursts to drought, sea level rise or an increase in the frequency of storms. BIG Sustainability supports our design teams with simulation studies ranging from solar radiation to preliminary energy analysis. These simulations help teams, and their clients make informed design choices in the concept stage, where the foundation of the design is laid. Designing for climate and resilience is supported by our BIG Landscape team, who combine resilient design with social, biodiverse spaces that become multigenerational destinations.

Finally, our BIG Engineering team has been researching different tools that can assess the GWP of the structures already in concept design, because structure is around 66% of an average building's collected GWP. Right now, the BIG E team is using SCOR, a British-based tool for structural engineers. The BIG E team has also developed a parametric tool that can quickly assess structure in a concept building, which can help inform design teams on structural dimensions very early in concept. We will be looking at combining or incorporating this tool with our LCA tool.

We always look for opportunities to give a gift back to the community in the areas in which we work. This can be the gift of public access to roofs and amenities, or a new park. We do this because social sustainability is just as important for us, and we believe that projects that are loved last longer and emit less CO₂eq in the long run.



In 2024, we will continue to allocate resources toward the below tools, methods, and development of processes and skill sets. We are currently implementing the following approaches in our Copenhagen office and aim to do so in all of our offices globally within the next two years.

Tools:

- Further implement a digital toolbox with low-resolution simulation tools to assist design teams during the design process. This includes sunlight, shadow, solar radiation, daylight, and more.
- We will continue to build and test our internal Life Cycle Assessment tool in our Copenhagen office, aiming to expand the use of the tool to our NYC office in 2025. Over the next year our goal is to be able to do this in all offices, and for all projects to be assessed for GWP in the concept stage, ultimately laying the groundwork at the beginning of the project and ensuring the project's success in future phases of work. We understand that the LCA tool is only successful if its potential is fully understood and realized by its users.
- Simulation software development (e.g. Energy shoebox models, daylight autonomy etc.)
- Further develop our material library, which is focused on biobased and non-toxic materials low on CO2eq emissions.

Methods:

- Analyzing the structure of our design process and our design teams, including the involvement of different specialists and how they contribute to our projects.

Processes and skill sets:

- We will continue to staff and educate Sustainability Leads on our design teams to be responsible for meeting the sustainability ambitions for the individual projects.
- We will continue to educate our design teams in using the various digital tools and the importance of general sustainable knowledge and metrics. BIG Sustainability will implement tutorials on materials knowledge, as well as general knowledge on sustainable design accessible for all BIGsters as part of our internal BIG School program.
- When implementing the BIG LCA tool on concept projects, we will use the project-specific weekly update PDF to track the GWP performance in relation to the design development.
- Our hiring practices reflect the sustainable goals that we have outlined.

BIG HQ, Copenhagen, Denmark ↑
 National Juneteenth Museum, Fort Worth, USA →

COMMITMENT TO LIFECYCLE ANALYSIS

To assess the CO2eq contribution of our buildings we are continually fine-tuning our own Life Cycle Analysis (LCA) tool to assess our projects over a 50-year period based on three EN15878 standard principles:

1. The material use of the built building (this is A1-A3 stages)
2. The building in use: where energy usages are considered, life span of building materials and maintenance (B4 & B6)
3. And lastly the end of life of the building and it's materials (C3, C4)

When we look at the life cycle assessments from the built building A1-A3 stages, the biggest CO2eq impact is the structure. Working closely with our in-house structural engineers in the early design phases to build with low carbon emitting structures or to reuse existing structures is important. When we look at the building in use B6 stages, energy usages are the major contributors to

CO2eq emissions. Here we have our own in-house energy engineer that helps assess projects in early concept, so that we use less energy, translated into well insulated walls and optimally orientated buildings, as well as an energy strategy tailored to the site where we are building.

We investigate energy usage and depending on the site, how much of it can come from renewable energy sources instead of non-renewable sources. We assess buildings over a 50-year period, however, in the best-case scenario the building is not standing for 50 years, but much longer, which is one of the reasons why energy performance is vital.

When we assess the building from a usage perspective the following is important: flexibility and adaptability (structural systems that allows for many different usages (slap/column grid), buildings made of materials with a long-life span (less material use), and buildings that are maintainable, with low materials usages. In the end-of life scenario C1-C3 and D stages, it is important that the building materials are recyclable or reusable, so that they do not contribute to pollution but can be included directly within a new product system.





With the Paris Agreement from 2015, the goal is to limit global average temperature to well below 2°C and pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels. Achieving this goal will require greenhouse gas emissions to be halved in less than ten years. At the same time, the world must halt the loss of biodiversity and protect precious natural environments.

These are the two key objectives for the Norwegian furniture manufacturer, Vestre, to create green growth: creating economic growth by managing the world's natural resources in a sustainable way. They aim to strengthen the long-awaited green shift in the manufacturing industry, by building the world's most environmentally friendly furniture factory in Norway.

In 2022, BIG realized this ambition by celebrating the opening of the world's most sustainable furniture factory, The Plus, dedicated to the high-end fabrication of urban and social furniture in the heart of the Norwegian forest. Not only is the production inside the factory but also the building itself set to be an example of CO2eq and waste reduction to ensure a long living, flexible and profitable production facility - open and friendly for everyone interested in sustainable furniture manufacturing, landscape design and architecture. The 6.500 m2 factory located in the woods is a new landmark and the evidence that industrial production can be environment-friendly and profitable in a high-cost country like Norway.

The Plus has achieved the very highest environmental rating, BREEAM Outstanding, meeting the goals of the Paris Agreement. The Plus generates 50% less greenhouse gas emissions than a conventional factory, going beyond the goal of cutting greenhouse gas

emissions by 40 % by 2030. This is only possible due to carefully choosing all materials by their environmental impact - the building shell meets Passive House Standards, and the load-bearing structure is constructed from local, solid wood, as well as low-carbon concrete and recycled reinforcing steel. In addition, a combination of fossil-free and emission-free machines will be used at the construction site. The Plus is designed to inspire manufacturers to become global innovators, strengthening the development of global sustainable practices and responsible production.

The Plus factory in Oslo has from the very beginning been the ambition to design a project with a low environmental impact. LCA methods have been applied from the very early stage enabling an informed and integrated design process. Carefully designing for low GWP (Global Warming Potential) through material selection, operational performance, and end of life scenarios. Using a large amount of nontoxic, biobased materials low on greenhouse gas emissions, the project shows a new direction for factory buildings worldwide. The natural materials are drawn into the building represented in a CLT construction and wooden interior walls. The façade is covered with charred wood, which is an old well recognized technique, that without any chemicals, secures long lifespan with no maintenance needed. The Plus' Global Warming Potential (GWP) result as built is 6.5 kg CO2eq./m2/year.



Over 8 billion humans live on Earth and depend on its biosphere and natural resources for their survival. While the subject of climate change has reached peak awareness politically, there seems to be an absence of concrete proposals for how to address the problem on a global scale. Rather than the cacophony of reports and speeches, partial goals, and limited regulation that characterize the current efforts, we believe that a master plan for our entire planet would help create a tangible, actionable, executable plan —pragmatic in its principles, utopian in its ambition.

To do this, we approach the planet in the same manner as we would approach a planning or architectural project of any scale. We carefully identify the problem and opportunities, research the possible technological solutions, explore and benchmark multiple options of intervention, quantify the means and scope of work, resolve the basic planning implications, visualize the impact, break down the steps needed for realization, and propose a phasing and financing model. Our objective is to create a manual that can be intuitively understood and implemented by various user groups in diverse industries to support the sustainability ambitions of our world and future wellbeing.

Plan for Planet aims to address the fundamental challenges of energy, transport, industry, biodiversity, resources, pollution, water, food, and prosperous living conditions for a world with up to 10 billion inhabitants. The purpose of the project is to present an overview of what it would be needed to cut the net emission of greenhouse gasses significantly, and to get an idea of the practical implications of the ideal - a 100 percent sustainable human presence on planet Earth. This initiative is our approach to thinking bigger and connecting the sustainable ambitions of our built environment from the small to the planetary scale.

↑ Plan for Planet

↖ The Plus, Magnor, Norway

ENVIRONMENT: DYMAK HQ



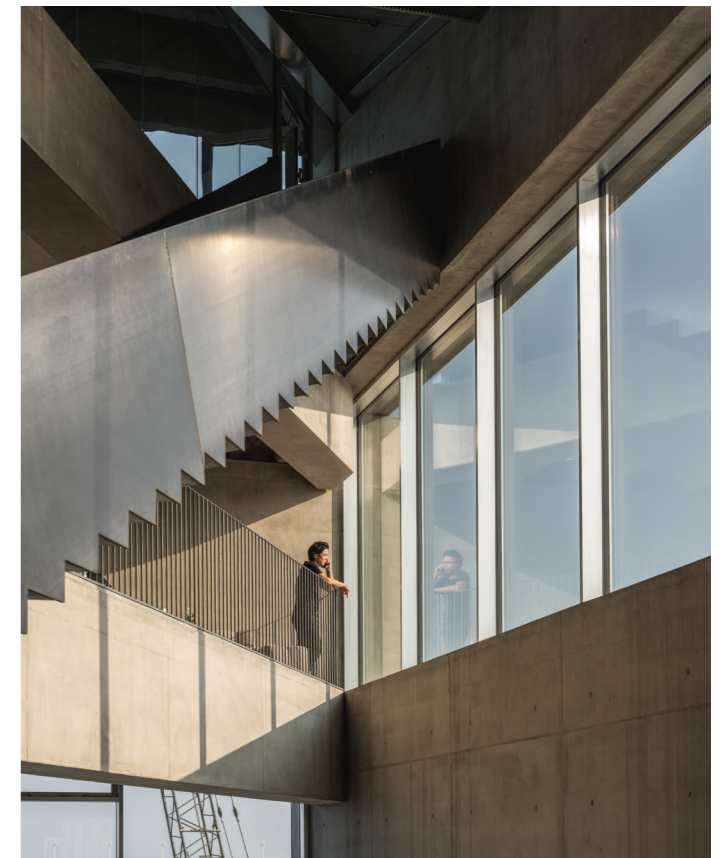
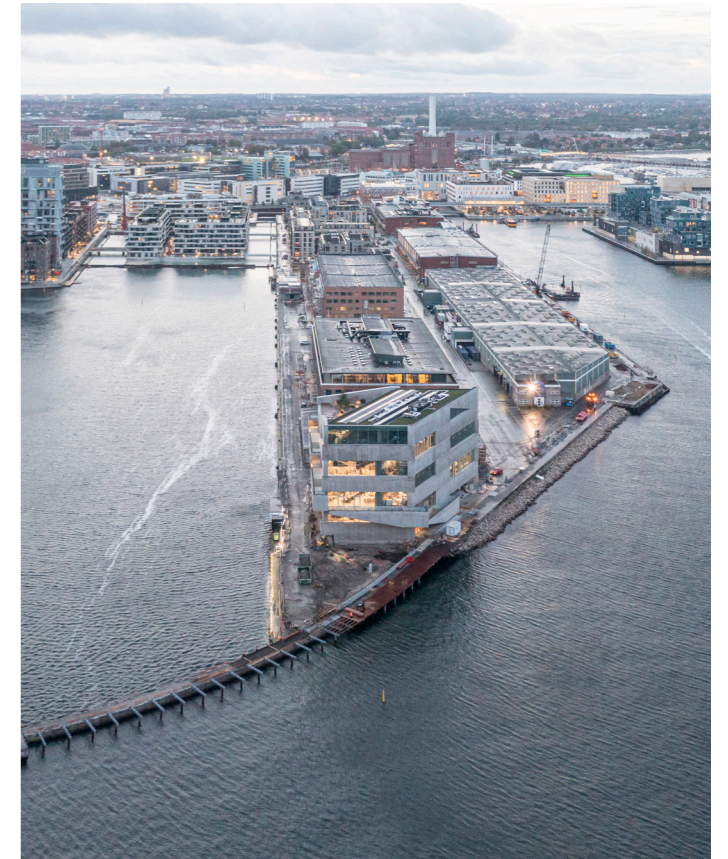
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

New Danish Building Regulations were introduced 1st of January 2023 with the aim of reducing emission of greenhouse gases by 70 % in 2030 compared to the level in 1990. The strategy introduces a limit value in the building regulations for climate impact for new construction over 1000 square meters from 2023, i.e. an actual requirement for the maximum CO₂eq discharge. The requirement can help to reduce the climate footprint of construction and the mature industry and builders to build more sustainably and promote climate-friendly solutions for construction. The current legislation includes a maximum limit value of 12 kg CO₂eq/m²/year. The DYMAK HQ, Global Warming Potential in DD is 10.5 kg CO₂eq./m²/year and therefore below the target.

DYMAK HQ, Odense, Denmark ↑

ENVIRONMENT: BIG HQ

Designed in 2017 and set to complete in the Summer of 2024, BIG's new headquarter building is carefully designed as a high-performance synergy of interlocking passive and mechanical systems. The building will be approximately 60% self-sufficient in energy production for operations. A well-insulated compact building shape will use the heavy mass of the building as a thermal battery for storing energy. Photovoltaics on the roof power the heat pump connected to 200 energy piles underneath the building, utilizing the energy stored underground for cooling and heating. A perfect combination of mechanical and natural ventilation enables a comfortable indoor climate with minimal operational cost. A collaboration with LM Byg and Aalborg Portland furthermore offered us the opportunity to test and develop Uni-Green concrete, a type of concrete with FutureCem cement, for the building. FutureCem is a new cement type which has a CO₂ reduction of approx. 25 % compared to Rapid cement as the CO₂-loading cement clinker is replaced with calcined clay and lime filler. BIG HQ's Global Warming Potential (GWP) result as built is 11.3 kg CO₂eq./m²/year.



→ BIG HQ, Copenhagen, Denmark

ENVIRONMENT



GOOGLE HQ, Bayview, USA



GOOGLE KINGS CROSS, London, UK



THE HEIGHTS, Arlington, US



SUITSUPPLY HQ, Amsterdam, NL



MUSÉE ATELIER AUDEMARS PIGUET, Le Brassus, CH



OMNITURM, Frankfurt, Germany



VANCOUVER HOUSE, Vancouver, CA



OAKLAND A'S STADIUM, Oakland, US



SHENZHEN ENERGY MANSION HQ, Shenzhen, CN

CERTIFICATIONS

We have completed or are currently building projects with certifications in LEED, Green Mark, Minergie, DGNB, BREEAM NO, HQE, Estidama, and Passive House Standards. Current projects that have received or are seeking LEED certification include among others Shenzhen International Energy Mansion in China (Gold), two residential towers, The Grove at Grand Bay, in Miami (Gold), Omniturm Tower in Frankfurt (Platinum), Google Charleston East Headquarters (Platinum), the Heights School in Arlington (Gold), Telus Sky Tower in Calgary (Platinum), the Vancouver House tower in Vancouver (Platinum) and an office building in Philadelphia (Gold).

To name a selection of projects achieving other certifications: King's Cross Google Headquarters in London (BREEAM Excellent & LEED Gold), The Plus factory in Oslo (BREEAM Outstanding), BIG Headquarter in Copenhagen (DGNB Gold), and Audemars Piguet Museum in Le Brassus (Minergie). Our designs have received sustainability awards including the Scandinavian Green Roof Award for our 8 House residential development in Copenhagen. For the BIG U, our design received the 2015 AIA National Honor Award for Regional and Urban Design, 2015 APA National Planning Excellence Award for Urban Design, the 2015 Bronze Holcim Award for Sustainable Construction, and many others. The Superkilen Masterplan in Denmark has been recognized by the Aga Khan Award for Architecture and also received the International Civic Trust Award.

OFFICE CARBON FOOTPRINT

On the smallest of scales and on a daily basis, BIG follows the “reduce, reuse and recycle” principles in the office. Our efforts to reduce the overall carbon footprint as a company are continuing and highly prioritized.

In line with this mission, we have implemented systems to reduce waste, increase recycling, and introduced meat-free lunch twice a week. One other significant initiative we have undertaken is composting food waste, which will play a vital role in our ESG reporting in the coming years.

To support recycling, we have designed a comprehensive system for effectively separating food waste from normal waste. By implementing clear guidelines and providing dedicated containers, we encourage our employees and visitors to actively participate in waste separation. This system not only helps divert food waste from landfills but also enables efficient recycling and composting processes.

Furthermore, we have taken the lead in integrating a waste recycling system within our office building. We have established a strong connection between the municipality, and other tenants to ensure effective waste management practices.

Monitoring our CO2 emissions as they relate to office operations is an important aspect of our sustainability strategy moving forward. As we have begun to compost food waste, we have started to track and measure the reduction in our Copenhagen office's carbon footprint.

Further, when building architecture models, we save material by optimizing the space on a block of foam or wood and we reuse leftover material whenever possible. Leftover material that cannot be reused is systematically recycled according to type—wood, paper, foam, plexi, and other plastics. We are continuing to use Polyactic Acid (PLA) as a primary material for all our 3D printing. PLA is a renewable corn sugar-based biodegradable plastic. We are always striving to find greener alternatives for all products and materials that we use in our office, and our dedicated workshop team are educating our staff on best practices to ensure that materials are recycled and reused to our best abilities office wide.

Finally, BIG holds a strategic partnership with Goodwings, which is a 2-in-1 travel and ESG solution that helps BIG track and reduce our business travel emissions. Travel is a necessary part of the industry we work in, and we are often required to be physically present for competitions, client meetings and other activities that are part of developing our business. Goodwings makes it possible for us to reduce the environmental impact of our hotel stays by investing in climate initiatives such as biofuel and removal offsets on our company's behalf.

In 2023, Goodwings helped us offsetting 172 tCO2e via Verra and its reforestation projects in Cerro Largo and Treinta y Tres, Uruguay. The projects span areas previously over-grazed by livestock, now being turned into major forests.

SOCIAL





INTRODUCTION

Reporting on the social aspect of BIG’s practice is twofold. Firstly, it is critical to our work to be able to attract, retain and ensure the well-being of our creative talent from around the world. Without this effort, our projects are not as successful nor are we able to have the positive impact on the world that we strive for.

Secondly, when BIG is approached with a potential project we ask ourselves, is this a project, typology, site etc. that we believe we will be able to contribute positively to? Will we be able to provide designs that will benefit the end-users and the wider community? It is a fundamental part of our approach and our belief that the way to have a positive impact in the world and on the built environment is to engage in designing the world that we would like to live in. That means also accepting the challenges that are posed by the political, financial, and cultural systems and infrastructure that currently exist in some of the locations where we are active.

The merits of our engagement reside in the projects that are realized and the positive impact that these have had and continue to have on the communities in which they are built. At the end of the day our mandate is as designers, city builders, architects, landscapers and engineers. That is our path to affecting the lives of end-users and so this is the path that we engage on.

RISK & ISSUES

We believe that a company that does not uphold labor rights, nor maintains a safe workplace, is at great risk of losing the talent necessary for that company’s survival.

Further, on many of our global projects, it is challenging to have a full understanding of the supply chain of a project from concept to completion. Although subconsultants collaborating on BIG projects are chosen based on their expertise and same values and standard of human rights protection, the subcontractors and material production is challenging for an architect to have precise knowledge of.

APPROACH

BIG’s greatest asset is our people. At BIG, we take employee well-being, development, and engagement as seriously as we do architectural design. We adhere to the Global Compact’s principles relating to labor rights.

In our practice, we follow the guidelines provided by the Danish Association of Architectural Companies (Danske Ark). These provide instructions in how to exercise due diligence in all phases of design and construction. BIG deliberately declines invitations to engage in projects or collaborations when our assessment of a country, region, or organization proves that our involvement will potentially contribute to supporting violation of internationally proclaimed human rights. When our internal screenings do not provide sufficient information to decide whether to engage in a project or not, we consult with the Danish General Consulates around the world.

FUTURE GOALS AND ACTIVITIES

Our ongoing goal is to ensure the health, well-being, and development of our employees. We continue to encourage feedback from all employees and aim to better integrate employees into the countries in which they are working as we branch out from our home base in Copenhagen into the rest of the world.

There are several feedback mechanisms we have installed to ensure we capture feedback from employees on their engagement and well-being—ranging from quantitative surveys, onboarding evaluation conversations with each individual two and a half months after startup- and exit interviews. They allow us to constantly evaluate if there are any employee engagement issues we need to address. Also, we have an additional, voluntary opportunity for employees to have focused input on how to strengthen skills. In the past year we implemented an upward feedback loop to allow managers to receive feedback from their employees as well. This process ensures that managers are getting the support and knowledge they need in order to successfully lead their teams, and that employees feel their needs and concerns are heard by their managers.

The feedback mechanisms in place at BIG work in tandem with the Diversity, Equity, and Inclusion Committee, created to ensure that all employees receive fair, equitable and equal treatment at BIG. The feedback mechanisms at BIG allow employees to openly voice their concerns about diversity, equity, and inclusion in the workplace.

An important part of the workforce at BIG are student interns, as it is common practice to spend six to eighteen months during the training to become an architect or construction architect. This group has a formalized forum where it can meet during working hours. We have also established an intern evaluation system, which allows interns to discover their strengths and weaknesses following the completion of projects as part of their architectural education.

We have spent our time and resources during 2023 on strengthening the social fabric of our practice, starting with several new social and educational events. In addition to more informal events such as construction site visits, parties and Friday celebrations, we will continue to organize a variety of BIG Learn and BIG Schools where new employees have the opportunity to be exposed to our design thinking, visions, and mission.

In 2021, we founded a global Diversity, Equity and Inclusion Committee, tasked with bringing more of all three to BIG. In 2023 and beyond, we seek to act on the six DEI Pillars as identified by the Committee and we are already seeing positive effects of this effort. In addition, BIG continues to employ aspiring students from countries around the world to enable people from various cultures, backgrounds and experiences to work together, learn from each other, and respect the universal rights we strive to uphold.

As we select our clients, our projects, and the regions in which we work, we carefully consider the positions prospective clients take relative to human rights and most importantly, how the project itself will impact on the community it will be located in. In countries and projects, where violation of human rights is more likely to happen than in our core markets, the responsible Partner, project leader and other key staff members are educated in our policy. In 2023, we have continued updating and evaluating our vetting procedures and practices in order to act proactively and globally aligned, as well as to develop a protocol which outline a course of action in the unfortunate case that we should discover that any stakeholder does not work to protect human rights proclaimed by the United Nations. In 2023, we have not been made aware of any breaches of human rights on our projects.



↖ BIG NYC office, USA

→ BIG BCN office, Spain

OUR LABOR RIGHTS POLICY

The Global Compact’s principles relating to labor rights are interpreted literally and so followed. BIG opposes any form of forced and compulsory labor, condemns child labor practices, effectively recognizes the right to collective bargaining, and does not practice discrimination. BIG upholds labor rights principles and respects the rights of employees in the countries where we work.

The larger we grow as a company, the more we strive to create a workplace that encourages input, dialogue, interaction, and collaboration across the network of relations of BIG’s flat hierarchy. We believe it is a prerequisite for both our creative processes as well as our project delivery methodology that everybody knows that they can speak their mind and that their opinion counts. All BIG employees, regardless of position held or field of expertise, are given a voice—a voice that is heard and valued.



NO FORCED LABOR

There is neither forced nor compulsory labor at BIG, and we do not condone or tolerate this within our own office or in the offices of our collaborators. Should any managing partner be informed that employees are forced to work, the situation will be swiftly resolved. We do not accept policies of companies, clients, colleagues, or collaborators that employ forced labor. In countries where this could be an issue, and where we are able to influence the construction process, forced labor of any kind will not be tolerated whether the collaborators are from the private or public sector.

ABOLITION OF CHILD LABOR

BIG is not involved in any projects that make use of child labor, nor will we ever be. BIG will never tolerate child labor and will always support all efforts to abolish this practice.

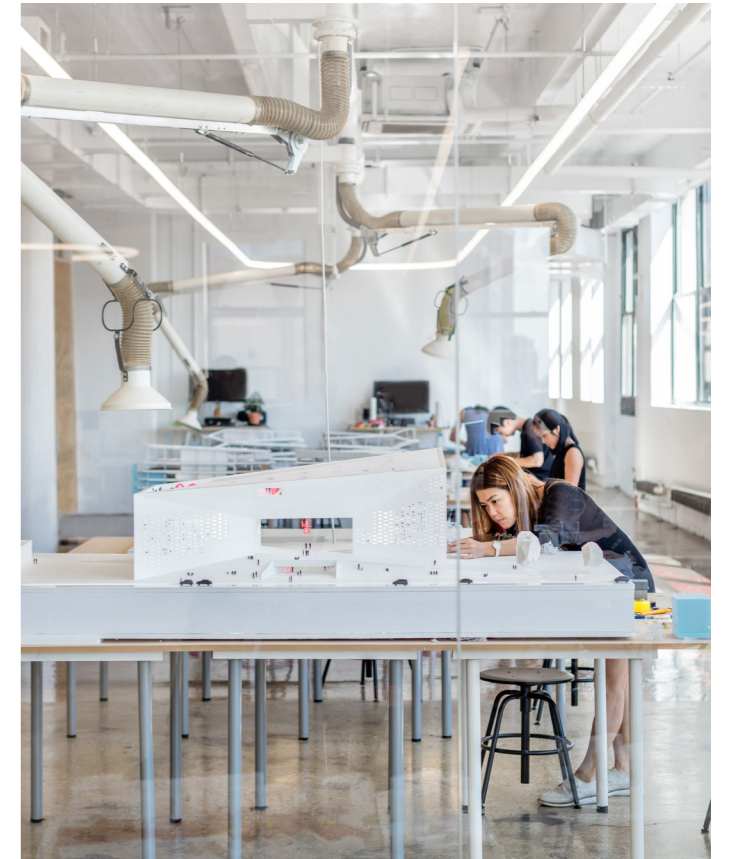
WORKPLACE SAFETY

As an architecture studio, BIG maintains workshops fully equipped with the most advanced laser cutters, wood cutters, and tools and materials necessary to produce architectural models, in addition to the facilities of an average office. Thus, we have strict guidelines for use of the model workshops and take extreme precautions to ensure the safety of anyone handling said tools and machinery. Our employees are given a workshop orientation with the workshop manager, covering basic safety guidelines and proper workshop protocol to ensure the workshop is a safe place to work for all. Proper ventilation is provided for the spray painting and foam cutting areas. The office’s first aid supplies are kept on an easily accessible and clearly visible shelf and are regularly checked and restocked.

EMPLOYEE ENGAGEMENT

BIG has a well-established Health and Safety Committee that oversees the safety and health of all employees. BIG also conducts workplace assessments regularly and since 2017 the focus on the psycho-social and engagement-related matters has been expanded. In 2022, two anonymous hotlines were further developed and promoted internally by HR. One being the ‘Ethics hotline’ to which any observations related to potential breaches of law can be directed, and the other ‘People hotline’ being a hotline concerning work environment and anything else employees would like to flag for BIG’s HR team.

BIG has instituted a number of activities to support the health of our employees, such as a healthy company-subsidized lunch, discount deals for employees at gyms and fitness-centers, and company subsidized participation in sports events.



↑ BIG NYC office, Model Workshop

← BIG NYC office, USA

SOCIAL

BIG is committed to offering growth and learning opportunities across all offices. Hence, we have established BIG LEARN - an umbrella of various initiatives that support this development. In 2020, we established BIG ACADEMY, an internal education program, that offers courses in project leadership and management, BIM, Computational Design, Tech, Sustainable Architecture and the UN SDG's. Additionally, we offer an in-house lecture series, BIG PICTURE, inviting external, inspirational speakers to present at our offices, as well as BIG SCHOOL, where BIG employees are invited to share their own expertise in monthly presentations and training sessions available to all employees. BIG also supports staff with a \$250 continuing education fund per employee which can be used towards memberships, certifications, or outside courses. With these initiatives we aim to give our employees the opportunity to grow their skillset and develop unique competencies.

BIG participates in the Global Goals World Cup, a sports and advocacy game geared towards forwarding the UN Sustainable Development Goals by 2030. With past games having been conducted in Copenhagen & Nairobi, representatives of BIG NYC took part in the finals in New York in 2017. The game was opened by Her Royal Highness Crown princess Mary of Denmark and was refereed by UNDP Goodwill ambassador Nikolaj Coster-Waldau & Nobel Peace Prize nominee Victor Ochen.

Finally, BIG has always offered profit sharing as a means to ensure that when the company is doing well, all employees—from kitchen and reception to the Executive's office—are recognized for their contribution and receive their share.

BIG Schools organized and taught by BIGsters in different fields ↓

DEI Steering Committee ↘



DIVERSITY, EQUITY AND INCLUSION

Our mission is to respond to the world's greatest challenges with designs that give form to a future that accounts for and benefits us all. A diverse and inclusive workplace is instrumental in delivering these thought provoking and groundbreaking designs. We do not have all the answers, but we are committed to listening, learning and collectively working towards a world where we are all equally heard and respected.

BIG upholds this principle by choosing to not practice discrimination of any kind. All employees are chosen on their talents and skills alone, as well as the requirements for the project. Diversity has been part of our DNA since BIG's foundation. A multitude of cultures and backgrounds creates a new point of reference which leads to amazing insights. At BIG, we celebrate and support diversity because it makes our team, work, and the built environment better. We are proud to be an equal opportunity workplace and take affirmative action to employ equally regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, or Veteran status.

As BIG employs nearly 30 nationalities, we have a particular focus on ensuring that all feel treated with respect and are included in the workplace. This comes naturally due to the diversity of the workforce. English is our official language in the office to establish equal terms for all teams to work on. The above-mentioned employee representatives come from all parts of the world (India, U.S, Denmark, China, France etc.). We have national diversity at all managerial levels and report on this internally on an annual basis. We treat gender equality with the same focus and strive to have a gender distribution at all managerial levels.

In response to ongoing racial inequality in the world, BIG implemented a Diversity, Equity, and Inclusion (DEI) Committee to ensure that all employees at BIG feel safe, heard, and that they can succeed at BIG in equal part to their peers. This task force was assisted by employees voluntarily as well. The first goal of the DEI Committee was to have a thorough understanding of BIG's existing practices and protocols to ensure an equitable and equal work environment, as well as the success of these practices and protocols.



Linus Saavedra



Kai-Uwe Bergmann



Daria Pahhota



Isabella Martoculli



Sheela Sogaard



Douglass Alligood



Anne Ryan



Daniel Sundlin

SOCIAL

BIG's philosophy of an inclusive and proactive design process extends to how we assemble our project teams; BIG regularly works with consultants from various fields, such as civil engineering, landscape, and historic preservation, who are registered as disadvantaged business enterprises. These include Minority- or Woman-Owned Business Enterprises (M/WBE), Local Disadvantaged Business Enterprises (LDBE), Veteran-Owned Small Businesses (VSOB), and other such classifications. BIG supports the goals of Requests for Qualifications/Proposals and offers to include disadvantaged enterprises, and, as a respondent to these RFQ/PQ's, BIG composes teams to meet and even exceed these goals. One example is the pursuit of an academic project in Virginia, USA, where we put together a team comprising 50% Small, Women-owned, and Minority-owned Business (SWaM) certified consultants.

Buildings are never stand-alone entities. Instead, they are part of a larger network, a campus tied together by rich public spaces and the complex urban context. As such, we involve and engage our clients, the community, future users, and any other experts and stakeholders early in the design process, to broaden our own understanding of a project through their input, which directly impacts our examination and analysis.

By working internationally, BIG has a unique opportunity and responsibility to try to affect change throughout the world and break down socio-economic barriers across borders. While some companies refuse to work in certain countries for political reasons, we believe our work in e.g. the Middle East can have a positive impact in helping establish a new social infrastructure for the local community by translating our beliefs and principles into the architecture that ultimately shapes society. Across all our projects, we challenge clients, subvert programs, and shift typologies in an effort to create a more equitable environment for all.

To support our employees as they build families, BIG New York is part of the Pledge Parental Leave initiative, which educates, helps, and empowers companies in the creative industry to offer a set of guaranteed parental leave benefits for new parents, regardless of gender, adoption, fostering, or birth. For a company to meet the requirements, they must offer a minimum of 12 weeks fully paid leave and 12 weeks of uninterrupted medical benefit coverage to the primary caregiver, in addition to guaranteeing their job security for six months, should they opt for extra time off to spend with their child. Companies also pledge to publish their policies both internally and publicly.



HOW DOES BIG ADDRESS THE GENDER PAY GAP?

Inequity in pay is addressed on three levels at BIG. We conduct regular salary calibrations every year, which lead to salary adjustments. We ensure internal equality by calibrating employees on similar seniority levels with similar roles in the office. Secondly, we have introduced profit sharing at BIG. Provided BIG has delivered a result above a certain level, every employee at BIG gets a percentage of their salary depending on management level. The third level is ensuring that we have easy access to accurate data every year. This allows us to annually map whether salary adjustments are fairly distributed and whether we have managed to close any potential gaps.

As architects, it is critical to be able to build a better future for us all. Without providing an equal and equitable work environment, a company will be unable to maintain a safe environment for their employees, and therefore will be unable to retain the talent they need to succeed in various markets and with clients.

In 2023, 42% of the workforce at BIG' Copenhagen office are women, while the number is 45% globally. The percentage of female Associates and Directors make up 33% in Copenhagen, and 37% globally. Women in BIG's Partner group count 33% in Copenhagen and 17% globally, and of the External board members, classifying as the top management, 0% are women. In 2023, we were unsuccessful in recruiting female board members and had to revise our original goal of recruiting two female board members by 2024, as the year ended collaboration with the one female member on the board. Our current goal is to recruit two female members by 2026. We expect to welcome one female member to the board in 2024 and to follow up with a second in 2025.



← High school interns from the CAE Career Development Program visit BIG NYC

→ BIG team in the Shenzhen office, China



In 2024, we are continuing our efforts with the Diversity, Equity, and Inclusion Committee by following through on the goals that we established last year. Associates and Directors, classifying as other management in Copenhagen, includes 30 individuals, 33% of whom identify as women. We aim to increase the inclusion of women to 40% of our leadership, and the number of BIPOC individuals to 25% by 2025. We have outlined six pillars to achieve this:

- **Employing:** We continue to offer equal opportunity at all levels and are committed to doing our part to steer the profession onto a more progressive path starting with equitable hiring practices.
- **Developing:** We seek to empower and enable our colleagues to reach their fullest talent, skill and intelligence guided by principles of inclusion and equity.
- **Collaborating:** We will find more equitable design opportunities and partner with long overlooked minority and women owned collaborators.

- **Designing:** Through our work we will continue the long-standing commitment to inclusive design focusing in equal measures and quantities on impactful projects that consider all genders, ages, abilities or disabilities, sexual orientations, ethnicities, and races.
- **Communicating:** At BIG we will continue to provide an inclusive work environment where we continuously learn from one another and where everyone who joins our journey is listened to and treated with respect.
- **Giving:** Beyond BIG, we will invest in the communities we call home through local schools and community programs to ensure that the world we are designing for is more just and humane.

BIG Copenhagen

	2021			2022			2023			2024			2025		
	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%	Total	Women	%
Executive Board	7	2	28	7	2	28	7	2	28	6	2	33	7	3	40
Other Management	28	8	29	37	11	30	39	13	33			37			40
Total Workforce	270	118	44	315	140	44	370	156	42						

REDUCE INEQUALITY

We are committed to finding unique ways in which our projects can benefit underserved communities. In Cambodia, we worked on the CCF Institute, a pro-bono project to provide educational, healthcare and community development opportunities for 250 girls living in extreme poverty. The CCF Institute for Girls will ensure that these girls, and future generations of Cambodian girls, are given the resources to be successful in Cambodia's economic developments. The quality and breadth of education provided will mean CCF's girls can enter society as competent, confident leaders who will not only have the opportunity to engage in, but also have the capacity to positively influence, their country's development and that of the region.

Since 2014, we have been collaborating with World Housing to build a new home in Phnom Penh for every unit of housing of the Vancouver House. This partnership with Westbank and World House—a one-for-one commitment—is the first of its kind to World Housing by a developer. To date, we have helped build 320 homes out of a total of 375, forming 24 communities and housing 1,500 people, and a projected 375 additional people by completion. With 100 new units of affordable housing built each year, to date we have developed over 200 affordable housing units in NYC alone. In projects including VIA 57 West in New York City and The Smile in Harlem, 20% of units are designated for affordable housing.



↖ Superkilen, Copenhagen, Denmark

→ CCF Institut for Girls, Phnom Penh, Cambodia



In Copenhagen, we fulfilled our “Homes for All” mission for non-profit social housing association Lejerbo. The building offers 66 new homes to low-income citizens featuring unprecedented 3.5m ceilings, generous floor-to-ceiling windows and outdoor terraces, realized on a strict budget.

The residential building, Vejlevej, in Denmark, includes a total amount of 64 homes divided between 22 private, 31 affordable housing and 11 nursing homes, creating a new community. In 2022, we submitted a concept for The Bailey-Holt House in NYC, which will provide 74 studio units and affordable housing for formerly homeless individuals with HIV/AIDS.

Lastly, we are currently undertaking a pro-bono effort to design 3D printed community center for a 500 affordable home community in Tabasco, the third-poorest state in Mexico.

Dortheavej ↖
Copenhagen, Denmark
Copenhill, Copenhagen, ↗
Denmark

In 2019, the celebrated BIG-designed Copenhill in Copenhagen opened its doors to the public. A combined waste-to-energy facility and urban park, the plant is the first of its kind—economically, environmentally, and socially profitable. Not only is it the cleanest waste-to-energy plant in the world, but also a recreational destination for everyone from Olympic skiers to locals looking to hit the slopes, climb the tallest rock wall in the world, hike, mountain bike, or enjoy views of Copenhagen. The project is our most blatant manifestation of social infrastructure: a piece of public utility that opens with positive social and environmental side effects from day one. CopenHill converts 440,000 tons of waste annually into enough clean energy to deliver electricity and district heating for 150,000 homes, producing 25% more energy than the original plant from the same amount of waste. Copenhill harvests local resources, rainwater, daylight and natural airflows. The 10,000 m2 green roof includes 400 plant species, addresses the challenging micro-climate of an 85m high park, rewilds a biodiverse landscape and adds social spaces for all species, not just humans.

“BIG takes the industrial architectural typology and transforms it... offering a new breed of waste-to-energy plant.”

MIPIM Future Award Jury

As a new typology, CopenHill is a great example of hedonistic sustainability. It goes beyond being only environmentally profitable, by adding a new urban space for citizens and becoming the bedrock of the social life in the city. Hence, the plant has stimulated many conversations around sustainability. In its opening week, Copenhill hosted C40 Cities sustainability talks, and became an important part of the Copenhagen Mayor’s commitment to achieving carbon neutrality for Copenhagen. The power plant has become an international landmark for visits from global leaders including Michael Bloomberg and Greta Thunberg.



SOCIAL: THE BIG U



By 2050, 90% of the world's largest cities will be exposed to rising seas. The vast majority of coastal cities will be impacted by coastal erosion and flooding, displacing millions of people, while destroying homes and infrastructure. With the construction of the BIG U masterplan in NYC, we have developed resilient and sustainable toolkits paired with technological innovations for vulnerable coastal cities from San Francisco to Penang, Malaysia.

As urban centers around the country turn away from highly trafficked ports and degraded shorelines back towards the kind of harbor life that founded them, these projects represent a new vision of a balanced habitat for a wide range of human, plant, and animal communities. New York City took an unprecedented step in being the first major city to tie its sustainability and resilience plan reporting to the UN Sustainable Development Goals and we are very proud to have taken on a significant role in this series of initiatives.

The Big U is a protective system that encircles Manhattan, responding to the needs and concerns of the island's diverse communities. Stretching from West 57th Street south to The Battery and up to East 42nd Street,

the Big U protects 10 continuous miles of low-lying geography that comprises an incredibly dense, vibrant, and vulnerable urban area.

The ESCR project is the first of these compartments to advance from the Big U concept and spans 2.5 miles of Manhattan's east side, and broke ground in 2020. BIG is also designing Penang South Islands to transform Penang into a sustainable, global destination by providing the area of approximately 4,6 km of public beaches, 600 acres of parks and 25 km waterfront. BIG's design is centered around biodiversity using development to increase the green space, plant and animal species, and overall health and well-being of the environment. The project includes 4,500 acres across three islands off the coast of Malaysia, that integrates localized water resources, renewable energy and waste management, tied altogether in a human-made ecosystem.

In collaboration with the UN-Habitat and Oceanix, BIG reached an agreement with the city of Busan in South Korea, to build the world's first floating metropolis. The project could be completed as soon as 2025 and would help provide a blueprint for coastal cities looking to combat climate change.

SOCIAL: PROJECT OLYMPUS

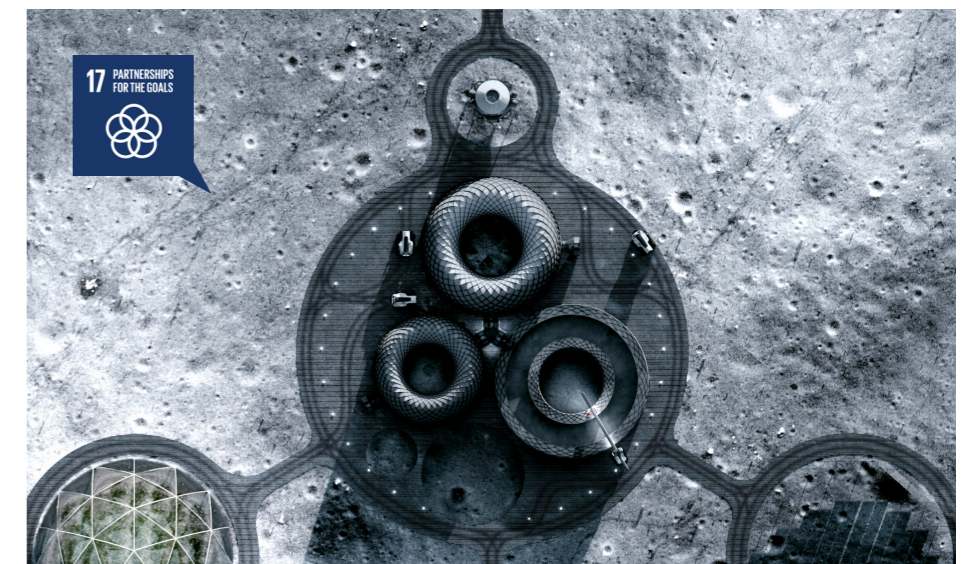
As we strive to design the best solutions to the world's most challenging problems, we are currently experimenting with technologies, robotics, 3D printing and AI. These technologies will be the future of construction as they increase productivity, reduce costs, and allow new design opportunities for optimizing the performance of buildings.

"I have seen hundreds or thousands of presentations about space architecture and work on the Moon, and this is the best I have ever seen."

Mark McDonald,
NASA Chief Architect

One of our most significant partnerships is the collaboration with ICON, a developer of advanced construction technologies that help humanity by using 3D printing robotics, software and advanced materials. They have used these technologies to 3D print social housing since 2018.

We have extended our partnership with ICON and teamed up with SEArch+ (Space Exploration Architecture) to work with NASA on beginning research and development of a space-based construction system that could support future exploration of the Moon. As part of NASA's Artemis program, we are designing Project Olympus, a sustainable lunar habitat that will be the first human foray into extra-terrestrial construction with robust structures that provide better thermal, radiation, and micrometeorite protection than metal or inflatable habitats can offer. The construction system includes a 3D-printed structure using local materials found on the moon's surface, which makes the design highly sustainable and reduces waste. In collaboration with NASA's Marshall Space Flight Center, our team will use a simulant of moon soil to investigate a 3D-printable robotic construction. Together with ICON, SEArch+ and NASA, the aim is to develop future building techniques that can be used for sustainable development both in Space and on Earth.



- Project Olympus, The Moon
- ↖ The BIG U, New York City, USA

GOVERNANCE





INTRODUCTION

Our work on anti-corruption, sanctions and export controls is about more than compliance; we see it as part of our commitment to responsible business conduct and business ethics. We are consistently improving our approach to business ethics to better navigate evolving market conditions and geopolitical tensions, which were dynamic and challenging in 2023. Our ambition is to continue implementing and enhancing our compliance programme to prevent, detect and correct behaviour that is not aligned with our core values and commit rules on business ethics.

Corruption is a key compliance risk and it is illegal. It undermines social and economic development, destabilizes the business environment and adds to the cost of doing business and participating in global trade. It is against our values and affects external confidence as well as company morale. Noncompliance with bribery and corruption law may lead to legal and reputational risks, extra costs, inefficiencies in our business, fines, imprisonment and debarment from markets.

BIG values transparency and does not tolerate any form of corruption. We are determined to maintain the highest standards of integrity and work ethics among our staff and across all areas of activity. We therefore maintain a zero-tolerance policy towards corruption in all its forms.

BIG HQ, Copenhagen, Denmark ↑

John Hopkins Student Center, Baltimore, USA →

RISKS & ISSUES

The construction industry's broad reach and impact is at great risk of supporting corruption globally. As architects we are aware of the possibility for corruption within the industry and do our best to make decisions with the knowledge that we have available to fight corruption in our work.

APPROACH

Externally, when submitting to Requests for Qualifications (RFQs) or Requests for Proposals (RFPs), we always inform the client if there is any potential conflict of interest and make sure that the collaborators on our team do so as well. When choosing projects to pursue, BIG also makes sure that our collaborators and clients are not involved in any activities that suggest corruption. We will not give or accept bribery in any form, and we will not use deception, trickery or breach of confidence to gain an unfair or dishonest advantage.

FUTURE GOALS AND ACTIVITIES

BIG upholds high standards to ensure we avoid conflicts of interest by informing our clients of any potential conflict prior to agreeing to perform work for them, or where a conflict may later arise, bringing these to the attention of our clients so they can be resolved as quickly as possible. We require our collaborators to uphold the same standards to avoid conflicts. In 2023, BIG has not experienced any cases of corruption nor bribery on our projects.

In 2024, we will continue to uphold these anti-corruption standards by ensuring our staff are educated on this issue, and by making our clients are aware of any conflicts of interest for us or our collaborators at all times while working with them. We also maintain policies and measures in relation to anti-bribery, to ensure we and our collaborators do not receive unfair or dishonest advantages in our work with clients.





RESPONSIBLE TAX

We manage and conduct our tax in accordance with local and general global tax principles. With branches and legal entities across the globe we contribute to the local economies by paying taxes where we do business.

We follow OECD guidelines on the transfer pricing area and collaborate with external consultants to ensure that we are compliant. According to Danish law we are reporting internal transactions and principles to the Tax Authorities on an annual basis.

INTRODUCTION

Personal data and data in general have a bigger impact on people and organizations than ever before. The data organizations collect, process, and stores has increased concurrently with the general digitalization of the world, which has put a focus on organizations and their employee's ability to handle data. BIG collects, keep and processes many types of data, and it is important for us that our employees and stakeholders have trust in our handling of this data.

RISKS & ISSUES

An adequate level of security is implemented in and around the technologies used to process data at all times. The security measures include technical as well as organizational measures, and the necessary level of security is determined on the basis of a risk assessment of the specific processing activity and the technology used to process the data.

Data at BIG is always processed in a way that ensures transparency, especially in cases where algorithms and automated processes are used for data processing. We also do a subsequent human review of the results when a data processing activity includes automated decision-making regarding decisions that can have significant impact.

In the processing of data and the design of the technologies used for data processing, we always seek to ensure that human rights are respected. For example, at BIG, we ensure that the processing of data or the use of technologies to process data is not biased, to eliminate risk of discrimination, marginalization or stigmatization of individuals. We are always working to stay compliant, with regular audits, maintaining certifications, and sharing tools and information to strengthen BIG's compliance.

POLICY

Our data ethics principles apply in all aspects of the purchase, implementation and process of technologies that use any kind of data. We strive to only use, collect, and process data necessary to fulfill the desired tasks in focus. It is always considered whether it is possible to achieve the same purpose by collecting anonymized data instead of personally identifiable data. The data processing must always comply with the applicable law, hence why BIG requires processing of personal data to act in accordance with the General Data Protection Regulation (GDPR).

Personal data is only processed for purposes that are proportionate, taking into account the individual's rights, including the right to privacy. Therefore, a proportionality assessment is always performed, before starting new treatment activities, or before implementing and / or designing technologies to process data, including in particular personal data. If the proportionality assessment shows that the treatment is not proportionate, the treatment activity must not be initiated. Technologies that are processing data, in particular personal data, must be designed to comply with BIG principles of data ethics as well as the principles described in GDPR. This includes, but not limits, the design that ensures correct and timely deletion of data in accordance with BIG retention policies for the data of subject. Data is processed consistent with the intentions of the issuing party, expectations and understanding.

↖ Skypark Business Center construction site, Findel, Luxembourg
→ BIG LA office, USA



BIG

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