

FIDIC SINGAPORE 2007

BIMS Case Study: Business Integrity in the COWI Group

Presented by
Tonny Jensen

Presentation of the COWI Group

Organisation: COWI A/S with 26 subsidiaries

No. of employees: 3800

Years of operation: 77

Consulting services: Engineering, Environmental Science and Economics; 40% of work outside Scandinavia

Business Integrity in the COWI Group

Documents:

- Code of Conduct
- Business Integrity Policy
- Corporate Practice on Business Integrity
- Cases and Dilemmas

Code of Conduct and Policy

Code of Conduct:

The COWI Group has adopted FIDIC's model Code of Conduct for consulting firms.

The Code of Conduct forms part of the corporate philosophy together with the mission and the values.

Business Integrity Policy:

Two short statements.

Business Integrity Policy

COWI wishes to maintain its impartiality and independence and contribute globally to a fair conduct of business, avoiding extraneous influence on selection, execution or compensation procedures.

We will not in our services or in any other activity, directly or indirectly accept bribery, extortion, fraud, collusion or any other undue business activity.

Corporate Practice on Business Integrity

This is a 13 page document setting up corporate practices to be adhered to by each member of the COWI Group and each employee.

The document focuses on:

- Gifts and entertainment costs
- Conflicts of interest
- Facilitation payment
- Selection of collaboration partners
- Proposals and consultancy agreements
- Good practice for providing consulting services
- Procurement
- Monitoring and auditing

Cases and dilemmas

This is a 14 page document containing 15 cases. Each situation is discussed to demonstrate what should be considered.

The purpose of the document is to guide the employees in the 'grey areas' where 'fixed rules' do not exist and where several aspects have to be taken into consideration to judge if an act is acceptable according to the Policy.

These cases are used in the training of the employees.

Business Integrity in the COWI Group

Thank you!