BERGEN INCLUSION CENTRE

Building Dignity Pilot project

Progress report 3 Mars 2021 – June 2023











About Bergen Inclusion Centre

Investment: Area : Completion: NOK 931 million 18 144 m² Spring 2024

Contractor : LAB Entreprenør AS Demolition contractor: Norsk Riving AS

Architect: Interior architect: Interior signage: Art project : HLM Arkitektur og 3RW Arkitekter SOL Design AS Sopra Steria Espen Johansen (projectleder) Alvaro Campo (artist)

Pilot project group in Bergen municipality

Project manager:

Johnny Berg (earlier) Elena Castillo (current) Agency for Development, BFNE*

Advisor pilot project:

User group:

Celine Blanc / Tina Larsen The City Architect, BKMB*

Victor Paulsen **(earlier)** Sølve Sætre/Ellen M. Hansen (**current**) User coordinator, BKFI*

> Anne Marit Presterud/Ellen M. Hansen Agency for Social Inclusion, BKFI

Ronny Lockert Senior Adviser Sports Facilities Section for Strategy, Development and Planning, BBSI*

* BFNE Department of Finance, Business Development and Property Management * BKFI Department of Culture, Voluntary Sector and Inclusion * BKMB Department of Climate, Environment and Urban Development * BBSI Department of Education and Sports



Summary

This report was prepared by the City Architect Agency of Bergen municipality (advisor in the pilot project) in collaboration with the pilot project's group.

The report intends to inform about the pilot project, document the process along the way, and report to the Building Dignity partners. The status report is also a working tool for the project team and helps everyone focus on human rights and dignity in all aspects of the project.

This progress report covers the period from March 2021 to June 2023, during which the project has been in the detailed design phase/ construction phase.

INTRODUCTION

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The new Bergen Inclusion Centre is now approaching completion, and the opening is planned for spring 2024. Two new services aimed at newly arrived migrants are gathered at the Bergen Inclusion Centre.

DESIGN

Furniture, interior signage of the building, and equipment for sports facilities have been carefully planned with extensive participation from user groups. The participatory process behind the art project "Reflecting Together" is completed, and the sculptures are in production.

02 MANAGMENT & USE

The user group in Bergen municipality has worked on establishing the managment model for the centre. The Centre Manager has been hired and will coordinate the use of the building's spaces amongst primary users, as well as facilitate the creation of meeting arenas for migrants and the local community. The old library and the cafeteria will be central venues for meetings and learning across languages and cultures.

An extended "opening festival" is being planned for the fall of 2024, featuring various activities to promote intercultural interactions and the centre's role as an inclusive place in the neighborhood.

DEMOLITION & REDEVELOPMENT

The contractor has contractually stipulated requirements for responsible business practices, which include due diligence assessments in line with OECD guidelines. Risk assessments of materials have been conducted to ensure compliance with these requirements, and no discrepancies have been identified.

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The project has also made significant efforts in reusing materials from the old Teacher Training College, contributing to sustainability goals, preservation of architectural character, and historical identity.

INTRODUCTION

This report serves as a follow-up to both Status Report 1 and 2, covering a two-year period from March 2021 to June 2023. In Status Report 1, Building Dignity and the pilot project Bergen Inclusion Centre were introduced, presenting the project's ambitions, societal goals, desired outcomes for users, and specific requirements for the building's design and operation. Status Report 2 discussed how the project team continued to work

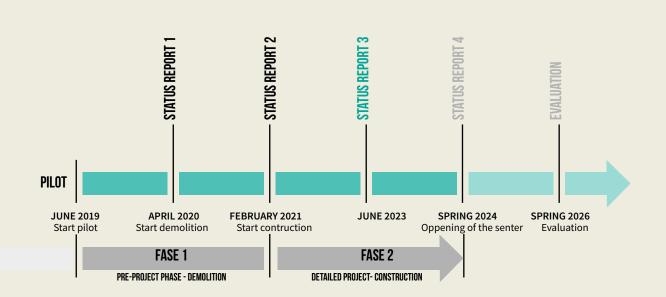


on implementing Building Dignity principles in 2020-21, during the demolition phase.

During the period covered in Status Report 3, the project team continued to work on concretizing the goals of the pilot project through operation, programming, and the physical design of the centre. Parallel processes included major renovation, program development, and detailed centre design, as well as the preparation of the operational agreement with municipal users. The opening of the centre is now scheduled for April 2024.

The primary activities in the project during this period have included:

- > Building and detailed design
- > Interior design, furniture planning, and signage
- Art project
- > Clarifying the managment model for the centre

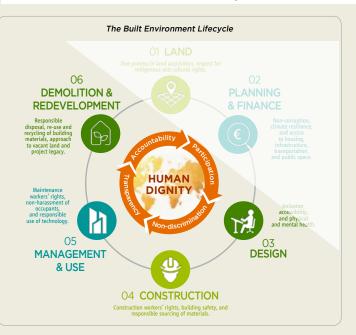


Bergen Inclusion Centre became a pilot project for Building Dignity in June 2019. The pilot work aligns with the progress of the construction project. Status reports are being prepared for each phase of project development until the building is put into use in the spring of 2024, with an additional evaluation planned two years after that.

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The Framework is not a new set of standards. Rather, it is a catalyst for collaborative action and accountability linked to existing human rights standards and the Sustainable Development Goals.

Institute for Human Right and Business IHRB



BEING A PILOT PROJECT FOR BUILDING DIGNITY MEANS PRIORITIZING SOLUTIONS THAT PROMOTE HUMAN DIGNITY IN All stages of the project development.

The "<u>Framework for Dignity in the Built Environ-</u> <u>ment</u>", which follows the six phases of the built environment lifecycle, is the basis for the work on the pilot project Bergen Inclusion Centre.

Given that the pilot began after the project site and financing were in place, the focus has been on lifecycle stages 03 ("Design") through to 06 ("Demolition and redevelopment).

CO-LOCATION OF MUNICIPAL SERVICES

Two new entities are coming together at the Bergen Inclusion Centre, and Nygård School is changing its name and structure.

The Bergen Inclusion Centre is bringing together various municipal services aimed at newly arrived migrants to enhance support and inclusion. Originally, it included Nygård School, the introduction centre, and Agency for Social Inclusion's administration.

In 2022, Nygård School restructured into the Adult Primary School in Bergen and the Bergen Learning Centre. Two more services, Bergen Adult Education and the Centre for Migration Health (SEMI), have been added to the centre in order to strenghten the centre's offer. This period has been marked by the COVID-19 pandemic and the war in Ukraine. Many new refugees have arrived in Norway and Bergen, underscoring the need for the centre to have a plan for the use of spaces in various situations, whether there are few or many participants present.

The solution the project team has put forward is a traffic light plan, where "red" represents "crisis situations," where significant portions of the centre's space are used for teaching and workspaces. During periods with fewer participants and staff, the centre transitions to "green," and a larger portion of the space can be used by other community stakeholders.

Guidelines from the Framework for Action in the Built Environment regarding design:



- The built environment expands inclusion and accessibility, regardless of age, ability, race, gender and other factors.
- The built environment has a positive impact on physical and mental health.
- Design seeks to open rather than close space for the realisation of all human rights and the protection of human dignity.

01 ____ DESIGN

What are the design choices that can best promote inclusion and dignity for all users of the centre?

How to organize and

design the building so

that users can use and

develop their expertise

and skills?

How can the centre contribute to an inclusive community and become a meeting place in the neighbourhood? How to organize and design the building so that it is easy to take advantage of the services offered by the centre?

How can architecture contribute to a good learning environment and ensure that users feel safe and develop a sense of belonging in Norwegian society?

> How can the centre deal with the diversity and variety of needs of users?

INTERIOR SIGNAGE OF THE BUILDING

How can signage at the Bergen Inclusion Centre reflect the centre's values as an open and inclusive facility that promotes dignity for visitors and staff?

Signage is a crucial factor for easy and intuitive navigation within a building. Everyone should be able to find their way and feel that the building understands their needs. There is a majority of non-native speakers, as well as people from all over the world in their initial days in Norway, some of whom are also illiterate. Others have disabilities or cultural barriers that create challenges in orienting themselves within the building.

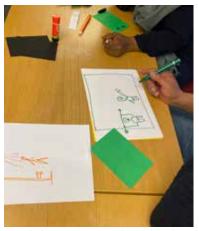
The Bergen Municipality has had high ambitions for its signage program. Sopra Steria has worked extensively with individuals from around the world in the quest for a comprehensible and straightforward signage system. User involvement has occurred in several stages over two years, starting with qualitative insights from staff and agencies associated with the centre, through observations in teaching and conversations with non-native-speaking students.

Pictograms are the key expression of the signage program. Students have drawn signage symbols and pictograms with us and have been actively involved in testing signage elements. Findings have shown that descriptive illustrations placed in context were easier to understand than minimalist symbols, taking a step away from the simple symbol use prevalent in our society. Sign solutions were also physically tested in full size.

The reuse of architecture has challenged the current requirements for universal design (UD), and it has also influenced the signage. The signage program is modular and adaptable throughout the building's lifecycle, catering to those who cannot read or understand our alphabet. The core elements are icons and Norwegian names for functions, serving as an educational tool.

Furthermore, braille has been used to a limited extent. The Norwegian Association of the Blind has provided input on UD requirements and general practices. Experience from the user group has shown that braille is sparingly used consistently on boards and panels. For functions on doors, tactile signs with braille have been developed. An exception is Bergen Municipality's choice for door numbering, which is exempt from tactile quality with braille; instead, a flexible system with information in a frame has been chosen.

In addition to the building's user group, the project has had an external group comprising design and architectural expertise, as well as the municipal director and the representatives from the project group in Bergen Municipality.



Workshops were conducted with non-native language classes. Here, they were tasked with drawing signs zing contrasts, colors, and creating as they understood them.



A person with a visual impairment is An introduction to signage and a designing signs for a café, emphasia welcoming atmosphere.



discussion with the class.



Pictograms depicting a person in a specific situation are essential for understanding the function of a room.



Students drew symbols for bicycles and restrooms.



Unisex toilets are gender-neutral.



Examples of signs and panels in the building.







All photos and illustrations: Sopra Steria

DESIGN

FURNITURE

The planning of furniture for the Bergen Inclusion Centre began in the fall of 2020. The interior architect responsible for loose furnishings collaborated closely with project management and the four user groups from the Introduction Centre, the Agency for Social Inclusion, the Section for Sports Facilities, and Nygård School to identify the users' needs.

Furniture plans were developed through extensive meetings based on the users' desires and requirements. Vital information was gathered through questionnaires and individual discussions. It was essential to align the furniture plans with audio and video equipment solutions in the various rooms.

During the process, two more services, Bergen Adult Education and the Centre for Migration Health (SEMI), have been added to the centre, and allocated the building's second and fourth floors. This resulted in changes to the furniture plans to accommodate these additional services and their needs.

There were also challenges related to an increased number of users due to the war in Ukraine. This required a review of logistics and space usage. Some areas were restructured to meet the increased space requirements.

Users were involved by presenting guiding furniture, colors, and materials that gave them a preview of the centre's future appearance. Continuous user meetings were held throughout the process to ensure effective communication between users and the interior architect.

The focus in choosing loose furnishings was to create functional, aesthetic, and flexible solutions that promoted inclusive interaction across nationalities and cultures. The interior concept supports the project's goal of creating an open and inclusive environment where users felt safe and valued. The interior featured a diverse color palette, and the choice of colors and materials for loose furnishings was an integral part of the process to create a cohesive experience.



In the school kitchen, colors and furnishings inspired by the 1960s were chosen.



Mood boards illustrate the combination of loose furnishings with the color palette to achieve various moods within the centre while maintaining a cohesive experience. Source: SOL Design.

CULTURAL AND SPORTS AREAS

The selection of activities and the furnishing of sports facilities are based on input from public meetings, feedback from the local community, as well as discussions with the the Agency for Social Inclusion, the section for Sports Facilities, and local sports clubs.

The three gymnasiums are designed to support a variety of activities, including climbing, martial arts, dance, ball sports, and gymnastics. All three gymnasiums are equipped with speaker systems. Additionally, storage facilities have been provided for use by clubs, schools, and the local community, which is essential for enabling external organizations to easily use the facilities.





The three gymnasiums are adapted for various activities such as ball sports, fencing, and martial arts.



The swimming pool has been renovated, and the wall art has been preserved.

DESIGN

ART PROJECT: 'REFLECTING TOGETHER'

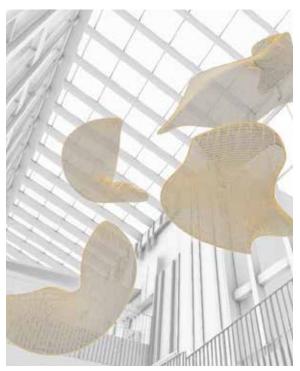
"Reflecting Together" by the artist Alvaro Campo is an art project aimed at promoting inclusion and dignity, both through the process and the final result. The main concept is to involve users in an artistic process that results in 4 to 5 large sculptures to be placed in the building's atrium. Laser-engraved mirrors, used to capture sunlight reflections, will be placed around the building, and a video work documenting the collective work process will also be created.

The project was chosen for its poetic and associative character. By working innovatively with symbolic use not tied to a specific culture or religion, the artist has managed to bring forth individual stories, interpersonal relationships, and a sense of community that can be interpreted in different ways depending on one's own background and history. The artwork will be wellintegrated into the building's architecture and will hold significant symbolic value in common areas.

During spring/summer 2022, a series of workshops were held in collaboration with the Agency for Social Inclusion. A group of participants from the school gathered to discuss and create personal mirrors, and use them in outdoor choreographies. During these choreographies, participants captured sunlight using the mirrors and directed them towards each other. The sunlight reflections were then directed onto a screen and photographed. The workshops were filmed and documented, and the material will be processed into a video work to be exhibited at the Bergen Inclusion Centre.

From September 2022 to October 2023, Alvaro Campo has worked on translating the reflections into models and begin the production of the sculptures. A few of the reflections have been chosen to be transformed into large sculptures. To create them, they must first be "translated" from a two-dimensional photographic format into a three-dimensional physical sculpture. This process involves the transition from photography to a 3D model, and then from a 3D model to the actual physical sculpture. The production process is carried out with the assistance of a 3D model maker and a metalworker.

The artist has developed an implementation plan and is in discussions with the project manager at the Bergen Municipality regarding the technical aspects of hanging the sculptures in the atrium.





4-5 large sculptures will hang in the atrium of the Bergen Inclusion Centre. Source: Alvaro Campo.

During the spring/summer of 2022, the artist Alvaro Campo conducted the performative part of the art project, where the user group participated in capturing sunlight with mirrors in the forest behind Fløyen. The figures created during this process will serve as the basis for the design of the sculptures in the Bergen Inclusion Centre. The personal mirrors will also be displayed as artworks in the Bergen Inclusion Centre, sharing their individual and collective stories as newcomers in Bergen and the story behind the co-creation of the sculptures.





All photos: Kristina Keyzer







Guidelines from the Framework for Action in the Built Environment regarding management and use:



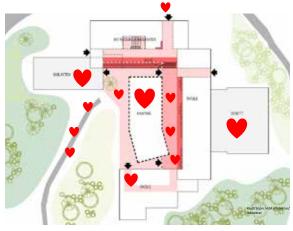
- Everyone, including marginalised communities, has healthy, accessible, and safe, spaces to live, work, and be at leisure.
- Tenants are free from harassment.
- Technology is harnessed in a way that safeguards digital rights including privacy and freedom of expression.

02 MANAGMENT & USE

Bergen Inclusion Centre has ambitions to offer a diverse range of activities for a multicultural audience. In addition to the regular municipal services that are at the core of the centre's operation, a significant part of the work has been focused on facilitating other activities to make the centre an open, safe, and inclusive meeting place for the entire city.

To fulfill the centre's purposes, resources must be allocated to bring the centre to life. This includes shared services, technical operations, good information, and facilitation of various activities.

A draft operations agreement has been prepared, outlining how the centre will be used and operated. This draft includes clarifying the role of the centre manager, the operation of the cafeteria, the organization of security services, and communication protocols.



Large parts of the common facilities are located on the ground floor of the centre.



General layout of functions in the centre.

CENTRE MANAGER

Solfrid Hernes has been appointed as the new manager of the Bergen Inclusion Centre, starting on October 1, 2023. She will be under the Culture Department's supervision but will collaborate closely with the Agency for Social Inclusion and other services in the centre.

Solfrid Hernes will play a key role in establishing the centre's operational organization to support Bergen's ambitious inclusion efforts. Her responsibilities will include building partnerships with community organizations and managing increased demand for services due to the influx of refugees from Ukraine.

As Centre Manager, she will coordinate the use of the building as a meeting place for migrants and the local community, including evening and weekend activities. Additionally, she will be involved in planning the centre's opening on April 2, 2024, and coordinating the move-in process before the opening.



COMMON AREAS accessible to all

ADJACENT COMMON AREAS Corridor, cafeteria, library, sports areas

WORKPLACES Introduction senter, administration og teachers worksplace

TEACHING AREAS

LIBRARY- 'FOLKOTEKET'

"Building B in the centre previously housed the library of the Teacher's College and is a spacious and bright area of approximately 450 m2. This space offers extensive and varied utilization options for the Bergen Learning Centre and the Primary School for Adults during the daytime, as well as for other stakeholders in the evening. There are ambitious plans for the use of this beautiful room, which can serve as a meeting place for centre users, the neighborhood, and community organisations of Bergen.

The concept of "Folkotek" has been introduced in the project group's discussions on how this space can be used to achieve the project's goals. Although "Folkotek" is not an established Norwegian term, it refers to an idea of creating a place where people can meet. The concept revolves around creating a space similar to a library but with a focus on human interaction in addition to, or instead of, books.

The goal of Folkotek is to establish a confortable and inclusive atmosphere where both established and new residents of Bergen can gather for conversations, questions, idea exchange, and get to know each other across cultures, languages, and generations through various activities. The desired outcome is for everyone to feel like a part of the Bergen community. Another objective is for Folkotek to be a central venue for language training, where residents of Bergen can act as conversation partners for newcomers.

On September 23, 2022, a full-day workshop was held regarding Folkotek, with participation from

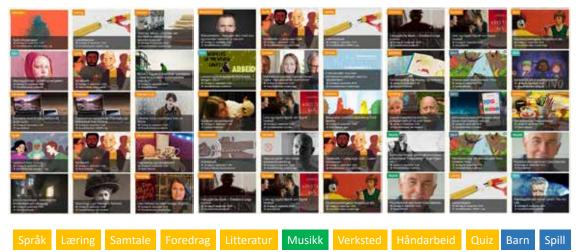
the project group (including user representatives, the Department of Inclusion, the Department of Development and interior architects), the City Architect, the director of Bergen Public Libraries, and the director of the Culture Department. The aim was to establish the foundation for the operation and design of Folkotek, focusing on user needs and the potential of the space.

During the workshop, the following needs were identified:

- An area for presenting dance and song performances to the public.
- A space for smaller groups (2-25 people), where both organized and unorganized activities can take place simultaneously.
- A space for meetings among young mothers from different cultures.
- A space where children and youth can feel a sense of belonging by participating in the operation of the place.

Due to the increased influx of Ukrainian refugees and the centre's opening at the red level, it may be necessary to use this area to perform legally required services related to the core activities of the centre as a teaching facility..

The project group is continuously working to clarify the framework for the use and operation of the former library as a "Folkotek" when the centre transitions to the "green level," and the space can be used by other stakeholders both during the day and in the evening.



Could Folkoteket draw inspiration from the numerous events at the Bergen Public Library?-Source: Input from the City Architect during the workshop on September 23, 2022.



The old library (Building B) has been rennovated. Photo by Bergen Municipality 2023.













VISION FOR 'FOLKOTEKET'

"Folkoteket aims to be a comfortable meeting place with a warm and inclusive atmosphere. It's a space where both long-standing residents and newcomers in Bergen can come together to engage in conversations, ask questions, exchange ideas, connect across cultures, languages, and generations, understand one another, and appreciate each other's cultures.

Folkoteket seeks to dismantle cultural prejudices and foster an environment of understanding and trust. It will serve as a central hub for language practice, where established residents generously offer themselves as conversation partners for newcomers in Bergen."

Source: Input from the City Architect during the workshop on September 23, 2022.

CAFETERIA

The new cafeteria will be an important meeting place where people can share a meal and learn about different cultures. It will also play a central role in the training and qualification of immigrants interested in a career in the hospitality industry. The "Food and Chat" project from the "New Chance" Qualification Centre will operate the training cafeteria in the new centre.

The centre will have a spacious cafeteria with modern kitchen facilities and attractive dining areas. These well-equipped cafeteria facilities allow us to design an operational plan that aligns with the centre's inclusion profile. The plan is to turn the cafeteria into a workplace with on-the-job training for participants in the centre's qualification program. The hospitality industry currently faces a shortage of labor, and the centre's qualification program can provide participants with valuable industry experience as well as opportunities for Norwegian language training. The municipality will operate the cafeteria to ensure access to internships for the centre's participants and to have control over the operation, as this is one of the core activities at the centre. "Food and Chat," which is part of the NAV service and operated by the "New Chance" Qualification Centre, has experience with this type of cafeteria operation and catering and will be responsible for running the cafeteria.

There are also plans to include a large greenhouse at Bergen Inclusion Centre that can supply vegetables to the cafeteria during the growing season. There will also be retail areas where products such as salads, herbs, and other vegetables can be sold when they are in season. The operation of this will be integrated with the cafeteria.





Kantinen blir en viktig møteplass der folk kan dele et måltid og lære om ulike kulturer. **Det skal også være** en sted for opplæring og kvalifisering, der "Mat og prat" fra Kvalifiseringssenteret Ny sjanse vil drive opplæringskantinen i det nye senteret.

VAKTTJENESTE

Bergen Inclusion Centre aims to create a safe and inclusive environment for both municipal employees and the building's users. Extensive efforts, in collaboration with the Section for Community Safety, have been made to ensure this goal. During opening hours, security personnel will be present, equipped, and trained to operate in alignment with the centre's inclusive objectives. This is essential to provide a sense of security, especially for vulnerable groups using the centre.

Furthermore, there is a proposal to establish a hosting organization responsible for managing activities within the building. This organization will facilitate the involvement of volunteers and the local community in using the Landås centre. Several meetings have been held with volunteer organizations regarding the new centre, and many have expressed interest in participating with activities there.

The hosting organization will be part of the Culture Department but will closely collaborate with the Department of Inclusion and other municipal users of the building. It is crucial to find flexible solutions that ensure effective cooperation between volunteers and municipal services operating in the building. Positive experiences from similar collaborations, such as the Ny-Krohnborg Centre, which hosts both schools, sports, and cultural activities, have informed this approach.

COMMUNICATION

The target audience for Bergen Inclusion Centre is the entire population, with a primary focus on residents of Bergen with a short length of stay in the country and the city. The communication regarding the centre's offer in termes og activities must be delivered in a language and format that can reach all centre users. Additionally, it will be important to have a well-designed website that provides information about the centre's offerings to the neighborhood and other Bergen residents.

Furthermore, the communication efforts related to communicate the centre's activities can also serve as work experience for individuals with a background in or interest in communication work.

OPENING OF THE CENTRE

The opening of the centre is planned for April 2024. The Introduction Centre, the Administrative Department of the Municipality, and the Bergen Learning Centre plan to move in during March-April 2024, while the Primary School for Adults will not move in until after the exams, which is in June.

In addition to the official opening ceremony of the centre, an extended "opening festival" is planned for the fall of 2024. The idea is to organize something resembling a "festival" with a series of activities, performances, lectures, workshops, sports, and cultural events held over one or several days. The common theme is to facilitate interactions between people from different cultures.

This festival aims to kickstart the centre's role as an inclusive meeting place in the neighborhood, which is the main goal of the pilot project. The festival can serve as an opportunity to establish connections and initiate collaboration with neighborhood and volunteer organizations, Bergen Municipality's cultural and sports offerings, and help place the centre on Bergen's mental map.

The festival may also have a more "academic" component aimed at professional actors, with themes such as "The Inclusive City" or "Human Rights City," serving as a conference that connects issues related to inclusion, architecture, and urban development. Further details regarding the program and dates will be clarified during the winter/spring of 2024.



The City Architect has produced a short informational film about the planning of Bergen Inclusion Centre, featuring interviews with various stakeholders in the project, ranging from local politicians to municipal department heads and user representatives. The film i published on the municipalitys website.

Guidelines from the Framework for Action in the Built Environment regarding construction, demolition and redevelopment:



- Construction workers' rights are respected in accordance with ILO standards, at all tiers of the construction process - by lead companies and sub-contractors.
- Materials are selected and sourced responsibly, with regard to their social and environmental impacts.
- Buildings are structurally safe, putting an end to the preventable loss of life in building collapses and fires.



- Vacant land is seen as an opportunity to realise communities' needs, while landuse changes prioritise community consultation over financial speculation.
- Building materials are re-used and recycled responsibly.
- No-one is forcibly evicted from their home, in accordance with international standards.

03 DEMOLITION & REDEVELOMPENT

September 2023 marks the nearing end of the construction project. There is still some activity in the atrium and outdoors around the building. The primary focus now is on testing all the building's functions and initiating the technical systems.

At the same time, the Bergen Municipality is making plans for the upcoming takeover of responsibility for the building from the general contractor, which is scheduled to occur in October 2023. Following the takeover, tasks such as installing AV equipment, arranging loose furnishings, and mounting artworks will be among the upcoming activities.



Brukergruppen på befaring september 2022



Den gamle lærerhøyskolen under ombygging i 2022.

RESPONSIBLE BUSINESS PRACTICE

At the corporate level, accountability is anchored in LAB Contractor's policy for responsible business practices (A3.08). This document is publicly available on LAB Contractor's website, www.lab. no. The project and all LAB Contractor employees are committed to following these guidelines and adhering to the company's code of conduct, which is also available on the website www.lab. no. Employees and temporary workers have the right to report misconduct to the whistleblower committee via email or by using the reporting form on the website.

Requirements for responsible business practices in the contract with the general contractor.

For the Bergen Inclusion Centre project, there is a contractually stipulated requirement to follow Bergen Municipality's guidelines for responsible business practices (Appendix II.27 to the contract). The requirement includes, among other things, that the contractor should establish internal procedures or protocols that describe how due diligence assessments are carried out within the company in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct (guidelines, mapping, assessing, and prioritizing the risk of adverse impacts). LAB Entreprenør has included specific contract terms with all subcontractors in the project, and Bergen Municipality's Appendix II.27 on responsible business practices is an integral part of the contract documents. This imposes on LAB's subcontractors the obligation to comply with Bergen Municipality's requirements.

A risk assessment of materials in the project that could potentially violate the requirements for responsible business practices was conducted. The high-risk list provided by DFØ (The Norwegian Government Agency for Financial Management) served as guidance for this assessment. Documentation was obtained from LAB's subcontractors regarding materials used or planned to be used in the project that could pose a risk of breaching the project's requirements for responsible business practices. No deviations in the project that conflict with the requirements for responsible business practices were identified.



The interior under renovation.



Other requirements in the contract that support human rights:

- Wage and Employment Conditions:LAB thoroughly checked the wage and employment conditions for workers. This was done by conducting inspections in a seriousness module within HMSREG, which is a tool for health, safety, and environmental management. The client considered this necessary to ensure that employment conditions were in accordance with regulations.
- Inclusive Labor Market: The contract contained a provision that required the general contractor to employ disabled or disadvantaged individuals. This requirement was fulfilled through cooperation agreements with, among others, NAV (Norwegian Labour and Welfare Administration). Now that the construction project is nearing completion, we can confirm that the requirement for an inclusive labor market has been met. This has resulted in a person who previously had difficulty finding employment now having a permanent position.
- Apprenticeship Clause: The requirement to have apprentices in the project is closely monitored and reported on a monthly basis. This is an important part of the contract that contributes to the training and development of young workers.

The new facade cladding is being installed (2022).

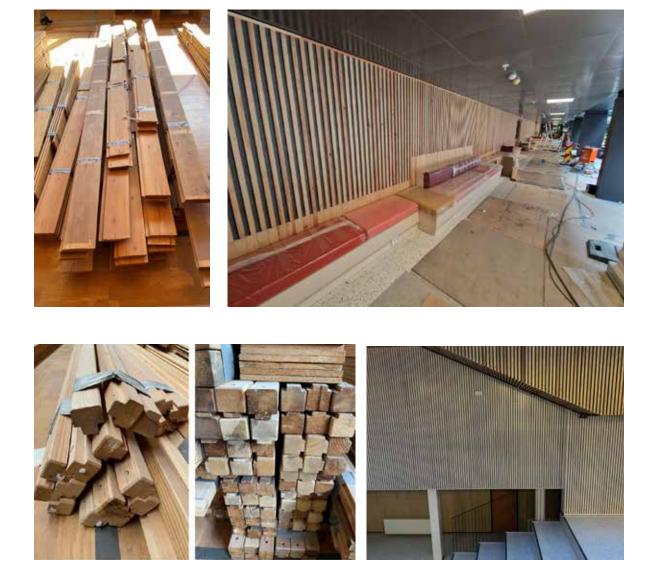


REUSE OF MATERIALS

The project has placed particular emphasis on the reuse of materials and furnishings from the old Teacher's College. This is not only about contributing to climate and sustainability goals but also about preserving some of the architectural character and historical identity of the old building within the new inclusion centre.

It has been possible to reuse certain materials such as pine panels, bricks, and terrace materials in the interior. This provides the new centre with a unique historical connection, high-quality materials, and an intriguing aesthetic dimension for its users.

Knot-free pine panels and slatted panels with varying depths from the old Teacher's College have been reused as interior cladding on selected walls in the common areas and study landscapes.



BERGEN INCLUSION CENTRE – PILOT PROJEKT FOR BUILDING DIGNITY | PROGRESS REPORT 3



Bricks from the old building are being reused as interior cladding on several walls in the new structure.







The terrasso stairs, which had to be removed for accessibility reasons, are being repurposed as interior benches, counters, and similar elements in the common areas.



The old sinks have been preserved throughout the project and installed in new locations to function as drinking stations. Greenhouse: The previous roof structure has been dismantled and used as a greenhouse in the outdoor area. The wall on the short side facing north is covered with recycled metal sheets. The door leading to utility areas could not be used in its original location, so it was reused in the greenhouse.







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2020 - The old teacher's college before renovation.



2020 - 2022 The old teacher's college during renovation.



2023 The old teacher's college after renovation.





The main contractor has delivered the builling to Bergen municipality in oktober 2023.

