

Global Policy Commitment

Built on a strong legacy of Nordic-rooted beliefs, Ramboll's purpose is to provide solutions that contribute to the sustainable development of societies. Through our work, we seek to achieve positive outcomes which enable people and nature to flourish. Ramboll's Fundamentals, including our mission, vision, values and the core commitments we make to our clients, people, society and company stakeholders, provide an important foundation to how we act.

Ramboll is committed to acting responsibly and contributing positively to sustainable progress. We respect human rights and prioritise the safety and wellbeing of our employees and those working in our value chain. We are committed to working with integrity and protecting our environment. In all areas we seek to drive positive impact in our industry.

Our approach aligns with recognised international standards for responsible business conduct: the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Our commitment to human rights covers all rights contained in the International Bill of Human Rights, including provisions for security, wellbeing, health and safety. Our environmental commitments cover relevant areas as reflected in the Paris Agreement, Rio Declaration, and the OECD Guidelines. Our commitment to principles of anti-corruption covers all areas reflected in the UN Convention Against Corruption, as well as anti-trust and competition and tax, as reflected in the OECD Guidelines.

Alongside this we respect the rule of law and comply with relevant national and international regulations where we operate.

Embedding our Commitment

This Policy Commitment covers all legal entities of the Ramboll Group. It guides how we work in all businesses, geographies and functions, and supports our role as a trusted partner to our clients.

It underpins Ramboll's operational policies and procedures, which we seek to ensure are aligned and enable the implementation of our commitments across our business.

We publish this Policy Commitment and provide communications and role-relevant training for employees and other stakeholders.

Addressing our impacts

We are committed to putting appropriate approaches in place to understand Ramboll's impacts, risks and opportunities and using this to inform our corporate strategy, enterprise risk management, business operations, and project process as relevant.

Where we recognise our activities could cause or contribute to severe adverse impacts, we define actions to enable us to understand, prevent or mitigate these. We have channels for internal and external stakeholders to raise concerns, and processes in place to remediate adverse impacts where appropriate.

If we are, or could be, linked to severe adverse impacts, we will also seek to influence the relevant entity to stop the impact and prevent reoccurrences.

We encourage all stakeholders to inform us of adverse impacts that Ramboll has caused or contributed to, or severe impacts we are linked to, engaging with us directly or via our Speak Up reporting mechanism, which is available externally.

Our expectations of employees

We expect our employees to assist us in acting safely and responsibly in line with this Policy Commitment,

Ramboll's Fundamentals and being a trusted partner for sustainable progress.

If they identify adverse impacts or activities which may conflict with our commitments, employees are empowered to take action, to raise it with their leadership or inform us through the Speak Up mechanism. Our expectations of employees are further detailed in our Code of Conduct for Employees.

Our expectations of business partners

We expect our business partners, including both clients and vendors, to respect human rights and apply standards of safe and responsible business. Our expectations are based on the same international standards that we follow. We expect them to require the same from their business partners, helping us to drive industry practice across the whole value chain.

We ask our business partners to communicate promptly, either publicly or directly to us, in the case of actual severe impacts. Our expectations of business partners are further detailed in our Business Associates Code.

Governance and review

This Policy Commitment has been informed by relevant internal stakeholders and specialists with expertise in responsible business conduct. It is approved by the Chair of the Board of Directors and Group Executive Board.

This Policy Commitment will be reviewed and, if necessary, revised every two years.