

Health & Safety policy

Ramboll's responsibility towards our employees, clients and society is to promote a safe and secure work environment. Through continual improvements and providing training and education we develop the safety culture in Ramboll, and at the same time we are committed to meeting internationally recognised standards.

Safety culture

Safety is about more than avoiding accidents. It is a mindset of responsibility and respect, being aware of risks, looking out for others, and acting before harm occurs.

We are committed to a strong safety culture where Health and Safety are integral to everything we do.

No project or deadline takes priority over people's safety and Safety in Design is integral to how we serve our clients.

We empower our employees to make safe decisions and to remove themselves from work situations that present an imminent risk of injury or harm to health. Ramboll will actively engage in a risk based, proactive approach to all aspects of Health, Safety, and Security where direct and indirect risks associated with Ramboll operation are identified, managed, and mitigated appropriately.

Health and Safety training and education

We provide all employees with relevant Health and Safety training, support, and guidance so that they are aware of their individual roles and responsibilities in implementing Ramboll's Health and Safety Management Policy and Procedures. We involve and consult our employees in the Health and Safety work, and we expect all employees to participate and adhere to the Ramboll requirements.

Physical security

Ramboll is committed to ensuring a secure office environment for all employees, contingent workers, and visitors. We ensure security and resilience of all Ramboll sites, and to protect Ramboll's employees, office environment, assets and reputation, from harm, theft or disruption from external or internal threats. Ramboll is committed to conducting business consistent with the law; and strives to meet or exceed industry and client standards.

Business travel

Ramboll is committed to protecting employees during their business travel. As a priority, we shall always thoroughly assess and mitigate risks associated with travel, recognising that they will differ dramatically from project to project as well as from country to country. Additionally, we will reduce travel to reach

our net zero ambition and use public ground transportation whenever practical and cost-effective. Air travel not related to clients and/or projects will be minimised.

Incidents reporting, and handling

In the event of a Health and Safety or Physical Security incident, Ramboll will respond with a timely and adequate approach to minimise harm and disruption.

Our efforts to reduce Health, Safety and Security risks are supported by regular monitoring, auditing and reporting on Health, Safety and Security performance metrics. The results are reported and discussed with employees and other stakeholders to foster compliance with Ramboll's Health and Safety Policy and Procedures.

Employees are expected to intervene and/or report misconduct if observed.

System compliance

All Physical Security Standards will be ISO 27001 compliant.

Additionally, this Policy is supported by the Ramboll HSEQ management system complying with EN ISO 9001:2015 on quality management, EN ISO 14001:2015 on environmental management, and ISO 45001:2018 on occupational health and safety management.

It also respects and supports internationally recognised health and safety principles, as expressed by the UN Global Compact and Guiding Principles on Business and Human Rights; and the FIDIC Integrity Management Guidelines.

Consequences of non-compliance

Failure to follow the policy may lead to disciplinary action, up to and including dismissal, and in case it is required by law, it will be reported to the authorities.