

People policy

Our people are the foundation of our company. The way we treat one another defines our culture and shapes how we engage with clients, partners, and society. Ramboll is committed to fostering a diverse and inclusive workplace that ensures equal opportunities for all and actively prevents discrimination, harassment, and unfair treatment. We expect every individual to act with respect and integrity, to promote wellbeing, and to contribute to a safe, healthy, and meaningful work environment. Through shared responsibility and mutual trust, we strive to create a culture where everyone can thrive, develop, and do their best work.

Labour rights and working conditions

Labour rights form an integral part of Ramboll's values and legacy. We are committed to upholding fair, safe, and healthy working conditions, protecting freedom of association, and promoting open, respectful dialogue between employees and management.

We comply with applicable national labour laws and relevant international frameworks in all countries where we operate and expect these principles to be respected throughout our business activities.

Non-discrimination

We do not tolerate unlawful discrimination or any other unfair or undue differential treatment due to personal attributes including a person's nationality, origin, race, colour, religion, gender, sexual orientation, age, disability, or appearance or for any other reason. Ramboll supports a balanced workforce composition and promotes diversity of thought throughout the organisation.

Non-harassment and non-violence

Ramboll has zero tolerance for any form of workplace violence or harassment, whether committed by or directed at our employees. Every individual has the right to work in an environment that is safe, respectful, and free from intimidation.

Harassment of any kind is prohibited. This includes unwanted verbal, written, or physical conduct that creates or intends to create an intimidating, hostile, degrading, humiliating or offensive working environment, or that has the purpose or effect of violating the dignity of a person or otherwise by threat, intimidation or coercion interfere with an individual's ability to perform their work.

All employees are expected to act with respect and professionalism and to contribute actively to a workplace culture grounded in empathy, safety, and mutual respect.

Wellbeing

Ramboll is committed to providing a safe and secure working environment for all employees. We promote a culture where wellbeing is a shared responsibility and where safety is integral to how we work.

Employees are empowered and expected to make safe decisions and have the right to remove themselves from work situations that pose an imminent risk to their health, safety, or wellbeing.

Volunteering

We actively contribute to society with a strong commitment to humanity and social responsibility. Ramboll supports groups and communities through volunteer initiatives, enabling all permanent employees worldwide to participate in our global volunteering program.

Consequences of non-compliance

Failure to follow the policy may lead to disciplinary action, which can include dismissal from employment. Leaders at all levels are accountable for implementing this policy, addressing misconduct and risks, and promoting a culture of respect, wellbeing and inclusion.