

Speak Up policy

Ramboll is committed to conducting business in accordance with applicable laws, high ethical standards, and our Fundamentals. At Ramboll, all employees have an obligation to report actual or suspected illegal behaviour or misconduct, and we encourage all our stakeholders to report compliance concerns

Our company is committed to maintaining the highest standards of integrity and transparency. We all have a responsibility to uphold these standards, and this Speak Up Policy is designed to empower employees, contractors, partners, and all our stakeholders to report compliance concerns in good faith, without fear of retaliation.

Who should report?

All employees, including directors, managers and employees, freelancers and temporary workers, whether working part-time or fulltime, have an obligation to report compliance concerns. Additionally, all external stakeholders, including clients and business partners, are encouraged to report any concerns of misconduct or illegal activities.

Scope of a compliance concern

We must all report a compliance concern, if we observe or suspect any breach of applicable laws or Ramboll policies, or if we observe or experience any pressure to compromise our integrity standards. This includes, but is not limited to:

- Illegal activity
- Fraud
- Bribery or corruption
- Conflicts of interest
- Violations of competition laws
- Harassment or discrimination
- Human rights violations

How to report?

It is possible to report a compliance concern using Ramboll's formal reporting channels by contacting the Global Speak Up Function at Speakup@ramboll.com or via the Whistleblower System available on Rambla or on Ramboll's website. The Whistleblower System is hosted by an independent third-party service provider.

What happens after the Speak Up Function has received a compliance concern

We want to reassure all employees that every report made to the Global Speak Up Function is taken seriously. Upon receiving your concern, the Global Speak Up Function will promptly notify you of its receipt. Our dedicated Speak Up Team will conduct a thorough and impartial investigation, ensuring that all matters are addressed in line with Ramboll's internal procedures designed for fairness and confidentiality.

The Global Speak Up Function is established as an independent and objective function within the organization, with a direct reporting line to Ramboll's

Audit Risk Committee, ensuring impartial handling of all reported concerns.

Confidentiality

All reports will be handled with the highest level of confidentiality. The identity of the reporter will not be disclosed unless required by law or for the purposes of a thorough investigation with the reporter's consent. We respect the importance of protecting the reporter's identity to foster an environment where employees feel safe to speak up.

Anonymity

Reporters have the option to remain anonymous when reporting their concerns via the Whistleblower System. While anonymity may limit the ability to follow up directly, all anonymous reports will be taken seriously and investigated to the fullest extent possible.

Zero-tolerance against retaliation

Retaliation against anyone who makes a report in good faith is strictly prohibited – both by law and Ramboll values. Any attempt to retaliate will be subject to disciplinary actions.

Compliance and cooperation

All employees are required to comply with this Speak Up Policy. Employees must cooperate fully during any investigations of reported concerns. This includes providing accurate information and any relevant documentation or evidence that may assist in the investigation. Failure to comply or cooperate may result in disciplinary actions.