

GLOBAL COMMITMENT

Since Ramboll was founded, behaving responsibly towards clients, employees, society and company has been embedded in Our Fundamentals.

Therefore, Ramboll continually focuses on sustainability and responsible business behaviour. We are committed to acting responsibly and seek to promote and provide services and solutions that contribute to sustainable development, while avoiding taking on projects that are damaging to society or destructive to the natural environment.

Our commitment to sustainability and corporate responsibility rests on a fundamental respect for internationally recognised principles on human rights¹, the environment and anti-corruption. These principles are expressed by the UN Global Compact and made operational by the UN Guiding Principles on Business and Human Rights, and the UN Sustainable Development Goals and the FIDIC² Integrity Management Guidelines.

Our Values - Insight & Excellence, Integrity & Empathy, Empowerment & Collaboration and Enjoyment & Passion - permeate our efforts on sustainable development and guide how we act when faced with dilemmas.

As a precondition, we respect the rule of law and comply with national regulations wherever we operate.

We integrate opportunities and risks related to human rights, the

environment and anti-corruption into our core strategies and business operations and act as a trusted partner to our clients. We invest in our people and their development, and we believe in equal opportunities for all.

We are an active member of society, contributing to its sustainable development and we avoid causing or contributing to adverse impacts through our activities, addressing such impacts if they occur.

We respect human rights by implementing processes in line with the UN Guiding Principles on Business and Human Rights, which enable us to identify, prevent, mitigate and account for how we address our actual and potential impacts.

We support a precautionary approach to environmental challenges and we work to reduce our own adverse environmental impacts. We promote increased environmental responsibility and environmentally friendly services, solutions and technologies.

We are committed to being open and transparent about our business activities and will not participate in or support any form of bribery, corruption or fraudulent practices.

Similarly, we expect all our business associates to avoid causing or contributing to adverse impacts on human rights, the environment or anti-corruption, and to swiftly address any adverse impacts if they arise. We prevent or mitigate

adverse impacts that may be directly linked to our operations or services by our business associates, and we try to use our leverage as a company to influence and encourage our business associates to demonstrate respect for human rights, environmental and anti-corruption principles.

Our employees are expected to act in compliance with this commitment. Employees have an obligation to act and raise any issues with their management if they identify matters or come across information concerning our services, operations or business associates that is unacceptable in relation to our commitment.

Our commitment and its implications for our business behaviour are further explained in our Code of Conduct. Furthermore, the commitment is reflected in our Group policies to ensure sound business principles throughout our company. We believe that responsible and sustainable business conduct will ensure top-tier performance and long-term success for Ramboll.

Our commitment is publicly available and is communicated internally and externally. Every year we revisit the commitment to ensure that it is applicable and embedded in our policies and processes.

¹ Including labour rights

² International Federation of Consulting Engineers