

OUR LEGACY

RAMBØLL FONDEN

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FONDEN

INTRODUCTION

In this document, the Ramboll Foundation sets out the values according to which the Foundation – the majority owner of Ramboll – wants Ramboll to develop and be managed.

As a consequence, the contents should be understood as the basis upon which all Ramboll Fundamentals must build.

The values seek to reflect the beliefs and ideals of the founders of Ramboll, as stated in the “Ramboll Philosophy”, and the values they wished should

continue to guide Ramboll, when they relinquished ownership.

Ramboll has evolved over time into a global enterprise with employees and clients in many countries and cultures. In implementing and realising the values, Ramboll should respect and honour the cultural diversity represented by our employees and the societies of which we are a part.

We believe our values define who we are and set us apart from many of our peers.

The Ramboll Foundation wishes to communicate Ramboll's values - to serve as a source of inspiration and guidance for Ramboll employees and managers in all areas of business around the world.

As the owner of Ramboll, and acting through the company's Board of Directors and managers - the Foundation strives to uphold and cultivate the values on which Ramboll was founded as a constant and recognizable part of our way of doing business.





WE BEHAVE DECENTLY AND RESPONSIBLY

We act honestly, decently and responsibly as we engage with employees, clients and business partners.

The ownership of Ramboll has a long-term perspective where our values take priority over other interests.

We respect the conventions and rules of the societies we work in and international agreements, both in letter and spirit. We seek to avoid conflicts whenever we can and to resolve any unavoidable conflicts fairly.

As independent consultants we abide by our professional opinion, regardless of external pressures.

In our choice of business partners and the services we provide, we ensure alignment with our values.

We avoid conflict of interest and do not collude in corruption; nor do we undertake projects with an aggressive, destructive or suppressive purpose towards nature or people.

**“THE OWNERSHIP OF
RAMBOLL HAS A LONG-TERM
PERSPECTIVE”**



OUR EMPLOYEES ARE OUR STRENGTH

Committed and skilled employees enjoying their work is the source of Ramboll's strength.

All our employees should enjoy equal opportunities for professional and personal development, both for the benefit of Ramboll and themselves.

We support employee empowerment which leads decisions to be delegated to those most suited to making them in an organisation based on collaboration, equality and trust.

Our employees must always appreciate that they are part of a company in which their work is both meaningful and inspiring to them.

Ramboll employees are expected to continuously develop and train themselves for working with projects which are challenging, both professionally and personally, and which also benefit Ramboll.

In return, Ramboll provides a safe and secure working environment, characterised by tolerance and appreciation of personal circumstances and balance between the work and private lives of our employees.

**“COMMITTED AND SKILLED
EMPLOYEES ENJOYING THEIR
WORK IS THE SOURCE OF
RAMBOLL’S STRENGTH”**



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WE ARE AN ACTIVE MEMBER OF SOCIETY

With its corporate history and culture, Ramboll is deeply rooted in the Nordic tradition of social cohesion and community spirit for which we have the highest regard. Cooperation based on equality and trust is thus a key value for us. We believe in openness and honesty in our relations with employees and society.

We support universal human rights, treating all human beings respectfully as equals.

Our engagement with society is characterised by openness about our practices and motives as well as a strong sense of responsibility, especially towards the most vulnerable members of society.

In our interaction with others, we strive to understand their perspective to ensure that our advice and solutions are balanced and equitable.

In the projects we undertake and the way we execute them, we strive to make a positive impact on the environment and the living conditions of people.

**“RAMBOLL IS DEEPLY ROOTED
IN THE NORDIC TRADITION”**



EXCELLENCE AND INSIGHT ARE OUR HALLMARKS

We are a provider of high-quality solutions tailored to client needs and based on our employees' highest level of experience and expertise.

Together with our clients we pursue excellence, create innovative results and set new standards within our various fields of activity.

Sound financials are a precondition for Ramboll's development.

However, the quality of our services and observance of our values must always come before growth in size and short-term financial gain.

**“WE ARE A PROVIDER OF
HIGH-QUALITY SOLUTIONS”**



Credit: John Ehbrecht

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