

The core values ---

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Value based enterprise

Since the foundation of the company, the management, operation and development have been based on the same core values, defined by the founders of Rambøll.

These core values were in 1986 laid down in a written form by Børge Rambøll and published as the Rambøll Philosophy.

In connection with the merger of Rambøll and Scandiaconsult, we have decided to review and slightly update the wording of the values to bring them in accordance with the traditions of both companies - suitable for future cooperation.

The core values - as laid down here - are thus the basis for our Mission, Vision and Key Words which forms the basis for our daily operation in all business units of the company.

Virum, January 2004

Flemming Bligaard Pedersen
Group CEO

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Rambøll wishes to be a company where customers - apart from being given exceptional professional service - feel that their interests are being attended to with integrity and faithfulness. A humane, trustful and open work environment shall - across all organisational levels - enable committed employees to share common goals. The company wishes to live in harmony with its surroundings in sound interaction with society. Rambøll shall be a company which due to its reputation and character attracts new customers, assignments and employees, and shall be working on a solid financial ground.

The salient features of Rambøll's corporate philosophy may be summarised in the following points

- Honesty and integrity
- Quality rather than quantity
- Openness and trust in all cooperation
- Satisfied employees
- Extensive delegation of competence
- Full commitment to the task of providing consultancy
- Financial stability and consolidation
- Decentralised management

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The society

Rambøll's work is characterised by an ethical, responsible and social-minded attitude.

The company is with particular pleasure undertaking assignments of public utility supporting the advancement of welfare, culture and research. It sympathises with initiatives which can ease life conditions for underprivileged people in developing or oppressed countries, and initiatives which can contribute to integration and counteract any form of racial discrimination.

The company does not participate in projects which are destructive or aggressive towards mankind. On the contrary, the company will willingly undertake assignments for organisations serving peace-keeping, humanitarian and conflict-preventive purposes.

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The customers

Rambøll is a company where the daily pleasant working atmosphere is resounding further out, and where its customers are received warmly, feeling that - apart from being given an exceptional professional service - their interests are taken care of in an ethical, responsible and social-minded spirit.

The result of our activities shall be projects of high quality placing us in a well-groomed landscape of satisfied customers.

The company is not interested in business connections whose ethical standard, in the opinion of the Management, is objectionable.

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The employees

In Rambøll committed employees rally round common goals in humane, trustful co-operation, across all organisational levels.

The company is endeavouring to attach employees of high professional standards for all positions - technical as well as administrative - encouraging them to work independently and make the most of their full potential.

A sense of security in his or her job is a vital component in an employee's feeling of satisfaction. The security of tracing a pattern of development in the work and in his or her professional skills and knowledge. The security of realising that the company exercises caution when facing any risks. The security derived from a conviction that the company accords a high priority to retaining its staff as far as possible.

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The owners

Rambøll shall focus on knowledge based activities, as these - not least during recent years - appear to be a 'commodity' which is essential to society. Our consultancy at home and abroad is so multi-faceted that we, to a great extent, are safeguarded in case of a recession within one or a few areas.

A major share of the profit must be allocated towards the consolidation fund which is essential if a company is to flourish even during lean spells.

Any amount spent on raising the level of each employee's - and thus the company's - qualifications will create job satisfaction for the employee while at the same time improving the company's competitiveness.



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