

CORPORATE RESPONSIBILITY REPORT 2014

COMMUNICATING ON PROGRESS



Cover: Visualisation of the Chicago Lakeside project, intended to turn nearly 2.5 square kilometres of Chicago's Southeast lakefront into an innovative model for green, 21st-century living, based on next-generation infrastructure, architecture and technology. Ramboll has developed concepts for district heating and cooling, waste and water.

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Ramboll, including ENVIRON, is a leading engineering, design and consultancy company employing more than 12,300 experts globally in the Nordics, North America, the UK, Continental Europe, Middle East and India, Asia, Australia, South America and Sub-Saharan Africa. We constantly strive to achieve inspiring and exacting solutions that make a genuine difference to our customers, end-users and society as a whole. www.ramboll.com

All reporting for 2014 is excluding ENVIRON.
Read the report online here: www.ramboll.com/CRreport2014

Ramboll Group A/S
Danish CVR No. 10160669

Editors: Stine Jeppesen,
Merete Audrey Lasthein, Lars Rasmussen
Art Director: Lone Olai
Digital Image Maker: Per Rasmussen
Photographers: Joyfull | Dreamstime.com, Scanpix, Dissing+Weitling,
AP Jason DeCrow, Leif Tuxen, Polfoto, Morten Larsen, Kim Nilsson.
Printers: Cool Gray A/S. 

OUR COMMITMENT

Ramboll's vision is committed to helping create inspirational and long-standing solutions that allow people and nature to flourish.

2014 was the year Ramboll moved, through acquisitions, into the global Top 10 among environment consultancies. Environment is now our second largest market. We now have a full range of environment, health and water services in our portfolio, enabling even more solutions for global challenges and supporting sustainable development.

Operating responsibly

By executing on our strategy, Ramboll expanded its global presence in 2014 from 200 offices in 21 countries to 300 offices in 35 countries with more than 12,300 employees worldwide. The rapid expansion also calls for a strong focus on operating responsibly. We wish to continue our efforts to keep the highest standards in place and ensure a common understanding of our responsibility across the company.

Policy Commitment

In 2014, Ramboll introduced a Global Commitment. It is a policy commitment that rests on our values and fundamental principles on human- and labour rights, environment and anti-corruption, expressed by the UN Global Compact and made operational by the UN Guiding Principles on Business and Human Rights.

The Global Commitment expresses our commitment to operate responsibly, informs our behaviour and sets expectations to business partners directly linked to our operations and services.



We launched a new Code of Conduct to guide employees on how to meet the requirements for responsible business behaviour as laid down by the Global Commitment. The Code of Conduct was communicated to all employees supported by e-learning training. To embed our commitment further, we reviewed all group policies across the HR, IT, Legal, Finance, Communications, Market, and Project Excellence Corporate Functions.

Global climate agenda

2014 was also the year when Ramboll was given a great opportunity to advocate the importance of corporate action on climate change when I participated in the UN Climate Summit in New York. As engineers and consultants, we take a holistic approach to finding innovative solutions to climate change. We contribute with solutions preventing and mitigating the adverse impacts of climate change. Therefore, it is our responsibility to participate

in the global climate debate. In this report you will learn more about Ramboll's approach to Corporate Responsibility, how we integrate opportunities and risks into our core strategies and business operations, including key actions for 2014, results, ambitions, and also some of the central dilemmas of working as a global consultancy. ■

Jens-Peter Saul
Group CEO, Ramboll

CORPORATE RESPONSIBILITY IN RAMBOLL

Ramboll's holistic approach to creating value for customers, employees, society and shareholders forms the basis of our corporate responsibility (CR).

UN Global Compact

Ramboll joined the UN Global Compact in 2007 as a natural continuation of our values and holistic approach to business. The UN Global Compact provides us with a global framework for corporate responsibility, and the Blueprint for Corporate Sustainability Leadership serves as inspiration for advancing our efforts. As an active member of the UN Global Compact Nordic Network, we share best practice for implementing and embedding corporate responsibility with other Nordic companies.

Policies and Processes

Our Global Commitment serves as the policy on Corporate Responsibility. The Global Commitment is further embedded in our group policies and guidelines across corporate functions. Processes for identifying and

managing adverse CR impact in projects are implemented in quality, tender, and project management processes, including audit and management reviews to monitor effectiveness and progress.

A global compliance programme establishes control mechanisms to prevent and detect violations of applicable laws and internal policies and processes by employees, sub-consultants and business partners.

Business strategy

Sustainability is integrated into our business strategy 'Stronger Together' and a clear market driver for our services enabling solutions for global challenges. Specifically, we want to develop and market our offerings within sustainable cities, environment and water, and we have an ambition to become the leading sustainable society consultant globally.

Governance

CR is anchored with the Group Executive Board. The corporate legal function has the daily responsibility for developing, embedding and reporting on

corporate responsibility at group level. In each principal business unit, a CR manager and a CR coordinator have been appointed. Status and progress on CR are reported to the Group Board of Directors, who once a year convey progress to the Ramboll Foundation, the majority owner of Ramboll.

Reporting

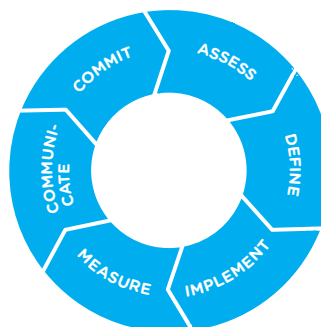
The Corporate Responsibility Report complements our annual reporting. The report serves as a 'Communication on Progress' (COP) in compliance with the UN Global Compact and the reporting requirements of the Danish Financial Statements Act on corporate responsibility and gender composition of management.

Accountability

In 2014, Ramboll participated in a Communication on Progress (COP) peer review, interacting with other companies to discuss, give feedback and learn from each other to improve COP reporting. We highly appreciate the feedback we have received. ■

Ramboll works to continuously improve performance on corporate responsibility. On an annual basis, we are guided by the UN Global Compact Management Model to support our efforts in integrating the ten principles on human rights, environment and anti-corruption into core strategies and business operations.

Source: UN Global Compact Management Model, framework for implementation 2010.



AMBITIONS

FOCUS 2015 AND PROGRESS 2014	2015	2014
COMMIT		
Global Commitment and Code of Conduct		■
Group Environmental Management Policy		■
ASSESS		
Embedding of equal gender policy		■
Environmental impacts of Ramboll's operation	■	
Process for identifying, preventing and mitigating CR risks and opportunities in projects	■	
CO2 data collection process	■	
DEFINE		
Global Commitment embedded in Group policies		■
Method for measuring water and waste consumption	■	
Revised anti-corruption guidelines	■	
Diversity initiative to enhance equal opportunities	■	
Process for identifying, preventing and mitigating CR risks and opportunities in projects	■	
Revised Suppliers' Declaration and guidelines	■	
CR strategy in line with blueprint for sustainability leadership and Global Compact advanced level	■	
IMPLEMENT		
Global Commitment and Code of Conduct to all employees		■
Code of Conduct training to all employees		■
Targeted CR training to high risk areas	■	
Pilot project for revised process for identifying, preventing and mitigating CR risks and opportunities in projects	■	
Face-to-face leadership training based on business integrity guidelines	■	
Code of Conduct training package including dilemma tool box	■	
Screening tool for assessing business partners	■	
MEASURE		
CR Key Performance Indicators (CR reporting)	■	■
Compliance with selected CR KPIs	■	■
COMMUNICATE		
CR Report 2015 – Communicating on Progress	■	■

Ramboll will continue to advance its efforts within Corporate Responsibility (CR) and apply best practice and standards. We will persist in doing what we do well, and aspire to become even better.

■ Planned 2015 ■ Implemented 2014



PEOPLE

Ramboll fundamentally believes in supporting people's inherent abilities. The inspirational solutions we provide to our customers across the globe are entirely dependent on our employees' creativity, insight and integrity. It is our ambition to be the preferred employer within our profession, and we support measures promoting the quality of working life to increase employee motivation, engagement and satisfaction.

Human touch

As laid down by our founders, the human dimension is evident in all our activities and services.

In 2014, in keeping with best practice, Ramboll adopted and introduced a new policy commitment – Global Commitment – on human rights, in line with the UN Guiding Principles on Business and Human Rights. The policy commitment was aligned with the Ramboll Foundation's long-term goals and priorities and adopted by the Executive Board and the Board of Directors. It has been defined by relevant internal and external expertise and it informs our behaviour. It was communicated to all employees as part of a new Code of Conduct and e-learning training and finally embedded in

group policies. These activities also serve as background for evaluating and embedding human rights due diligence into existing processes. ■

88%

of all employees had a dialogue with their manager in line with the Performance and Development Process.

EMPLOYEE SATISFACTION AND ENGAGEMENT (INDEX 1-5)

TARGET > 4

BUSINESS UNIT	2012	2013	2014*
Denmark	■ 4.0	■ 4.0	■ 4.0
Sweden	■ 4.1	■ 4.0	■ 4.0
Norway	■ 3.9	■ 3.9	■ 3.9
Finland	■ 3.7	■ 3.8	■ 3.8
United Kingdom	■ 3.6	■ 3.8	■ 4.0
New Markets	■ 4.0	■ 4.1	■ 4.0
Management Consulting	■ 4.1	■ 4.1	■ 4.1
Oil & Gas	■ 3.9	■ 4.0	■ 4.0
Energy	■ 3.9	■ 3.9	■ 3.9
Business Support & IT	n/a	n/a	■ 4.1
Ramboll average	■ 3.9	■ 3.9	■ 4.0

■ On target ■ Not on target

New index calculation for 2014 based on new survey questions. On comparable questions, score in 2014 is similar to 2013.

WORKS COUNCIL MEETINGS PER YEAR

PRINCIPAL BUSINESS UNIT	2012	2013	2014
Denmark	■ 4	■ 4	■ 12*
Sweden	■ 7	■ 4	■ 17
Norway	■ 50	■ 4	■ 4
Finland	■ 4	■ 4	■ 4
United Kingdom	■ 18	■ 3	■ 4
New Markets	■ 4	■ 14	■ 1**
Management Consulting	■ 4	■ 4	■ 4
Oil & Gas	■ 20	■ 20	■ 24
Energy	■ 4***	■ 4***	■ 4***
Business Support and IT	n/a	n/a	■ 12
Ramboll Group	■ 1	■ 1	■ 1

■ Implemented

* Four meetings were held in the main council, four were held in Eastern part of Denmark and four in Western part of Denmark.

** No works council meetings were held in India and Atelier Dreseitl part of Ramboll Group. Due to restructuring of the works councils in New Markets, only one meeting was held in 2014.

*** Energy is represented in the works councils in Denmark, Sweden, Norway and United Kingdom. Energy has its own formal works council in Germany.

EMPLOYEE DEVELOPMENT

By continued focus on the competencies of our employees, we develop the company. Our 'Performance and Development Process' (PDP) is an important tool to ensure the ongoing development and motivation of our employees. The PDP process consists of two manager-employee dialogues over the calendar year, setting expectations and development goals.

Involving all employees

In 2014, 88% of all employees had a dialogue with their manager in line with the PDP process, which is up from 76% in 2013. Ramboll Capabilities were introduced as part of the PDP process in 2014. The Ramboll Capabilities apply to all employees and serve as a common framework for PDP performance assessment and goal setting, ensuring objective and transparent performance reviews of all employees across the company. The PDP process contributes with a positive impact on people's right to enjoy just and favourable conditions at work. Satisfaction and engagement are important indicators of the retention and motivation of employees.

In 2014, a response rate of 90% across the company was achieved, which is the highest level since the Employee Satisfaction and Engagement Survey (ESES) was initiated. The survey results are on a scale of 1-5 where 5 is the highest level of satisfaction. The overall result from 2014 shows a satisfaction and engagement index of 4.0, which is similar to 2013 on comparable questions. At the same time, voluntary employee turnover is stable, although it increased slightly to 11.6% in 2014 from 11.2 in 2013. ■

GENDER EQUALITY

In 2014, we assessed how to embed the equal gender policy introduced in 2013, and established a diversity initiative 'Women in Ramboll'. A steering committee was formed and a project plan was outlined and approved. Firstly, a meta data analysis is being conducted to clarify trends and challenges regarding equal opportunities in the industry and specific to Ramboll. Based on the outcome, activities will be planned for 2015.

Female representation increases

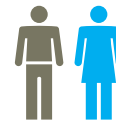
In 2014, there has been a slight improvement in the equal gender representation in general and among managers. The total gender representation in Ramboll Group was 32% female and 68% male (2013: 31% - 69%). On a positive note, the increase is larger when looking solely at management levels. Female managers on B-level increased to 8% (2013: 7%), C-level increased to 15% (2013: 12%) and D-level increased to 27% (2013: 23%). See page 9 for definition.

Management continuity

To have the right people in the right place at the right time, the succession planning and high potential identification process is designed to secure both management continuity and the identification of high potential employees. Female successors on B-level remained at 14% compared to 2013, C-level decreased from 23% to 16% in 2014, but D-level increased to 26% (2013: 24%). The gender distribution moved in a slightly more balanced direction from 22% in 2013 to 24% in 2014 when looking at female high potentials.

This year's progress is a step closer to the target of proportional representation in management positions, to reflect the average gender proportion in the industry, with 32% female - 68% male (from FRI, the Danish Association of Consulting Engineers, survey, May 2014).

It is the target that each gender is represented in the Group Board of Directors by two members to be elected at the general



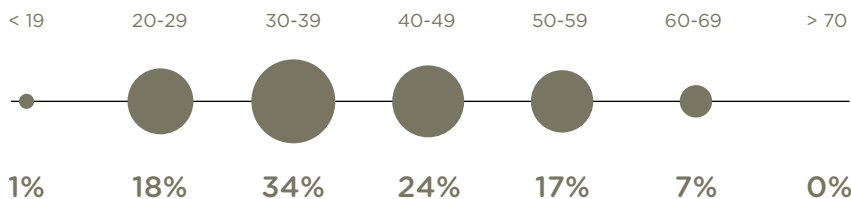
68% 32%

Gender distribution in total 2014.

meeting at one of the forthcoming general meetings. Even though focus has been and continues to be on ensuring the equal representation of genders at the Group Board of Directors, it has so far not been possible to find the necessary number of qualified candidates with the required skills, experience and personality for the position in question who also have been prepared to accept the appointment as Board member. In 2014, the gender distribution in the Group Board of Directors was 17% female - 83% male.

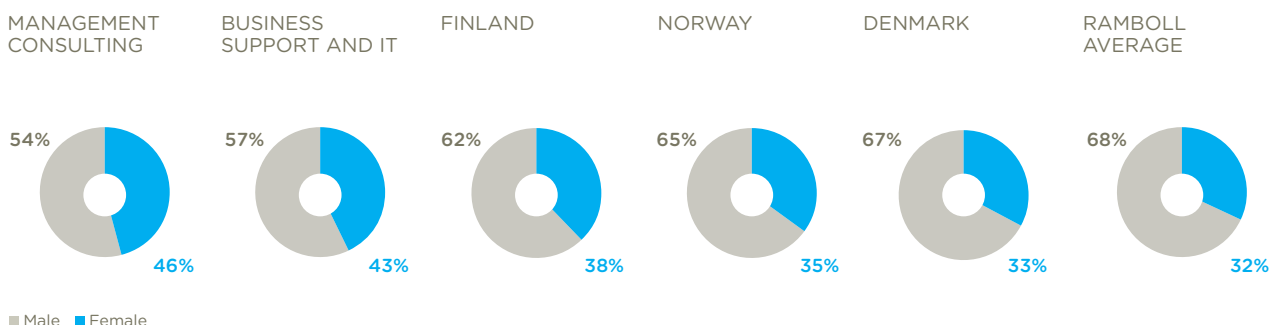
So there is still room for improvement, which will be supported by our diversity initiative in 2015. ■

AGE DISTRIBUTION - GROUP TOTAL AVERAGE 2014



Rounded to nearest whole number.

GENDER DISTRIBUTION 2014



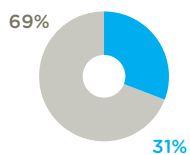


**GENDER DISTRIBUTION BY MANAGEMENT LEVEL
AND IDENTIFIED SUCCESSORS (B-D LEVEL), FEMALE %**

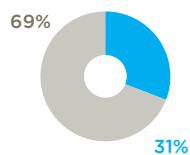
	2013	2014		2013	2014
Management B-level	7%	8%	Successor B-level	14%	14%
Management C-level	12%	15%	Successor C-level	23%	16%
Management D-level	23%	27%	Successor D-level	24%	26%

All Ramboll employees are mapped into a global job family architecture. The architecture consists of a number of profiles reflecting job levels ranging from A- to H-level.

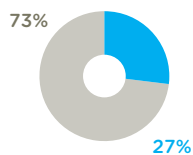
UK



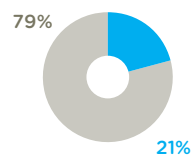
SWEDEN



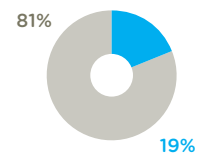
OIL & GAS



ENERGY



NEW MARKETS



PARENT-FRIENDLY WORKPLACE

Ramboll sees great value in being a parent-friendly workplace as it enables us to attract and retain the best and most committed employees.

Respecting family life

Respecting the right to family life and children's rights, Ramboll Sweden has been dedicated to providing a parent-friendly atmosphere for many years. Ramboll Sweden looks favourably upon parental leave, supporting parents' right to protection before and after childbirth.

Also, flexible hours are used as motivational factors to support parents. For instance, there is an explicit policy instructing employees to schedule meetings during the most parent-friendly hours of the workday.

Work environment honoured

In Sweden, parents are called in for personal development and salary reviews during leaves of absence, and both men and women are equally encouraged to go on parental leave. This means that parents will be able to continue their career development even during their periods of absence.

Ramboll received top honours in December 2014 when the trade union 'Unionen' awarded the 10th annual Guldnappen Award, to the most parent-friendly workplace in Sweden. ■



Ramboll's office in central Stockholm is one of 30 offices in Sweden, which was honoured with the Guldnappen Award.

Ramboll received top honours in December 2014 when we were awarded the Guldnappen Award to the most parent-friendly workplace in Sweden.



SOCIAL POLICY-MAKING

Towards 2020, the Danish government has developed a social strategy in an attempt to strengthen social equality. Ramboll supports these efforts by developing theories of change and strategies for disseminating evidence-based approaches and best practices among municipalities, to support the Government, the Ministry of Children, Gender Equality, Integration and Social Affairs in fulfilling the social 2020 goals, and protecting human rights through effective policies and legislation.

Among the primary goals are ensuring the well-being of vulnerable children and youth, preventing violence against women and children, assisting more drug abusers to complete treatment and reducing the number of homeless people.

Documenting effects

Through evidence-based consultancy, Ramboll documents which social policies and initiatives have a positive effect on public welfare, enabling decision makers to turn new knowledge into specific actions.

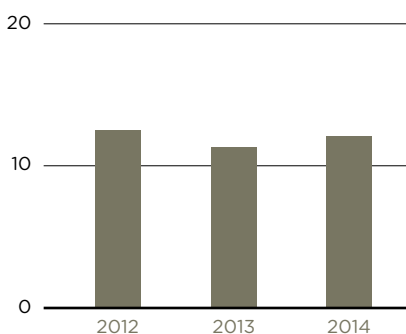
As the Ministry's partner throughout the entire process, we facilitate workshops and advise on how to design interventions to develop capabilities in the Ministry, in municipalities and among professionals working at shelters and residences for vulnerable citizens. ■

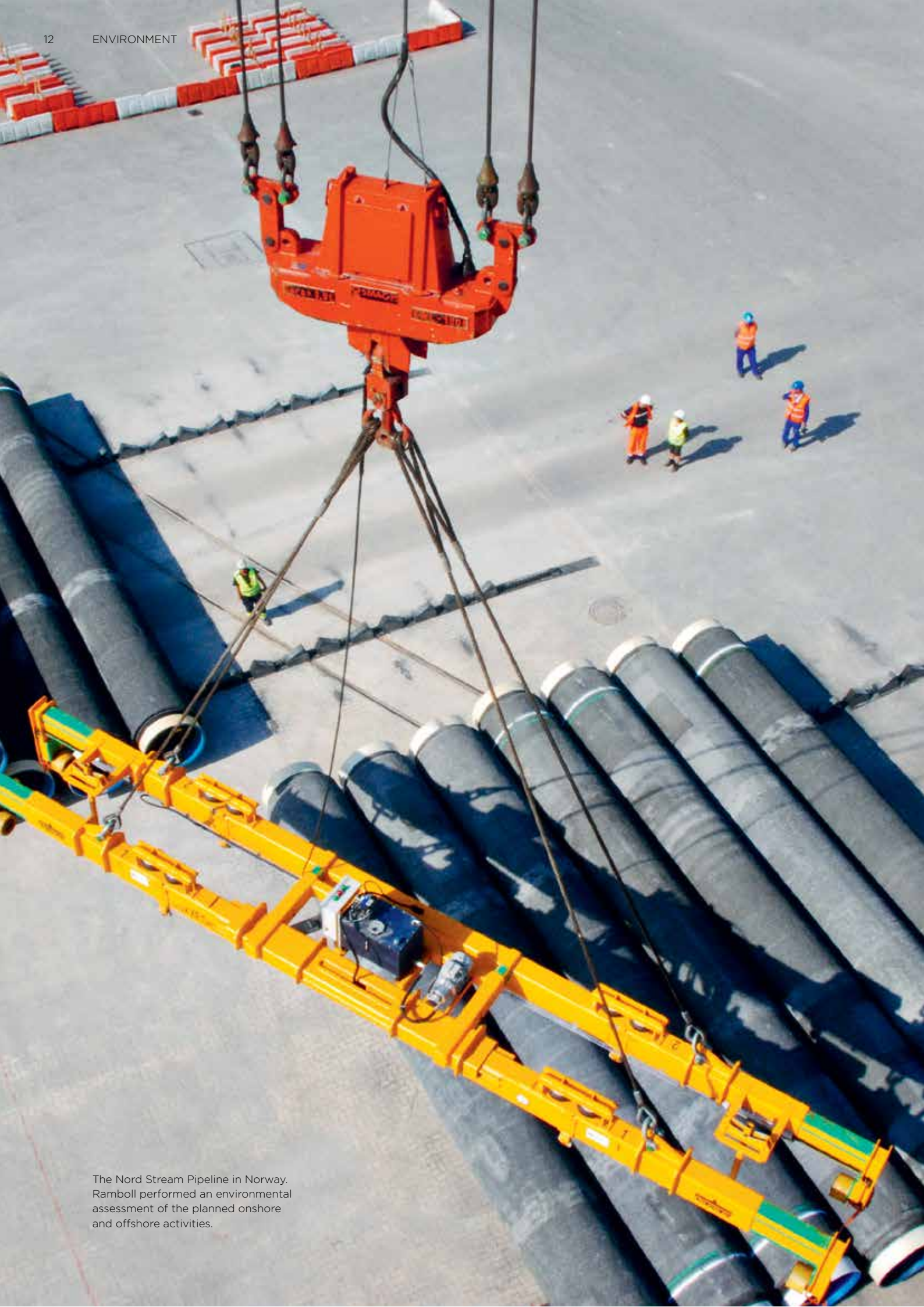
PROCEDURES IN PLACE TO AVOID DISCRIMINATION

OBJECTIVE RECRUITMENT PROCESS	Systematic procedure objectively ensuring that ability, competences, skills, experience and performance are always the basis for recruitment and promotion.
DISABILITY	Systematic procedure objectively ensuring awareness-raising of disability issues.*
AGE VERIFICATION	Systematic procedure that ensures age verification prior to employment.

* The procedures are implemented in all principal business units. Only exception is 'disability' in New Markets.

EMPLOYEE, VOLUNTARY TURNOVER, RAMBOLL TOTAL, %





The Nord Stream Pipeline in Norway. Ramboll performed an environmental assessment of the planned onshore and offshore activities.

ENVIRONMENT

Finding solutions to address the potential causes and implications of climate change is high on Ramboll's agenda.

Minimising carbon footprint

In Ramboll, we are dedicated to minimising our carbon footprint through our own behaviour. 2014 is the fourth year we have measured our worldwide CO2 emission caused by energy consumption and work-related transport. In 2014, we measured Ramboll's total CO2 emission as 21,614 tonnes CO2 (2013: 20,067) equal to 2.25 tonnes per Full Time Employee Equivalent (FTEE) (2013: 2.16). This is an overall increase of 4% per FTEE compared to 2013 due to more air travel and a slight increase in electricity consumption.

Implications of growth

Taking our growth in international activities into consideration, this is a relatively small increase. However, Ramboll is actively taking steps to reduce its carbon footprint even

as it becomes an increasingly global company. The major surge by 47% in the use of our global video conference system and 114% in Lync video conferences shows that without these tools our carbon emission per employee would have increased considerably more.

Environmental Management

A key focus in 2014 was to reduce adverse impacts on environment and climate by endorsing a Group Environmental Management Policy for all business units. This policy sets out the framework for environmental management. The objectives to be achieved by all principal business units in Ramboll include measuring CO2 emissions from energy consumption and work-related transport, implementing environmental management system based on the ISO 14001 standard for environmental management systems, and defining environmental targets.

Environmentally sound purchases

Ramboll 'walks the talk' when it comes to making its own purchases environmentally sound. Ramboll purchaser Helene Byskov Christiansen was awarded Member of the Year 2014 by Eco-labelling Denmark (Miljømærkning Danmark) for putting the environment on the agenda in the purchasing process.

Eco-labelling Denmark is the independent supervisory body, which manages a network and is responsible for the EU Flower and Nordic Swan eco-labels. The network was established to create incentives for Danish suppliers to offer more environmentally friendly products and make it easier for companies to make environmentally sound purchases. By holding suppliers to a higher standard in the purchasing process, we work hard to ensure that more of Ramboll's suppliers are accredited with the eco-label. In Denmark, there are now over 20,000 certified products available. ■

ISO 14001* CERTIFIED

PRINCIPAL BUSINESS UNIT	2012	2013	2014
Denmark	■	■	■
Sweden	■	■	■
Norway	■	■	■
Finland	■	■	■
United Kingdom	■	■	■
New Markets	■	■	■
Management Consulting	■	■	■
Oil & Gas	■	■	■
Energy	■ **	■ **	■ **

■ Implemented ■ Partly implemented ■ Not implemented

*ISO 14001: International standard for environmental management system.

**Energy in Sweden is ISO 14001 certified.

BUSINESS TRAVEL

The total 2014 CO2 emission from business travel is the equivalent of 3,376 trips around the globe when combining work-related transportation by car, airplane or public transport from all employees. The CO2 emission per employee (FTEE) from work-related travel was 1.44 tonnes per employee in 2014, which is an increase of 5.9% compared to last year (2013: 1.36). On Ramboll's journey towards becoming a global company, our CO2 emission caused by business travel increased due to more and longer air travel, which amounts to almost 60% of the total CO2 emission.

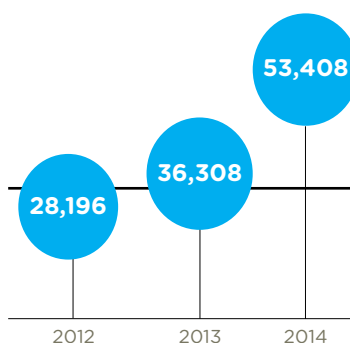
Technology reduces CO2

Ramboll is aware of the need to minimise business travel as much as possible and continues the effort to use technology with a view to reducing its carbon emission. An example is the increasing use of Microsoft Lync by Ramboll employees. With effective communication tools, we are able to minimise the impact, e.g. from our air travel needs, whilst improving our cross-organisational collaboration.

Ramboll is part of 'Transport Network Amager' in Denmark whose purpose is to promote sustainable transport habits to employees from Copenhagen-based companies. Only 38% of Ramboll employees working at the head office take their car to work, while the use of bicycles or public transportation is increasing according to survey. Initiatives such as company bike loans, changing room facilities at the office, carpooling to meetings and public transport discounts are highly appreciated by employees and incentives for more sustainable travel habits. ■



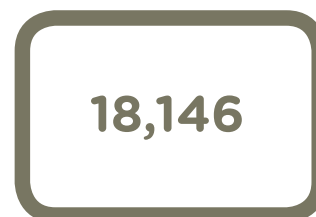
GLOBAL VIDEO CONFERENCES
TOTAL NUMBER OF CALLS



The total of video conference calls increased from 36,306 in 2013 to 53,408 in 2014.

47%

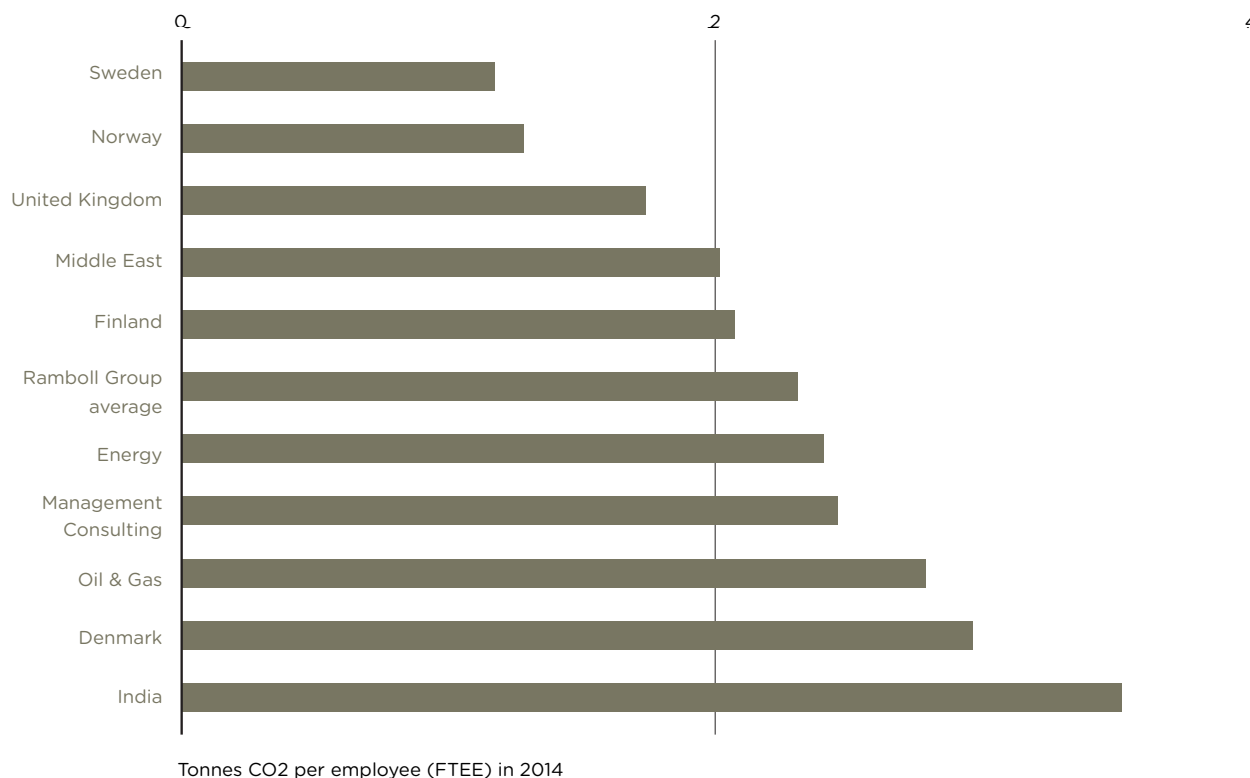
LYNC VIDEO CONFERENCES 2014



Indicating the growing use of video conferencing at Ramboll, Lync video conferences rose from 8,476 in 2013 to 18,146 in 2014.

114%

CO₂ EMISSIONS FROM ENERGY CONSUMPTION
AND WORK-RELATED TRANSPORT IN 2014 PER
PRINCIPAL BUSINESS UNIT



NOTE:

- Reporting period is 1 July 2013 to 30 June 2014
- If the International Energy Agency factors (IEA statistics, "CO₂ Emission from fuel combustion highlights", 2011 edition) are used instead of national factors, this is stated in the business unit notes below.
- Full Time Employee Equivalent (FTEE) figures are average FTEE in the reporting period.

Principal business unit specific notes:

Denmark:

- Number for fleet cars has been divided among all business units in Denmark.

Sweden:

- Deviation from last year's reporting is due to much more reliable data collection and improved calculation methods in this reporting period.

United Kingdom:

- Cars are not included in reporting.
- Some offices lack figures for air travel and train.
- The travel figures for London and Southampton are estimated based on the accurately recorded figures of the Chester office.
- Data on business travel has been difficult to obtain, but with a new contract with the travel agency Via Egencia, much more accurate data is expected next year.
- Figures for heating and electricity deviate much from last year's reporting due to more reliable data collection in this reporting period.
- Use of IEA factors.

New Markets:

- Atelier Dreiseitl part of Ramboll Group with (44 FTEE) is not included in the reporting.

- The principal business unit New Markets is split into two separate accounts, one for India and one for Middle East.

Management Consulting:

- All business travel data for Norway has been based on historical data from 2009-2010.
- Company managers' cars are not included for Sweden and Germany.

Oil & Gas:

- Partly use of IEA factors.
- The figures of the Houston office have been calculated based on Ramboll Oil & Gas' total CO₂ emission compared to number of employees in Houston (30 FTEE).

Energy:

- Ramboll Energy India (1 FTEE) and Ramboll Energy Indonesia (4 FTEE) have not been included in the reporting due to a defined lower limit for reporting.

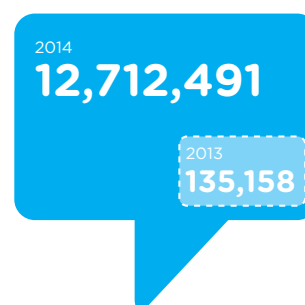


CO2 SAVINGS BY VIDEO CONFERENCE

In the period 1 June 2013 to 30 June 2014, about 57,000 video conferences have been held with a Ramboll conference meeting facility in one or both end points. Over this 12-month period, Ramboll was estimated to achieve an overall CO2 emission reduction of more than 4,000 tonnes (or 16% of total Ramboll CO2 emissions) by replacing trips with video conferencing. Estimated reductions associated with the five locations where the most significant progress was made are summarised in the table below.

This estimate has been calculated based on available detailed data for about 28,000 of the video conferences.

About 15% of the conferences have registered durations shorter than 15 minutes. These are regarded as either erroneous calls or very short meetings that would never have been physical trips. This leaves data behind for about 7,200 video conferences on which the estimates are made. ■



LYNC INSTANT MESSAGES 2014

Lync instant messaging in Ramboll increased by an astronomical number to 12.7 million messages in 2014.

Total estimated CO2 savings due to video conferences in 2013-2014 estimated to 4000 tonnes equivalent to 16% of total Ramboll CO2 emissions.

LOCATIONS WITH LARGEST CO2 SAVINGS, TONNES

From	To	CO2 Savings
Abu Dhabi	Copenhagen	73.3
Copenhagen	Gurgaon	69.4
Esbjerg	Texas	60.2
Aarhus	Copenhagen	53.7
Chennai	Esbjerg	42.8

DEVELOPMENT IN CO2 EMISSION

	2013	2014
Denmark	■	■
Sweden	■	■
Norway	■	■
Finland	■	■
United Kingdom	■	■
Middle East*	■	■
Management Consulting	■	■
Oil & Gas	■	■
Energy	■	■
India*	■	■
Ramboll average	■	■

■ Decrease ■ Increase

Development per employee compared with last year per business unit.

*The principal business unit New Markets is split into two separate accounts, one for India and one for Middle East.

ENERGY CONSUMPTION

The CO2 emissions caused by energy consumption (electricity, cooling and heating) were 0.82 tonnes per full time employee equivalent (FTEE) in 2014; a slight increase compared to the previous year (2013: 0.80). Looking back at the figures from 2011 (0.83) and 2012 (0.84), the latest measure of CO2 emissions indicates a stable level.

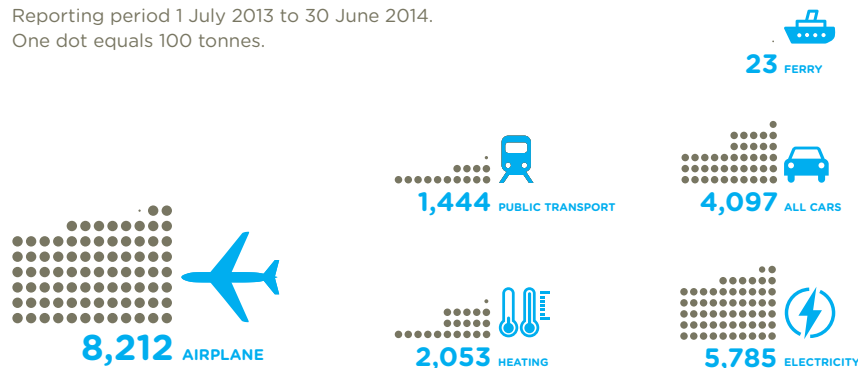
A general increase has been seen in CO2 emissions due to electricity consumption.

However, when considering Ramboll's total emission, the share of CO2 emissions caused by electricity compared to 2013 remains the same (2013: 26.7% and 2014: 26.7%).

A dedicated focus on optimising office space has resulted in a decrease in emissions per employee (FTEE) from heating, in seven of Ramboll's Principal Business Units in 2014. ■

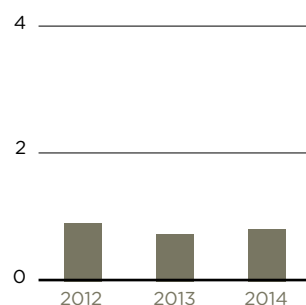
CO2 EMISSIONS FROM ENERGY CONSUMPTION AND WORK-RELATED TRANSPORT

Tonnes of total CO2 emission.
Reporting period 1 July 2013 to 30 June 2014.
One dot equals 100 tonnes.

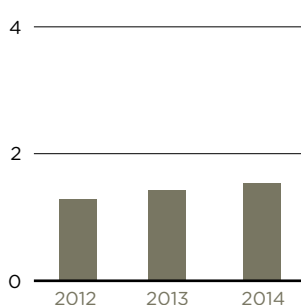


CO2 EMISSIONS PER EMPLOYEE, (FTEE), TONNES

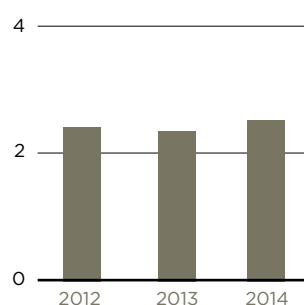
ENERGY CONSUMPTION



WORK-RELATED TRANSPORT



TOTAL CO2 EMISSIONS



ENVIRONMENTAL ACCREDITATION SCHEMES, NUMBER OF LICENSED ASSESSORS IN 2014


 **BREEAM** Environmental assessment method and rating system for buildings
34 (24)

 **LEED** Leadership in energy and environmental design
16 (13)

 **MILJÖ-BYGGNAD** Environmental building certification in Sweden
10 (10)

 **CERTIFIED ENERGY EXPERT** Energy certifications of buildings in Sweden
8 (8)

 **DGNB** Sustainability certification scheme under Green Council Denmark
5 (6)

 **ESTIDAMA** Pearl building rating system in Abu Dhabi
3 (5)

 **CEEQUAL** The sustainability assessment and awards scheme for civil engineering
3 (5)

 **EPC** Energy performance certificate for properties
3 (1)

Figures in brackets from 2013.



BUILDING CERTIFICATION

At Ramboll, we provide assessment services within a variety of environmental accreditation schemes, covering different themes in relation to buildings and communities. An environmental assessment of a project is a way to measure, document and compare the quality of sustainable buildings and communities. Setting a target, in the form of a certified sustainable building, defines a common objective and provides improved long-term benefits for investors, building owners and building users. A sustainability assessment is a holistic evaluation of

building materials, mobility opportunities, pollution, waste handling, energy consumption, water, biodiversity, health, safety, social value and financial considerations within a variety of criteria. The number of licensed assessors in Ramboll continues to increase year after year.

As part of our consultancy services, we advise customers in the choice of scheme and the level of ambition in each project. As an example Doha Marina Mall, Qatar. The project is aiming for 5 stars under QSAS, Qatar's sustainability rating tool. ■

OPTIMISED DESIGN REDUCES CO2

The telecommunications industry accounts approximately 2-3% of total global CO2 emissions. The main contribution of a telecommunication tower to the carbon footprint comes from the construction of the steel tower and the reinforced concrete foundation. Ramboll engineers contribute to the reduction of emissions from the towers and their foundations with a special tower design where circular steel tubes are used in all elements.

The special steel construction combined with a triangular cross-section reduces the wind resistance on the tower, and as tubes are the optimal steel profile for the tower elements, the total steel weight of the Ramboll tower is typically 40% lower than a traditional tower built in angle bars. With the reduced wind load on the tower, the foundation also requires less material than traditional towers.

Ramboll is heavily engaged in the establishment of new mobile networks, and is ranked by Engineering News-Record as the no. 1 design firm in the world within telecommunication masts and towers. ■

40%

less CO2 emission. The establishment of tubular Ramboll towers will result in 40% less CO2 emission, compared with the traditional angle bar towers.



WATER SCARCITY

The fundamental importance of water for humans and the environment has made managing water a crucial challenge for governments and cities around the world. The basic human right to have access to clean water is a major driver for the development of urban areas and regions alike. According to the UN, global water usage is expected to be 30% higher by 2030, illustrating the necessity to tackle water scarcity proactively. Through the application of science and knowledge, Ramboll contributes with solutions that have a positive impact on water management.

Overcoming water issues in Singapore

Since 2011, Ramboll has played a key role in Singapore's master planning on water. The city-state requires assistance to achieve its ambitions and turn previous water shortage and pollution

problems into strengths. Due to a proactive approach in investing in research and initiatives, Singapore is now transformed into a model city on water management. As a result, the city has become much more resilient to weather variability and more independent regarding water supply, contributing to a brighter outlook than in the 1970s.

Securing safe drinking water in Bangladesh

In Bangladesh, a current issue is the quality of drinking water, as high levels of naturally occurring arsenic have been found in the groundwater. To mitigate the risk of high levels of arsenic exposure for 30-70 million people, Ramboll is running predictive groundwater simulations that will be incorporated in water safety plans by the local authorities. This project is being done in collaboration with a

MISTRA-funded project managed by the Royal Institute of Technology in Stockholm, Dhaka University, NGO Forum for Drinking Water and Sanitation, Bangladesh. ■

2.3 billion

Between 1990 and 2012, 2.3 billion people gained access to improved water sources.

Source: UN



Ramboll's foundation ownership supports our integrity and ensures that our activities are absolutely independent of any external or personal interests.



INTEGRITY

Ramboll's professional advice, judgements and decisions are impartial. Our foundation ownership supports our integrity and ensures that our activities, are absolutely independent of any external or personal interests

Ramboll is on a globalisation path and entering new countries with different cultures, business behaviour and standards. This is an exciting journey, but also challenging as a global company and entering sometimes more demanding markets requires a strong focus on operating responsibly. We apply a continued focus on having the highest standards in place and ensuring universal understanding of our business integrity across the company. 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.

Control mechanisms

To ensure embedding of the integrity principles and to monitor the effectiveness of risk prevention and mitigation processes, Key Performance Indicators together with local assessment of integrity risks were integrated in the Group Compliance Audit process and applied for Ramboll in India, Middle East and Romania and are incorporated into the formal Group Compliance Report 2014.

More detailed integrity guidelines based on the newly introduced integrity principles are under development and will be introduced in 2015, serving as basis for specific face-to-face management training.

We engage with stakeholders to learn and seek best practices. For instance, Ramboll is a member of the independent organisation Transparency International that works to promote transparency, accountability and integrity at all levels and across all sectors of society. ■

CORPORATE INCOME TAX 2014

COUNTRY	DKK MILLION
Denmark	45.5
Sweden	23.4
Norway	19.1
Finland	10.3
India	6.0
Germany	2.4
United Kingdom	-3.8
Rest of world	1.8
Ramboll total	104.7

We will not engage in aggressive tax planning arrangements or use transfer pricing as a means of avoiding tax payment in any country. We will strive to ensure that all transactions between our group companies are priced on an arm's-length basis and prepare and maintain transfer pricing documentation in the form prescribed by local tax legislation.



Ramboll Leadership Conference 2014 with participation of over 1,000 leaders from Ramboll had the overall theme 'Stronger Together', which is our business strategy.



POLICIES AND PROCESSES

It is a fundamental objective for Ramboll to develop as a responsible company by applying the highest standards for corporate responsibility.

Global Commitment

In 2014, we stepped up our policy commitment on corporate responsibility to ensure continued fulfilment of our objective and best practice fit for our position as an international company, and our ambition to become a leading sustainable society consultant. We want to ensure continued compliance with regulations and internationally recognised principles, and to meet future expectations from customers and society globally.

After an approval process securing anchoring and top management commitment, Ramboll introduced the Global Commitment – a policy commitment that rests on our values and fundamental

principles on human and labour rights, environment and anti-corruption expressed by the UN Global Compact and made operational by the UN Guiding Principles on Business and Human Rights. The Global Commitment expresses Ramboll's strong commitment to operating responsibly, informs our behaviour and sets expectations to business partners directly linked to our operations and services. The Global Commitment has been aligned with the Ramboll Foundation's long-term goals and priorities and adopted by the Executive Board and the Board of Directors. It is informed by internal and external expertise and communicated internally and externally.

The Global Commitment made it possible to create a stronger global language and understanding of our responsibility throughout Ramboll based on internationally recognised definitions, also

ensuring that we speak the same language as our customers, society and business partners.

To embed our commitment further in operational policies, all group policies across the Corporate Functions; HR, IT, Legal, Finance, Communications, Market, and Project Excellence were aligned with the Global Commitment. This was an opportunity to foster better coherence and a clearer hierarchy of Ramboll's underlying policies, making it easier to operationalise our commitment. ■

COMPLIANCE PROGRAMME

Ramboll's Compliance Programme was initiated in 2014 in order to establish processes to prevent and detect violations of applicable laws and internal policies and processes by employees, sub-consultants and business partners.

One focus area in 2014 was to review all existing group policies and to develop a new intranet site to increase awareness and knowledge of the policies and guidelines among Ramboll employees. The overall framework for the monitoring and audit processes and reporting structure has also been in focus.

A pilot compliance report will be prepared, based on three pilot audits that have been conducted in India, Middle East and Romania, respectively, showing an increased need for knowledge of group policies and guidelines across Ramboll. A means for achieving this goal in 2015 is the implementation of a Compliance System, which among other features assures that all new and existing group policies will be read and understood by the relevant employees and functions. In addition, Local Compliance Managers have been appointed for each Principal Business Unit. ■



SUBJECT AND NUMBER OF WHISTLEBLOWER REPORTS

	2011	2012	2013	2014
Code of Conduct	1	2	1	
Critical supplier		1		
Discrimination		2		
People / Management	6	6	3	5
IT	1			
Values	1			
Ramboll total	9	11	4	5

CR MANAGEMENT SYSTEM 2014

PRINCIPAL BUSINESS UNIT	Code of Conduct in employment contracts	Code of Conduct in introduction programme	CR organisation	No. of registered CR files	No. of CR audits	CR management review
Denmark	■	■	■	0	58	■
Sweden	■	■	■	2	3	■
Norway	■	■	■	0	3	■
Finland	■	■	■	1	0	■
United Kingdom	■	■	■	1	44	■
New Markets	■	■	■*	1*	25*	■*
Energy	■	■	■	0	14	■
Oil & Gas	■	■	■	0	>30**	■
Management Consulting	■	■	■	0	0	■

■ On target ■ Not implemented

* Only measured in Middle East.

** Integrated in HSEQ audits.

The CR management system is composed of six indicators according to FIDIC industry guidelines. (FIDIC, The International Federation of Consulting Engineers)

CODE OF CONDUCT

A new version of the Code of Conduct for employees was launched in 2014. The Code of Conduct was updated to meet internationally recognised principles and guides employees on how to act responsibly.

Prior to the launch, a survey was conducted among 1,000 people managers with the purpose of gaining an overview of the awareness of the Code of Conduct and to provide the right information for people managers to answer pertinent questions from employees.

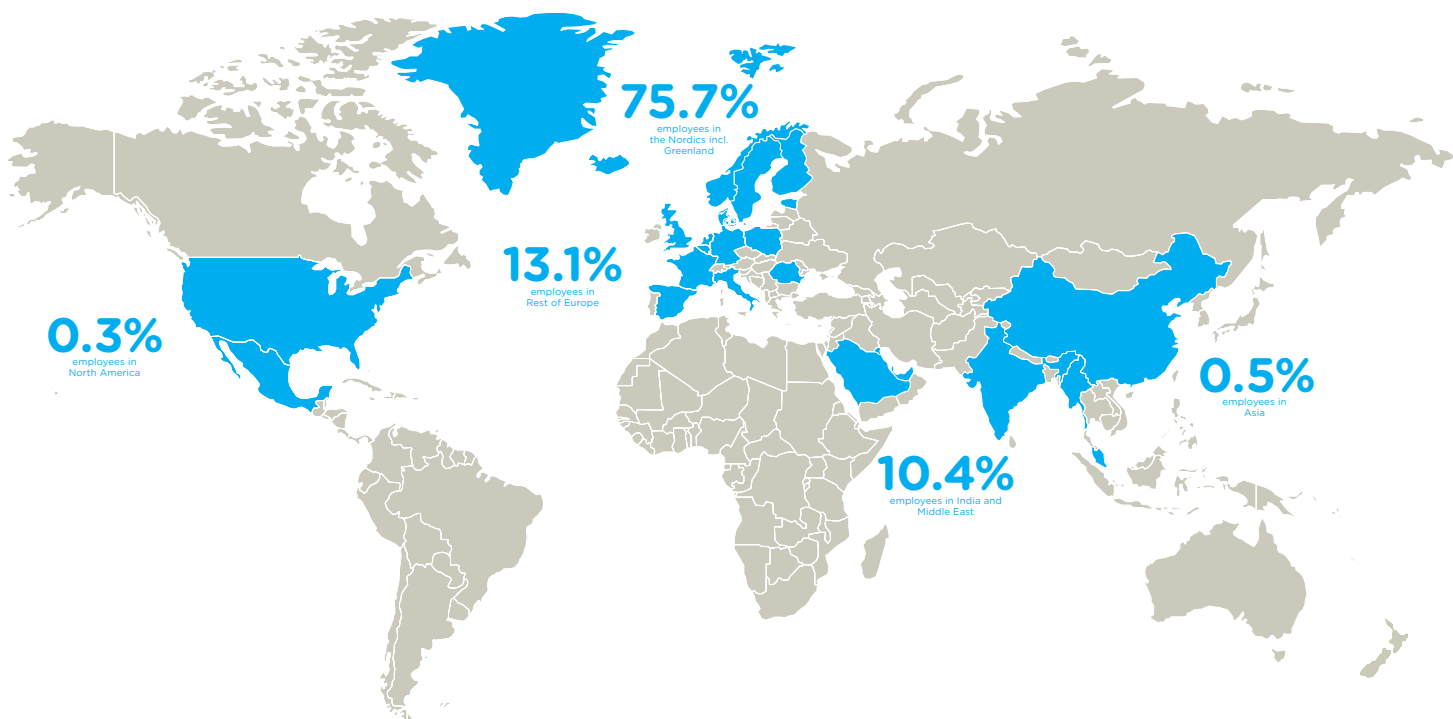
Implementing Code of Conduct

The new Code of Conduct was communicated to employees by various means including intranet news and direct e-mail

communication from top managers. More than 11,000 of Ramboll's employees received a hard copy of the Code of Conduct on their desk across all offices worldwide. Employees had the opportunity to see a video with Group CEO Jens-Peter Saul conveying about the importance of the Code of Conduct and encouraging employees to be open about the dilemmas they meet in their daily work in order to create an open and transparent company culture. Employees were also encouraged to initiate dialogue with top management on the executive blog.

To obtain a better understanding of the Code of Conduct, e-learning training was developed and provided to all employees. The training is mandatory and expected

to be finalised in 2015. Furthermore, to make information more accessible, an intranet site "How we act" was created, giving employees easy access to information about Ramboll's fundamental principles and values including the Code of Conduct, e-learning training and Whistleblower service. ■



■ Ramboll markets

CODE OF CONDUCT The above map shows the number of Ramboll employees excluding ENVIRON as of November 2014 who received the Code of Conduct and e-learning training.



Left: Copenhagen's elevated cycle lane, known as 'Cykelslangen', the bicycle tube. The cycle track is suspended five metres above street level. Image: Dissing+Weitling. Right: Bishan - Ang Mo Kio Park in Singapore, redesigned by Ramboll to include an ecologically restored river, open green spaces and playgrounds in the heartlands of the city.



VALUE CREATION

People have the fundamental right to enjoy the benefits of scientific progress and its applications. Ramboll's contribution to value creation is deeply rooted in the technical and scientific approach we take as engineers and consultants. It is our responsibility to consider how knowledge can benefit as many people as possible without compromising legitimate business interests. We make a positive impact and enable sustainable value creation by continuously developing and applying innovative solutions that address the world's global challenges, such as demographic changes, urbanisation, climate change, resource scarcity, and globalisation.

Managing impacts

Through technical and scientific disciplines that we innovatively

combine, for instance in the areas of planning, analysis, evaluation, design, engineering and facilitation, we use our skills to help our customers manage their impacts and reach their business and sustainability goals. Each customer's need on sustainability varies a great deal depending on market, materiality, regulation, short vs. long-term focus, stakeholder and commercial objectives. In all cases, Ramboll aims at to deliver balanced, holistic solutions that fulfil customer expectations.

Integrating sustainability

Ramboll seeks to promote and provide services and solutions that contribute to sustainable development. Sustainability is deeply ingrained in our business strategy and a clear market driver for our services. In particular, we

seek to develop and market our offerings within sustainable cities, environment and water, and we have an ambition to become the leading sustainable society consultant globally. Through acquisitions, we moved into the global Top 10 among environmental consultancies, making environment our second largest Market in 2014. Furthermore, we now have a full range of environment, health and water services in our portfolio, enabling even more solutions for global challenges – supporting sustainable development and creating value for customers, employees, society and stakeholders. ■



CITIES FOR PEOPLE

Cities have become the engines of economic development across the world. According to the UN, 54% of the world's population live in urban areas today. By 2050, this proportion is expected to rise to 66%. This prospect makes it necessary for cities to take a holistic and long-term approach to urban development.

Ramboll helps cities become more 'liveable' and improve their competitive edge through a full suite of competencies necessary to provide integrated and sustainable city conditions to the people living in the area. Our services on urban planning are multi-disciplinary, combining design and engineering services with socio-economic and process competencies.

Envisioning the future

Liveable Cities Lab is Ramboll's expert unit dedicated to supporting cities by envisioning future development. In 2014, the Lab

assembled a team of researchers to collaborate with experts from Zeppelin University, National University of Singapore, Massachusetts Institute of Technology (MIT) and Harvard Graduate School of Design conducting a research project on the future effects of 'blue-green infrastructure' in urban environments. Research results will be published in 2015.

Chicago Lakeside project

A recent example of Ramboll's work is the effort to bring green solutions to a lakeside area in Chicago, USA. In the future, residents of Chicago will be able to use cooling, heating and electricity and invest in energy from local wind turbines. The master plan will provide a new way of living based on the most advanced 21st-century infrastructure and technology.

Ramboll has developed design concepts for sustainable energy,

water management and waste management. They will reduce the use of fossil energy by 90%, while potable water usage will be reduced by 60%. About 90% of storm water will be infiltrated and directed to Lake Michigan, and efficient systems to sort waste will reduce landfill to 1% of total waste.

The Chicago Lakeside project has earned international recognition and was given the Sustainia Community Award, which honours solutions that help build a more sustainable future. ■

ASSESSING IMPACT

Building a new highway, bridge or airport creates new social and economic opportunities, but also brings potential harm to the environment or the people living close by. Incorporating impact assessments in any large-scale infrastructure project, Ramboll supports customers in not only fulfilling the legislative requirements during the permitting process, but also in mitigating a construction project's social and environmental impacts. The impact assessments are used to determine social and environmental effects, compare alternatives, identify mitigation measures and facilitate informed decision-making.

Ramboll's specialists aim to challenge the design teams to drive improved social and environmental performance into construction projects, for example, by including carbon footprint calculations, transport and traffic mapping, environmental and socio-economic baseline studies and stakeholder management initiatives.

Safeguarding the environment

An example is the Mersey Gateway bridge project near Liverpool in UK. The site for the new river crossing is located in an environmentally sensitive area, and therefore Halton Borough Council needed to ensure that the bridge would be constructed in the most sustainable way. In the early stages of the project, Ramboll therefore contributed with baseline studies on e.g. ecology, noise and vibrations, transport flows and social effects to identify the most appropriate and sustainable route for the new road and bridge. ■



Above: Due to traffic congestion, Halton Borough in the UK invested in another bridge across the Mersey River. Ramboll helped safeguard the environment by assessing the environmental and social impacts of the project.

Left: The Chicago Lakeside project is taking sustainability focused urban development in the US to new levels.

GREENER BUILDINGS

In 2014, Ramboll in Finland conducted a Green Market Study asking customers and other stakeholders such as tenants and property owners about trends in the real estate industry relating to sustainability in the Nordic market. 'Green' buildings adhere to specific criteria in areas including water conservation, site sustainability, energy use, building materials and design innovations to earn certifications such as LEED or BREEAM.

The results indicate that stakeholders widely agree that there is growing demand for sustainable buildings. In the coming years, it is expected that data monitoring on environmental indicators will increase, along with more communication between tenants and owners on how to act in an environmentally responsible manner. Most importantly, tenants expect more sustainable buildings and are willing to pay more to live in green real estate premises. Adding further weight to this trend, 60% of building developers expect to invest more in green building solutions. Ramboll will use the insights from the Green Market Study to engage with stakeholders who are looking to develop real estate using sustainable building solutions based on certification standards, (see page 18 for Ramboll's certification capabilities and definitions). ■

60%

of building developers expect to invest more in green building solutions.

OVER 50% OF THE WORLD LIVE IN CITIES

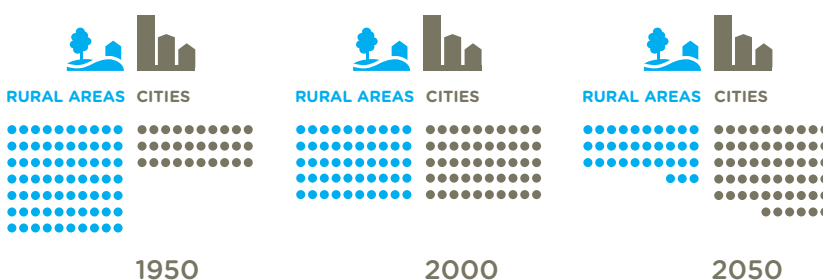


Illustration of the distribution of the world's population between rural and urban areas over time. Today, 54% live in cities, a number projected to reach 66% by 2050. Source UN. One dot equals 1%.



DILEMMAS

On a daily basis, Ramboll is continuously faced with dilemmas. We deal with many needs and considerations, weighing the social, environmental and economic dimensions of an issue to find balanced solutions.

Leverage our influence

Ramboll is often approached with the question “why don’t you just say no” to a specific project, market area, country etc.

We sometimes say “no” because the particular project or customer are in clear conflict with our values. But in most projects we are committed to making a difference, for instance, by getting involved to minimise impacts by design as well as optimise long-term value by applying scientific progress and leverage our influence to help deliver solutions with value to our

customers and society as a whole. In addition we strive to implement preventive measures such as screening of business partners and proactive communication of our commitment in proposals.

Labour conditions

The construction industry is an exposed profession in relation to adverse impacts on construction workers’ rights to safe and healthy working conditions, not to be subjected to slavery, servitude or forced labour, and to adequate standards of living. This may be challenging in contexts where labour laws do not exist or are not enforced, or where companies do not follow international standards for their responsibility to respect human rights.

As a design and engineering consultancy, Ramboll is sometimes

faced with issues regarding adverse impacts on construction workers’ rights in the projects to which we deliver services.

We will sometimes oversee aspects of construction to ensure adherence to the designs, but we are not a construction contractor responsible for hiring and managing a workforce on the ground.

However, we are aware that we have a responsibility to seek to prevent and mitigate adverse impacts through our business relationships on a project. Through dialogue, we try to use our influence to promote business relations across the value chain that demonstrate respect for construction workers’ rights. ■

SHALE GAS

Shale gas is rapidly becoming a global energy market game-changer contributing to the supply of more affordable energy. Shale is a sedimentary rock consisting of clay and sand. It is now possible to produce gas directly from the shale. Like natural gas, shale gas emits 50% less carbon than coal and thus can be a significant contributor to meeting emissions reduction targets.

However, concerns have been raised regarding the possibility that the method used to produce shale gas, sometimes known as “fracking”, may result in the potential for high freshwater demand, groundwater contamination, noise from operations and increased truck traffic and other issues.

We must be aware of and address such concerns as global oil and gas markets are developed. We promote renewable energy but, acknowledging that the global energy mix will continue to include fossil fuels, we see an opportunity and our responsibility in helping to ensure the environmentally sound development of fossil fuel resources.

Supporting qualified decision-making

Customers and society should benefit from scientific progress and Ramboll's approach contributes to more qualified decision-making by applying technical and scientific insight. With our experience in assessing social and environmental impacts, we help the industry manage impacts and take steps to ensure high operational standards. We facilitate stakeholder dialogue addressing legitimate public concerns and assist governments in developing policies that protect public health and secure affordable energy for all. ■



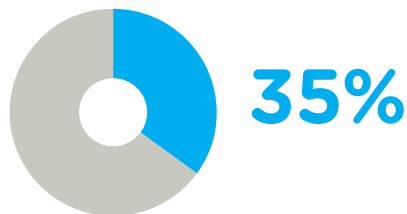
KREOD Pavilion, London. The Ramboll Computational Design team in the UK works solely on using digital intelligence to create more optimised buildable and sustainable structures.

MITIGATING IMPACT BY DESIGN

According to the UNEP's Sustainable Buildings and Climate (UNEP SBCI 2009), the building sector accounts for more than 40% of CO2 emissions worldwide and this number has increased during the past 45 years. The building sector is Ramboll's biggest market accounting for more than one third of our revenue, but as a sustainable society consultant, it is our responsibility to mitigate the negative environmental impacts from the buildings that we design.

Building materials, on-site construction activities and the operational phase of a building are all sources of carbon emissions. They may have a negative impact on, e.g. local scarcity of resources, the working environment for construction workers and users of the building. However, the building sector has the largest potential for significantly reducing greenhouse gas emissions compared to other major emitting sectors.

The building sector offers major opportunities for improvement by using more sustainable materials and energy-efficient solutions through the application of environmentally-friendly technologies and materials. In response to this challenge, we continuously develop our services in relation to local and international standards and sustainable building certification systems in all our markets. ■



The Buildings market accounts for 35% of Ramboll's revenue in 2014, growing by 11% to a total of DKK 2.9 billion.



ADVOCACY

Ramboll is committed to environmental advocacy by engaging in conferences and discussions with decision-makers and business leaders across the world whenever possible.

Climate agenda

In 2014, Ramboll participated in the World Cities Summit conference in Singapore. The main theme was 'Liveable and Sustainable - Common Challenges, Shared Solutions'. Ramboll gave a keynote speech on building resilient cities and took part in a roundtable discussion focusing on water and waste management challenges in urban areas. We

spoke at the Arctic Breakthrough round-table in Canada, co-partnered and hosted Sharing Copenhagen events with the City of Copenhagen during 2014, and hosted a high level master class for the network of global cities, C40.

We were involved with DK2050, a series of conferences and events on future urban development in Denmark.

In addition, we played a key role in the Global Green Growth Forum, which was held in Copenhagen, Denmark. Nearly 300 leaders and decision-makers were part of the conference, which focused on energy-efficient design solutions. We contributed to a session with

other experts exploring how design enables energy efficiency and economic performance for the world's growing cities.

Ramboll has also developed an internal cross-culture Sustainable Buildings Network where Ramboll specialists from the Nordics, UK and Middle East share knowledge and challenges on sustainable building design. With different obstacles and regulatory environments, the network members take advantage of the experience and ideas of their colleagues, while knowing that a sustainable solution in Oslo, Norway may not be the same as in Dubai, UAE. ■



UN CLIMATE SUMMIT

In September 2014, Ramboll had the honour of participating in the UN Climate Summit in New York City, USA. With more than 120 heads of state and government as well as climate advocates gathered, this was a unique opportunity to make our voice heard in the global climate debate.

We contributed to a roundtable discussion that was part of the UN Private Sector Business Forum at the Summit. The discussion focused on advancing corporate action in terms of sustainable solutions that mitigate the effects of climate change and help to limit the global rise in temperature to less than 2 degrees Celsius.

Ramboll contributed among other thought leaders to the debate, explaining how we deliver solutions that effectively reduce the impact of climate change while also enabling sustainable development of the society.

The objective of the session was to catalyse climate action by challenging the leaders to bring bold announcements and actions that help reduce carbon emissions and strengthen climate resilience. Based on the discussions, the UN aims to reach a meaningful global agreement in 2015. ■

Above: An architectural light show entitled *illUmiNations: Protecting Our Planet*, designed to inspire action on climate change, is projected on the side of United Nations headquarters, 2014. Image: AP Photo/Jason DeCrow.

Below: Head office for Disabled People's Organisations in Denmark. Ramboll played a key role in the development of the sustainability strategy for the building. Image: Leif Tuxen.

ASSOCIATION FOR RESPONSIBLE CONSTRUCTION

A new association will ensure a strong focus on corporate responsibility in the Danish real estate and construction industry ("Foreningen for Byggeriets Samfundsansvar"). The association which is comprised of building owners, developers, contractors, consulting engineers and architects will among others help to strengthen and develop sustainable building, labour conditions, and stakeholder dialogue in the Danish real estate and construction sector.

This association is one of the first to strengthen collaboration on corporate responsibility across the value chain and is driven by members who acknowledge the competitive advantage of a structured approach to responsibility. The association is founded on a charter consisting of six principles for corporate responsibility. The charter is inspired by the UN Global Compact Principles and applies a local interpretation of the principles relevant for the industry and national context.

As a natural continuation of our commitment under the UN Global Compact and our position as leading engineering consultant in Denmark, Ramboll signed the charter for responsibility in the Danish construction sector and is an active member of the association. ■





COMMUNITY ENGAGEMENT

We aim to make a positive impact in the communities where we work by contributing our knowledge and resources to relevant initiatives and charities.

Rebuilding Tacloban

Passionate Ramboll employees dedicate their free time to help communities or people in need around the world through pro bono work, fundraising or by volunteering their knowledge and experience. The main project supported by the Ramboll UK Charity Task group 2014 is Tacloban Streetlight. Ramboll was invited to join the project by Alexander Furunes of WORKSHOP

Architecture. Streetlight is an orphanage and school organisation in Tacloban, in the Philippines. When hurricane Haiyan decimated Tacloban, the Seawall community was hardest hit, amongst them the orphanage Streetlight. Jago Boase, an engineer on sabbatical from Ramboll, has been living on site to deliver the rebuilding and relocation of the orphanage. The engineering works include the infrastructure for 100 new homes as part of the Masterplan for the community. Together with the children and staff of Streetlight, Alexander and Jago are leading the design and reconstruction process. L.V. Locsin Architects in Manila are the local

architectural partner and Atelier Dreiseitl, now part of Ramboll Group in Singapore, are designing the landscaping and hydrology. The rebuilding will focus on sustainable design, using local materials and practices. A key aspect of the project is to involve the community in the design and construction to ensure that they take ownership of the project and that principles of good design are passed on. ■

SOCIAL INVESTMENT IN INDIA

In 2014, Ramboll developed a framework for a social investment programme in India based on Ramboll's Global Commitment and the Indian Companies Act with the purpose of achieving positive social outcome in the local communities in which Ramboll operates.

The programme is in line with Ramboll's business strategy and aims to invest in society through employee engagement, partnerships with NGOs and sponsorships within areas such as eradication of hunger and poverty, education, gender equality, environmental sustainability, relief and welfare of scheduled castes and other minorities.

A committee has been appointed to manage and develop the programme with local representatives across Ramboll business units and management. Future actions in 2015 include developing policy, action plan, selecting activities, budget, implementation and annual reporting of activities. ■



Above: The building is the physical foundation for the Malandighi Child Care Programme in India, which will be home to 150 disadvantaged children aged 6 through 18.

Left: Full scale model making with house parents at workshop in Tagpuro.

DONATIONS 2014

The Ramboll Foundation, the main owner of Ramboll, has made several donations to nonprofit organisations or charities in 2014:

- EUR 538,000 to a research project with Zeppelin University in Germany. The purpose is to develop research findings on 'Blue-Green Infrastructure in High-Density Urban Environments'.
- EUR 134,000 to a Danish Technical University-based research team preparing for Solar Decathlon Europe, an international competition to create innovations in energy-efficient housing.
- EUR 107,000 to Engineers without Borders for three different projects; the construction of buildings for a children's village in Malandighi in India, an effort to improve waste management in Togo and to build facilities for a boarding school for girls in Tanzania.
- EUR 33,500 to 'Danmarks indsamlingen', the Danish public service broadcaster Danmarks Radio's (DR) annual charity telethon, where 12 of Denmark's largest humanitarian organisations collected funds for projects supporting children across Africa and in Haiti.
- EUR 19,500 to 'I Love Wind Power' in addition to internal hours and resources to design and construct a wooden wind turbine for a school in Montes Claros, Brazil.

'I LOVE WIND POWER'

Collaborating with the environmental charity organisation 'I Love Wind Power', engineers from Ramboll in London have taken on an effort to design and construct a wooden wind turbine in Montes Claros, Brazil. In the summer of 2015, Ramboll employees will facilitate a workshop where local people will be taught the entire process of design, construction and installation of small wind turbines. The wooden wind turbine will be completed later in 2015 and will power a water pump for the local school, providing water and energy while using materials that are accessible to the local population.

The employees from Ramboll volunteer hours and resources to develop a concept for a 12-metre wooden tower structure for the wind turbine. The concept is intended to be implemented in other regions where the charity organisation operates, e.g. Mali and Tanzania, empowering more local communities through small-scale wind energy contributions.

The project is one of many supported by the Ramboll Foundation. ■

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