

# GROUP POLICY - ENVIRONMENTAL MANAGEMENT

Since Ramboll was founded, a responsibility towards our employees, clients, and society has been an embedded fundamental of our business behaviour. Ramboll promotes a sustainable approach to environmental management to reduce the potential that our own operations may cause or contribute to adverse environmental impacts. Operating globally but managed locally, each of our PBUs will adopt our Health, Safety, Environmental and Quality (HSEQ) management system to ensure that we identify, manage and reduce our environmental impacts, monitor our efforts, and continuously improve our overall environmental performance.

## Risk Management

As a responsible consultant, Ramboll identifies potential environmental hazards, evaluates environmental risks and implements a hierarchy of controls to manage and reduce these risks. We record and take steps to control potential environmental impacts of Ramboll's own operations, services and solutions.

## Legal Compliance

Ramboll is committed to conducting our work in compliance with applicable environmental legislation and regulation, as well as with Ramboll Policies and Procedures.

## Environmental Management Ownership

We provide all employees with relevant environmental management training, support and guidance so that they are aware of their individual roles and responsibilities in implementing Ramboll's Environmental Management Policy and Procedures. We expect all employees to participate and adhere to these requirements. Responsibility for implementation, monitoring and review of Ramboll's Environmental Management

### MANDATORY FOR

All employees involved in projects  
Facility Management  
HSEQ Managers

### OWNED BY

Operational Excellence and  
Health & Safety

### APPROVED BY

GEB

### DATE

06.01.2020

### VERSION

2.0

Policy and Procedures rests with Business Unit Directors and Managers. Ramboll's Group Executive Board is ultimately responsible for the overall environmental management program.

## Stakeholder Collaboration

We expect our suppliers, sub-consultants, retained contractors and consortium partners to meet or exceed our environmental standards. We also collaborate with other stakeholders, including our clients and local communities, to help achieve our environmental management objectives.

## Business Integration

Ramboll enables business opportunities by providing clients and society with environmentally sustainable services and solutions to address global challenges such as urbanisation; population growth and associated impacts on our environment; climate change; and natural resource shortages. This includes promoting energy conservation, waste reduction and resource optimisation.

## Innovation

We deliver innovative, high quality services so that we can continue to create value for our clients. This includes developing and implementing environmentally-friendly technologies and balancing short term and long term environmental costs and benefits.

## Continual Improvement

We are proactive in continually improving our performance by reviewing recognised best practices, by facilitating participation and input from our employees and other interested parties, and by setting targets and defining environmental improvement opportunities. We provide training, information and tools to identify, manage

### CROSS-REFERENCE TO OTHER GROUP POLICIES, PROCEDURES & GUIDELINES

[Group Policy - Quality Management](#)

[Group Policy - Health and Safety Management](#)

### KPI

[Defined by the Ramboll Group or by the PBU](#)

and reduce our environmental impacts, including energy conservation and waste reduction, and we expect our employees to be engaged in these efforts.

### **Performance Monitoring**

Our efforts to reduce the environmental impacts of our operations are supported by regular monitoring, auditing and reporting on environmental management performance metrics. The results are reported and discussed with employees and other stakeholders to foster compliance with Ramboll's Environmental Management Policies and Procedures.

### **System Compliance**

Our environmental management policy is supported by the Ramboll HSEQ management system complying with EN ISO 9001 on quality management, EN ISO 14001 on environmental management, and OHSAS 18001 (ISO 45001) on occupational health and safety management. It also respects and supports internationally recognised environmental principles, as stated in the Rio Declaration on Environment and Development.