

GROUP POLICY – HEALTH AND SAFETY 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 safe work environment by ensuring that no project, client or schedule is more important than the health, safety, well-being and security of our most important asset: our employees. Operating globally but managed locally, each of our PBUs has adapted our Health, Safety, Environmental and Quality (HSEQ) management system to ensure that it identifies and manages health and safety risks, monitors our efforts, and continually improves our overall health and safety performance.

Risk Management

As a responsible consultant, Ramboll identifies potential hazards, evaluates health and safety risks and implements a hierarchy of controls to manage and reduce these risks. We take steps to prevent all occupational injuries and illnesses, including those that might occur in an office, a laboratory, a client site or a vehicle.

Legal Compliance

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

Health and Safety Commitment

We provide all employees with relevant health and safety training, support and guidance so that they are aware of their individual roles and responsibilities in implementing Ramboll's Health and Safety Management Policy and Procedures. We will involve and consult our employees in the health and safety work, and we expect all employees to participate and adhere to the Ramboll requirements.

Responsibility for implementation, monitoring and review of Ramboll's Health and Safety Management Policy and Procedures rests with Business Unit Directors and Managers. Ramboll's Group Executive Board (GEB) is ultimately responsible for the overall health and safety program.

Stakeholder Collaboration

We expect our suppliers, sub-consultants, retained contractors and consortium partners to meet or exceed our health and safety standards. We also collaborate with other stakeholders, including our clients and local communities, to reduce health and safety risks.

Business Integration

Ramboll enables business opportunities by ensuring that protection of the health and safety of our employees, clients and communities is our highest priority.

Continual Improvement

We are proactive in continually improving our performance by reviewing recognised best practices, by facilitating participation and input from our employees, employee representatives, and other interested parties, and by setting targets and defining health and safety improvement opportunities.

Performance Monitoring

Our efforts to reduce health and safety risks are supported by regular monitoring, auditing and reporting on health and safety performance metrics. The results are reported and discussed with employees and other stakeholders to foster compliance with Ramboll's Health and Safety Policies and Procedures.

System Compliance

Our Health and Safety Management Policy is supported by the Ramboll HSEQ management system complying with EN ISO 9001:2015 on quality management, EN ISO 14001:2015 on environmental management, and ISO 45001:2018 on occupational health and safety management. It also respects and supports internationally recognised health and safety principles, as expressed by the UN Global Compact and Guiding Principles on Business and Human Rights; and the FIDIC Integrity Management Guidelines.

CROSS-REFERENCES TO OTHER GROUP POLICIES AND GUIDELINES:

Group Policy – Environmental Management
Group Policy – Quality Management

KPI:

Defined by the Ramboll Group or by the PBU

MANDATORY FOR

All employees

OWNED BY

Operational Excellence and Health & Safety

APPROVED BY

GEB

DATE

15.12.2020

VERSION

3.0