

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

This statement has been prepared in accordance with the Modern Slavery Act 2015. It describes the approach taken by Ramboll UK Limited ("Ramboll UK") in the financial year 2018 to prevent slavery and human trafficking from taking place in any part of its supply chains and in any part of its own business.

Ramboll's structure, its business and its supply chains

Ramboll UK is a wholly owned subsidiary of Ramboll Group A/S ("Ramboll"), a leading engineering, design and consultancy founded in Denmark in 1945. Ramboll has more than 15,000 employees globally and has strong representation in the Nordics, UK, North America, Continental Europe, Middle East and Asia Pacific. Ramboll UK has close to 1,200 employees.

Ramboll UK works across the markets in Buildings, Transport, Planning & Urban Design, Environment & Health and Energy.

Ramboll UK's supply chains range from individuals supplying specialist design and consultancy services, to multi-national service and facility management companies, global suppliers of IT products and associated services. The greater part of Ramboll UK's supply chains by value comprises engineering and design sub-consultants who collaborate with Ramboll UK on its projects.

Policies related to slavery and human trafficking

Respect for human rights is a natural part of [Ramboll's Legacy](#) and a core element of [Our Fundamentals](#) and Commitments to Ramboll's stakeholders. Furthermore, Ramboll is committed to respecting internationally recognised principles on human rights through implementation of the UN Guiding Principles on Business and Human Rights (UNGPs), as publicly stated in its [Global Commitment and Code of Conduct](#).

Human Rights Due Diligence

In line with the UNGPs, Ramboll is taking action to continuously identify potential adverse

impacts on human rights, including identifying the risk of slavery, forced labour and human trafficking in our operations. Please read more about Ramboll's efforts to implement the UNGPs in its annual [Corporate Responsibility Reports](#).

Besides the actions already taken, Ramboll will continue to implement due diligence in alignment with the UNGPs across its operations. In Ramboll UK this includes identifying the risk of slavery, forced labour and human trafficking in its supply chain.

Furthermore, Ramboll is continuously improving governance of compliance risks and implementing appropriate measures into existing processes and procedures, such as its Compliance Management and Project Excellence Systems.

Speak up and Whistleblower

Ramboll provides grievance mechanisms through our speak-up mechanisms, including its [Whistleblower system](#). Ramboll continuously works to encourage and enable a speak-up culture among its employees through training and communication, and it encourages external stakeholders to use the Whistleblower system if they experience unethical or non-compliant behaviour when cooperating with Ramboll.

Risk management – actions taken in the past year

Ramboll UK considers that the greatest risk of slavery and human trafficking is (a) in its facilities and office management supply chain; (b) in the supply chains of building contractors with which Ramboll collaborates, and (c) in the supply chains of clients in certain regions.

Ramboll UK maintains a Register of Suppliers through which its supply chains are managed through an internal approval, monitoring and

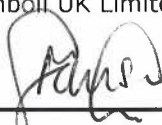
assurance process. A new Supplier Management Procedure was introduced in 2017, requiring mandatory screenings of new suppliers to identify risks of modern slavery. Furthermore, Ramboll has introduced an updated Business Associate Code which sets out requirements towards suppliers in alignment with the UNGPs, including zero-tolerance to the use of bonded or forced labour. The Supplier Questionnaire requires prospective business associates to confirm their compliance with the UK Modern Slavery Act.

In 2018 Ramboll's separate UK environment and health subsidiary was absorbed into the Ramboll UK legal entity which has enabled all of the Ramboll systems in UK, including the Supplier Management Procedure to be more standardised across all of Ramboll's UK businesses.

Further actions

As alluded to in the 2017 Statement, Ramboll has made the use of its bidding and project management tool mandatory irrespective of the size and complexity of the project. The system now alerts the Ramboll compliance team of all compliance risks before initiating the project.

This statement was approved by the board of Ramboll UK Limited on 28th June 2019.



Neil Sansbury
Director, Ramboll UK Limited