

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 2024 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 Limited is a wholly owned subsidiary of Ramboll Group A/S ("Ramboll"), a leading engineering, design and consultancy founded in Denmark in 1945.

Ramboll is owned by the Ramboll Foundation and Ramboll employees. The Foundation is an independent Danish enterprise foundation with philanthropic obligations. It owns 96.7% of the shares, and the rest are owned by employees and the company. The Ramboll Foundation is governed by a board of 12 members, of which four are elected by the employees. The Group Board of Directors has the overall responsibility for the management of Ramboll. It comprises members elected at the Annual General Meeting (elected among external candidates) and employee members elected in accordance with Danish legislation. Ramboll Group's management consists of the Group Executive Board (GEB), the Group Leadership Team (GLT) and Heads of Global Functions.

Ramboll has more than 18,000 employees globally and has strong representation in the Nordics, UK, North America, Continental Europe, Middle East and Asia Pacific. Ramboll has over 1,600 employees in the UK and Ireland who are employed across 16 offices.

In the UK, Ramboll works across Business Areas in Buildings, Transport, Environment & Health, Energy and Sustainability Consulting.

Ramboll considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;

- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

Ramboll does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Ramboll in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Ramboll strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation in the countries we operate.

In general, Ramboll considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Our UK supply chain includes specialist design and consultancy services, multi-national service and facility management companies, global suppliers of IT products and associated services. Most of Ramboll's UK supply chain by value, comprises multi-disciplinary engineering sub-consultants and contingent labour who collaborate with us on our projects.

Suppliers to Ramboll UK are onboarded via a Supplier Portal that requests their Modern

Slavery Statement. Where there is no statement in place, suppliers are asked if they are willing to work to Ramboll UK's Modern Slavery Statement. In addition, this statement is available to suppliers who do not have a statement to adapt for their own purposes.

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 to Human Rights](#).

Human rights due diligence

Ramboll has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

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 Reports](#).

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

Furthermore, Ramboll is continuously improving our Business Integrity risk governance 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

In the UK, Ramboll 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 maintains a register of our suppliers worldwide and a global vendor management system through which we manage our supply chain, including internal approval, monitoring and assurance processes. The Supplier Management Procedure Implemented since 2018, has been improved to encompass the requirement for prospective suppliers to declare their compliance with the UK Modern Slavery Act 2015.

Furthermore, suppliers are required to adhere to Ramboll's Business Associate Code which sets out the requirements towards suppliers in alignment with the UNGPs, including zero-tolerance to the use of bonded or forced labour.

Further actions

Ramboll's UK management plan to increase staff awareness of and engagement according to the principles of the Modern Slavery Act 2015 which was rolled out in 2023, continues to provide a mandatory 'CPD accredited' training programme for all permanent and temporary staff, and continues to achieve 100% compliance. This training programme raises awareness on how to report, acknowledge and handle modern slavery, particularly relevant to staff who are active on client sites and/or work directly with suppliers. It provides the necessary awareness, procedures and processes to ensure that staff can report incidents of improper conduct to be systematically addressed.

In addition, Ramboll has the following policies which further define our stance on modern slavery: Global Commitment, Speak Up Policy, Anti-corruption Policy, Code of Conduct, Human

Rights Policy, Global Procurement Policy and toward our suppliers via the Business Associate Code.

As part of [Ramboll's strategy](#), "The Partner for Sustainable Change", Ramboll has committed itself to continuously improving upon Equality, Diversity and Inclusion (EDI). In 2023, Ramboll established a Global EDI Centre of Excellence, to lead on developing and driving our EDI strategy and has adopted an externally recognised benchmark (Clear Assured) to support these efforts. We achieved 'Bronze' accreditation in 2024.

Ramboll has produced our third EDI Transparency Report for 2024, an internal document that outlines the ways that Ramboll demonstrates and supports an inclusive culture. In the UK, we voluntarily share our ethnicity pay gap, alongside the mandatory gender pay gap reporting requirement, in an effort to boost transparency and continue to drive positive change. As part of our Employee Satisfaction and Engagement Survey (OurVoice) employees are surveyed quarterly on various aspects of their experience of working at Ramboll and managers are expected to take action to address any concerns raised.

Ramboll UK Limited continues to have risk-based assessments and mitigation systems and procedures in place for all projects which has been expanded to cover all of Ramboll Group 2024 and which ensure specialist support is allocated to projects with elevated risks, such as modern slavery, and before any commitments are made.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

The information included in the statement refers to the financial year 2024 and was approved by the board of Ramboll UK Limited on 8 May 2025.



Neil Sansbury
Director, Ramboll UK Limited

