I. PURPOSE
The purpose of this code of conduct (the “Code”) is to secure that Ramboll’s business associate (the “Business Associate”) demonstrates responsible business conduct in accordance with internationally recognised principles on human rights (including labour rights), protection of the environment, and anti-corruption (the “Principles”). As a precondition, the Business Associate is expected to comply with applicable law.

Ramboll adheres to the Principles and the implementation requirements (the “Requirements”) of this Code, and we seek to work with others who share our commitments to business integrity and compliance. Therefore, we expect our business associates to establish processes to ensure compliance with the Principles.

II. EXPECTATIONS TOWARDS THE BUSINESS ASSOCIATE
This Code applies to the Business Associate and its suppliers:
• The Business Associate is expected to undertake reasonable efforts to ensure that its suppliers are working towards meeting the Requirements of this Code, e.g. by posing similar requirements to such suppliers.
• If the Business Associate becomes aware that any of its suppliers are acting in a manner that is inconsistent with the Requirements, the Business Associate is expected to leverage its influence to ensure that the negative impacts are mitigated, and to prevent reoccurrence.
• It is expected that relevant authorities are informed of non-compliance with applicable laws.

The Business Associate is expected to inform Ramboll of any potential conflict of interest. The Business Associate’s advice, judgments and decisions must be impartial.

III. THE IMPLEMENTATION REQUIREMENTS

I. EXPLICIT COMMITMENT TO RESPONSIBLE BUSINESS CONDUCT (E.G. A POLICY STATEMENT)
This commitment should (typically) be a written statement and is expected to:
1) Be approved by senior levels of the Business Associate.
2) State the Business Associate’s commitment to responsible business conduct and its expectations on the Principles towards its employees, suppliers and other relevant stakeholders.
3) Be publicly available e.g., on its website.

If the Business Associate does not have a website, the Business Associate should be able to document this commitment per request. This commitment should be communicated to employees and suppliers, as well as other relevant stakeholders.

II. IDENTIFICATION AND MANAGEMENT OF NEGATIVE IMPACTS
The Business Associate is expected to:
1) Take appropriate action to identify any (actual and potential) negative impacts on the Principles.
2) Take appropriate action to prevent and mitigate any actual and potential negative impacts that the Business Associate has identified or is made aware of.
3) Provide information about how actual and potential impacts have been mitigated, and recurrence avoided, on request from Ramboll.

III. COMPLAINTS AND ACCESS TO REMEDY
The Business Associate is expected to enable employees, suppliers or other stakeholders to raise concerns and complaints regarding the Principles, without fearing retaliation or discrimination based on concerns raised in good faith.

The Business Associate is encouraged to establish or participate in legitimate and effective operational level or sector-based complaints mechanisms accessible to potentially affected stakeholders, including but not limited to, employees and suppliers.
IV. DOCUMENTING COMPLIANCE WITH THIS CODE

The Business Associate commits to willingly document its compliance with this Code upon request from Ramboll. Examples of documentation include (but is not limited to) relevant code of conduct of the business associate, policies and procedures. If deemed necessary by Ramboll, the Business Associate is expected to willingly cooperate in answering further questions, conducting self-assessments and providing additional documentation.

If the Business Associate is not able to provide documentation with respect to fulfilment of the Requirements in this Code by the date of initiating the collaboration between the Business Associate and Ramboll, the Business Associate confirms its willingness to start documenting its performance.

V. NON-COMPLIANCE WITH THIS CODE

If the Business Associate demonstrates non-compliance with this Code, despite efforts to address these via constructive dialogue, or demonstrates non-compliance of grave character, Ramboll holds the right to terminate the business relationship with immediate effect.

The Business Associate must inform Ramboll without undue delay if it is charged by a court of law (e.g. under the US Foreign Corrupt Practices Act or UK Bribery Act) for bribery or corruption, in which case Ramboll may terminate the business relationship immediately for convenience. If the Business Associate is convicted for bribery or corruption by a court of law Ramboll may terminate the business relationship immediately for cause.

By signing this document, the Business Associate confirms its willingness to comply with this Code.

Place, date

ON BEHALF OF THE BUSINESS ASSOCIATE

(Name / Position / Business Associate) (in capital letters)

(Signature)