Commitment to progress for all

Ramboll India Corporate Social Responsibility Report 2024



OUR MISSION

Create sustainable societies where people and nature flourish

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Chairperson's Message

Lone Tvis

CSR India Chairperson

In the year 2024, Ramboll India has continued its deep commitment to Corporate Social Responsibility (CSR), reinforcing our belief that business success must go hand in hand with social and environmental progress.

Our CSR initiatives this year have focused on bridging critical gaps in education, empowering women with livelihood opportunities, and contributing to environmental conservation — all anchored in our core values of sustainability, equity, and knowledge-sharing.

By working closely with our NGO partners and the unwavering support of our employees, we have been able to make a tangible difference in the communities we serve. Whether it was enabling access to STEM education for underprivileged students, promoting gender equality, or supporting environmental restoration, our collective actions have helped drive positive change where it is most needed.

I would like to extend my heartfelt gratitude to the CSR Committee and to every colleague who volunteered their time, expertise, and passion. Your dedication has been instrumental in the success of our CSR journey, and the impact is clearly reflected in the stories and outcomes captured in this report.

As we step into 2025, we carry forward our commitment to meaningful action and invite all our colleagues to take part — by contributing ideas, volunteering time, or simply supporting the spirit of giving back.

If you're interested in joining our efforts, I encourage you to reach out to your the CSR representative (India) or the Head of HR

Thank you once again for your continued support in building a more inclusive and sustainable future — together, we are truly making a difference.

Passion and Purpose

Corporate Social Responsibility

Focus 2024

Education and skill development for Girls and Women



Green & Sustainable Initiatives for the Environment



Employee Engagement



Projects

The projects focus on education, sustainability, and community empowerment. They include building classrooms, digital and computer centres, scholarships, and mentorship programs for students, especially girls.

Additionally, community programs provide teacher support, libraries, and digital literacy training for underprivileged groups.

Environmental initiatives like rainwater harvesting, waste upcycling, and waterbody restoration support sustainability.

Impacts

14
Projects

16,600
Primary Education

350
Secondary Education

10
Technical Education

61,000
Community People

CSR 2024 Impact

NGO Partner	Description	Location	Beneficiaries
Mahesh Foundation	Construction of one classroom in new school building	Karnataka	2,000
Silver Linings	Computer center for visually impaired children new center at Chandigarh	Delhi NCR & Punjab	50
Dakshana India Educational Trust Fund	Exam preparation coaching (JEE/NEET) for talented students	Uttar Pradesh	20
Udayan Care	Fellowship program for talented girls	Hyderabad & Chennai	75
Maitrayana Charity Foundation	Mentorship and training program for young girls	Delhi NCR	100
Ekal Vidyalaya	One school one teacher program	Haryana	780
Sasakawa-India Leprosy Foundation	Nursing scholarship for 10 Girls (Year 4)	Multiple Locations	10
Balbhojan Welfare Trust	Rainwater harvesting for 2 schools in Chennai	Chennai	4,000
Learning Initiatives For India (LIFI)	Community teacher program & library set up	Delhi NCR	3,900
Tapas Foundation	Upcycling the legacy waste	Delhi NCR	5
Geo India Foundation	Waterbodies restoration (1 Lake and 1 Pond)	Chennai	60,000
Yuva Unstoppable	Digital classroom for Govt. schools for underprivileged community children	Mumbai	3,200
SDC Foundation	Digital Resource Center for imparting digital literacy for underprivileged students and trainings for women	Uttarakhand	600
RIT Rural Foundation	Community Resource Center for computer education for children and training for farmers and women	Uttar Pradesh	3,500

Education & Sustainability

At Ramboll, we believe in building a more sustainable and equitable future through purposeful action. Our CSR efforts are deeply rooted in two key focus areas — Education and Sustainability. We support underprivileged students by enhancing access to quality STEM education, bridging learning gaps, and nurturing future-ready talent. In parallel, our environmental initiatives promote climate resilience, biodiversity conservation, and community-driven sustainable practices, reinforcing our commitment to a greener planet and empowered communities.







Classroom construction for underprivileged children

Mahesh Foundation, Belagavi, Karnataka



The new school building, designed to provide quality education to 2,000 underprivileged children, is steadily progressing towards completion.

Ramboll, contributed towards the construction of a classroom benefiting 50-100 children. The construction of this classroom has been successfully completed.

These developments reflect the relentless efforts to provide a modern, well-equipped educational facility that will benefit underprivileged children for years to come.



Coaching scholarships for bright and impoverished students from rural India

Dakshana Foundation, Uttar Pradesh

Ramboll in collaboration with Dakshana India Educational Trust Fund, has been supporting 20 students through a robust scholarship program aimed at educational advancement. The two-year residential program is hosted at several institutions, including Jawahar Navodaya Vidyalaya across multiple locations in Uttar Pradesh.

The primary goal of this program is to prepare scholars for competitive exams like JEE, facilitating their admission into prestigious engineering institutes such as the Indian Institutes of Technology (IIT) and the National Institute of Technology (NIT). With rigorous academic schedules and program strives to enhance the scholars' proficiency and readiness for these examinations.



Computer centres for visually impaired children

Silver Linings, Delhi and Chandigarh

The Silver Linings computer centre in Delhi, supported by Ramboll, offers computer classes to 40 visually impaired students at the centre. Additionally, online computer training is provided to 16 visually impaired students under the Home Support Project. The centre aims to empower visually impaired individuals by enhancing their computer skills, enabling greater independence in reading, writing, and communication.

The project includes continuous support and advancement courses to promote self-sufficiency improving the lives of visually impaired individuals.

In addition, a new computer centre was established at Chandigarh in 2024. Networking meetings and presentations were conducted at agencies like CII Chandigarh, YI Chandigarh, and TIE Chandigarh to gather support. The centre is equipped with desktop computers for student education. The initiative aims to provide quality services to beneficiaries and create awareness about the need for such a centre in Chandigarh.







Fellowship program for young girls

Udayan Care, Hyderabad & Chennai

The Udayan Shalini Fellowship (USF) program is dedicated to empowering young women through mentorship and academic support, focusing on their holistic development. The fellowship targets students in Class XI and XII and extends through their higher education or vocational training. Fellows are selected based on need, ambition, and talent through a rigorous process involving applications, tests, interviews, and home visits.

A key feature of USF is its mentoring component, which follows a pyramidal structure where senior fellows and educationists guide new fellows. This mentorship not only aids in their academic and professional growth but also instils a sense of responsibility and community service, requiring fellows to complete 50 hours of social work.

Ramboll volunteers' panellists shortlisted the candidates for Udayan Care Shalini Fellowship Program at a School, Hyderabad. The Ramboll volunteers met the enthusiastic candidates and their supportive parents and guardians.

The volunteers understood the grassroot of the problems the candidates were facing on a daily basis. The volunteers selected the most deserving 75 candidates at Hyderabad and Chennai locations for the fellowship program.



Economic justice programme

Maitrayana Charity Foundation, Delhi

The social impact program led by Maitrayana, in collaboration with Ramboll, focuses on economic justice and empowerment for 100 young women from economically disadvantaged backgrounds. The program provides access to a range of skills including life skills, sports, leadership, and employability. This initiative is specifically designed for adolescent girls aged 14-25 participating in sport for development program. These girls undergo awareness and goal-setting sessions, training, internships, and mentoring, all aimed at fostering their knowledge, skills, attitude, and behaviour. Selection for the program is based on individual goals and the feasibility of achieving them through the project's resources.

Additionally, Ramboll contributes significantly through volunteering and mentorship to promote STEM education.

Two student exposure visits were organised for 8th and 10th standard students to the Ramboll HQ in Gurugram. The students met with the engineers for an industry exposure visit and STEM Sessions. Ramboll leaders along with the volunteers interacted with the students and addressed their queries about careers in Ramboll.





Primary education program for children in remote rural and tribal villages

Ekal Vidyalaya Foundation of India (EVFI)villages, Haryana

Ekal Vidyalaya Foundation of India (EVFI) is a nonprofit organisation working under the aegis of Ekal Abhiyan and is dedicated to bring education and development to rural and tribal villages through education with the aim to realise the untapped potential and empower the children of rural India, socially and economically.

Ekal Vidyalaya (One Teacher School) provides non- formal basic education to the children in the age group of 4-10 years residing in remote rural and tribal villages, where children have no or limited access to education and remain deprived from education.

Ramboll sponsored 30 Ekal Vidyalayas, directly benefitting 750 children living in tribal and rural India who are now getting the advantage of primary education through this program.

The sustainability aspect of the project is ensured by inculcating the ownership of self-help groups (Gram Samitis) in villages with the participation of locals from the same village and these groups conduct regular meetings and gatherings to promote and help in running the Ekal Vidyalayas.

Ekal has also started an initiative to primarily help run Ekal Vidyalaya in a particular village by the financial support raised from various individuals of the village.



Nursing scholarship for girls

Sasakawa-India Leprosy Foundation, Across India

The project aims to provide scholarships to 10 meritorious girl students from families affected by leprosy, allowing them to pursue a 4-year degree course in nursing. Starting in FY 2021, this initiative has enabled the students to get admission and support for covering their expenses for education.

The project's goal is to support educational endeavours for individuals from marginalised communities. The methodology for selecting beneficiaries ensures that scholarships are granted to deserving candidates based on merit.

Sasakawa-India Leprosy Foundation (S-ILF) is a nonprofit organisation, working towards mainstreaming persons affected by Leprosy and their families through socio-economic empowerment, thereby fighting stigma and restoring dignity in their lives.



Enhancing educational opportunities through LeAD UR India fellowship program

Learning Initiatives For India (LIFI), Delhi



The LeAD UR (Leadership and Development in Urban and Rural India) India Fellowship Program, aims to address the educational crisis in India by promoting literacy and holistic development.

The LeAD UR India Fellowship focuses on strengthening foundational literacy and numeracy among children in both urban and rural settings.

Our NGO partner Learning Initiatives For India (LIFI), Delhi work closely with School Management Committees to enhance parental involvement and ownership. This collaborative effort helps integrate children from difficult circumstances into formal schooling, promotes regular student attendance, and supports their learning experiences.

The impact of the LeAD UR India Fellowship is profound, as seen in the increased enrolment rates and improved classroom engagement.

The targeted interventions have created better educational outcomes and ensured that the program's benefits continue to resonate within the communities for years to come.

Through steadfast commitment and collaboration, Ramboll remains dedicated to advancing educational opportunities and fostering sustainable community development.

Construction blocks using legacy waste

Tapas Foundation, Delhi

The project showcases a low-carbon alternative for construction, supporting climate-resilient infrastructure development in urban India. It emphasises waste reduction and has created employment opportunities, promoted circular economy practices, and provided a scalable model for landfill remediation.

The initiative stands as a testament to collaboration, innovation, and responsible urban planning. By integrating sustainability into infrastructure, this project aims to achieve a cleaner, more resource-efficient future for Delhi.

The project illustrates the potential of sustainable practices to not only address environmental challenges but also foster social impact by generating jobs and promoting economic growth.







School transformation program: Empowering future generations

Yuva Unstoppable, Mumbai

The School Transformation Program, was implemented in Mumbai with the aim of revolutionising educational experiences through the introduction of smart classrooms in four schools. Benefiting 3,200 students, this initiative brought significant advancements to the learning environment in the region.

Key highlights included the installation of smart boards, which promoted enhanced academic performance and retention rates. This innovative technology facilitated interactive learning, increasing student engagement and participation in the classroom. Furthermore, teachers received comprehensive training on digital teaching methods, which bolstered their confidence in using technology for education and improved overall teaching effectiveness.

The project effectively addressed the digital infrastructure gaps prevalent in many government schools, thus bridging the digital divide. By providing engaging and interactive content, it ensured better conceptual understanding and retention among students. The initiative also focused on the development of skills such as critical thinking and digital literacy, preparing students for future opportunities.









Rainwater harvesting for schools

Balbhojan Welfare Foundation Trust, Chennai

The Balbhojan Welfare Foundation Trust is embarking on a meaningful project focused on environmental sustainability through the implementation of Rainwater Harvesting (RWH) systems. This initiative targets two schools that educate underprivileged children with poor infrastructure in Chennai. The goal of the project is to enhance water management and conservation at these institutions, providing long-term benefits to the students and the community.

Objective of this project:

- Channelising rainwater falling on rooftops and driveway to recharge the water table through well designed recharge structures.
- This concept is aligned with the SDG 6 - Clean Water and Sanitation and is in supporting local engagement in water management.
- Increase water use efficiency.
- Improve water quality







Waterbodies restoration

Geo India Foundation

The waterbodies restoration project, by Geo India Foundation, aimed to restore waterbodies in the urban setting that needed attention. The primary objective was to remove silt, invasive weeds, and garbage, strengthen bunds, construct inlets and outlets, and plant diverse species of flora to support the ecology of the waterbodies. The project's successful implementation resulted in increased water capacity, improved water quality, and enhanced biodiversity. It provided nesting sites for several birds, positively impacting surrounding communities by replenishing the groundwater table.

The restoration initiative addressed multiple Sustainable Development Goals, including SDG 11 (Sustainable Cities and Communities), SDG 14 (Life Below Water), SDG 15 (Life On Land), SDG 6 (Clean Water and Sanitation), SDG 8 (Decent Work and Economic Growth), and SDG 3 (Good Health and Well-Being). Through its efforts, the project promoted sustainable urbanisation, biodiversity, and clean water access and created employment opportunities, directly and indirectly benefiting over 500,000 people. The healthier ecosystem for local flora and fauna further contributed to the project's long-term positive impact.

Effective management of inlet and outlet points, along with regular monitoring, is crucial for the project's continued success. This project serves as an inspiration for future initiatives to restore natural resources and ensure a sustainable future.





Digital resource centre for imparting digital literacy for underprivileged students and trainings for women

SDC Foundation, Dehradun

In partnership with Ramboll, the Social Development for Communities (SDC) Foundation successfully implemented a transformative project in Dehradun. The initiative aimed to empower marginalised communities, particularly focusing on youth and women from religious and caste minorities facing challenges such as gender-based violence, high alcoholism rates, and unemployment.

Key highlights of the project include the establishment of a Digital Resource Centre (DRC) that promotes digital literacy and essential life skills. The DRC has equipped students with basic computer and internet skills, fostering continuous learning, mentoring, and academic growth. The project also provided specialised training in digital inclusion, financial literacy, and social leadership to enhance women's participation in the digital economy and promote gender equity.

The project targeted 50 young students aged 12-14, providing early career guidance and skills development. Additionally, 50 youth received certifications in skills like digital marketing, public speaking, and generative AI. Community engagement was emphasised through workshops on social issues such as climate change and gender equality, with 80% of participants demonstrating increased awareness.





Community resource centre for computer education for children and training for farmers and women

RIT Rural Foundation, Uttar Pradesh

The Rit Rural Foundation, with the support of Ramboll has been instrumental in fostering sustainable growth and development in rural India through its Community Resource Centers (CRCs).

Focused on bridging the digital divide and enhancing educational quality, the project prioritises Sustainable Development Goals (SDGs) such as no poverty, zero hunger, quality education, gender equality, and dignified employment.

Key highlights:

SHG Training:
Over 15 Self Help Groups (SHGs) of local women have been empowered to start and sustain their enterprises successfully.

Digital Literacy for Students:
More than 1200 students from under-resourced schools have become digitally literate, enhancing their ability to access high-quality educational opportunities and acquire critical life skills.

Farmer Support:
Successfully organised 20 Farmer Producer Organisations, supporting over 8,000 farmers with progressive farming techniques and institutionalising their practices.

Enhanced Educational Infrastructure:
Primary schools have benefited from updated technology.

The project positively impacted local villagers, educational institutions, local women SHGs, Gram Panchayats, primary schools, and inter-colleges, fostering an empowered and self-reliant rural community.





A rural village development program

Prayatna, India

The initiative aims to enhance the livelihoods of marginalised communities in rural villages. Prayatna is a nonprofit organisation that is bringing about a difference in society by working towards improving the quality of life of the people living in rural and urban areas. The organisation focuses on key thematic areas of livelihood, healthcare, education, youth development, and sustainable development.

Macramé training and production
Empowering women by promoting handicraft skills and creating income-generating opportunities through macramé training.

Vermicompost production
Encouraging sustainable agriculture by training farmers in composting techniques, fostering eco-friendly practices and improved soil health.

IT skill development
Year-round IT sessions conducted for students to enhance their digital literacy and prepare them for future opportunities in a technology-driven world.

Infrastructure development
Solar streetlights, solar powered cold storage, pepper-mint plant, and drinking water facility at schools provided for village development. Recognising the importance of community infrastructure for the revival of the village economy.

Ramboll volunteers with expertise in structural design and energyefficient building practices collaborated to design a detailed blueprint for a community centre.

2,140
village people (women's livelihoods, elementary school students, farmers) impacted

16
volunteers

481
hours





Educational support for children

Achyut Patwardhan School, Banaras (Krishnamurti Foundation)

Catering to children from communities that are underprivileged and below poverty line. The school caters to 250 children in the 5 – 14 year age group and tries to create a happy and safe environment to enable meaningful learning for the children.

The community suffers the predicament of a large number of our rural settlements and precarious livelihood conditions amidst rising costs of living. In families impacted by such conditions, children's education suffers as a consequence.

These villages have seen a major shift in the livelihood patterns – traditional and skills intensive avenues like weaving and fishing are making way for labour intensive vocations like construction.

Interactive STEM education
Ramboll volunteers conducted hands-on science experiments and activities to spark students' interest in STEM subjects.

Engagement with parents
Volunteers engaged with parents to highlight the importance of science and mathematics learning for their children's future.

Teacher training
Professional development sessions were organised to enhance teachers' ability to deliver STEM education effectively.

Holistic learning sessions
Additional workshops included topics like English communication, disaster management, and sustainability, equipping students with essential skills for a dynamic world.

250
students impacted

11
volunteers

784
hours



Changing the wastewater landscape in rural India

CDD India

CDD India, established in 2005, focuses on sustainable water and sanitation solutions to improve community quality of life. Despite progress in rural sanitation, challenges like poorly designed systems, environmental damage, and climate risks persist. CDD India's target impact includes improving sanitation for 2 million people, creating 100 green jobs, and reducing greenhouse emissions through nature-based solutions.

Ramboll volunteers contributed to capacity building by conducting drone-based survey training. Training on stormwater hydraulics and modelling along with upgrading GIS mapping skills.

Ramboll experts supported in designing of structures of a faecal sludge treatment plant to enhance sanitation infrastructure.

2 M
people of rural populations

10
volunteers

781
hours







Biodiversity conservation of Godavari landscape

WWF-India





WWF-India, established in 1969, works on species conservation, habitat protection, climate action, and environmental education. In the Godavari River Basin, ecological issues like biodiversity loss arise from land-use changes, but the area holds potential for landscape restoration and sustainable livelihoods.

The project focuses on wildlife conservation, habitat restoration, and maintaining corridor connectivity. It also addresses human-wildlife conflicts and improves forest habitat management in Telangana and Chhattisgarh.

Infra radar mechanism
Ramboll volunteers developed a tool for collecting and analysing data on environmental and wildlife clearances, tenders, and risks, enabling WWF to identify and address high-risk projects.

Social mapping
Volunteers identified critical villages for intervention, collected data on wildlife, conflicts, hunting, and forest degradation, and conducted spatial analyses to prioritise action areas.

100
victims of cattle depredations compensated

200
frontline forest staff activated

10
tribal settlements (500 households)

12
volunteers

619
hours

Career-focused STEM education for girls

Avtar Human Capital Trust, India

Avtar Human Capital Trust (AHCT), a notprofit public charitable organisation, working in the field of economic empowerment of women. Project Puthri (Girl Child) endeavours to empower underprivileged girl students, imparting in them a drive for independence through career-focused education. This initiative is dedicated to facilitating the girls' journey through higher education, thereby setting a solid foundation for their future. Through a series of educational workshops and mentorship programs, the project actively cultivates an understanding of diverse career paths and nurtures self-assurance in the aspiring young minds.

Ramboll volunteers conducted a training program comprising of life skills, role modelling session, career coaching sessions, Leader's talk session, Puthri4Tech (awareness and use of technology) and Udyog Utsav (career visioning event to build industry aspirations). The outcomes are measured by pre-post assessment of skills imparted, improved academic and attendance scores, mentor evaluation of individual scholars, case study and student satisfaction survey.

1,200
students impacted

18
volunteers

152
hours





Varuna river rejuvenation

IIT BHU, India





The project aims to restore the water quality of the Varuna River, a tributary of the Ganga, to make it fit for bathing as per National Green Tribunal guidelines. The river faces severe pollution from untreated industrial and domestic effluents, with only 30.5 MLD of the 59.7 MLD sewage treated. IIT BHU and the Danish Embassy have engaged Ramboll as a knowledge partner, leveraging Danish expertise for the restoration of the Varuna river. This effort combines cutting-edge research and international collaboration to address water pollution in the Varuna River.

Ramboll volunteers along with the IIT BHU team conducted a survey of 35Km stretch of the Varuna river.

An action plan have been prepared for data collection and designing, piloting nature-based solutions, which would help in natural cleaning of wastewater before entering the river.

In addition to this, Ramboll along with IIT BHU studied the existing wastewater management plan, which is being implemented. By doing so, Ramboll volunteers and IIT BHU explored the possibilities of changing the existing processes to sustainable and more economical solutions. Also, Ramboll with its expertise on modern technologies of monitoring the existing wastewater treatment plants helped to implement and adopt smart monitoring equipment to enhance the efficiency of the existing plants.

22,500
people in population along-side Varuna River Basin

06
volunteers

462
hours

CSR Awards 2024-2025

CSR Awards

01

HR Excellence Award 2025 – Chennai in the category of Excellence in Corporate Social Responsibility (CSR).

Organised by the NHRWA Foundation, the award recognises impactful contributions in HR leadership and innovation.

02

Award for Excellence in Environmental Sustainability and Biodiversity Restoration through CSR at the CSR & HR Awards 2025, hosted by the Global Council for Sustainable Development and Governance (GCSDG) in association with the Women's League Foundation (WLF).

This recognition celebrates the efforts of individuals and organisations driving meaningful change through innovative people practices and socially responsible initiatives.

03

Award for Excellence in Corporate Social Responsibility from National Human Resource Welfare Association.

