

## Policy

### Skanska UK

# Health, Safety and Wellbeing policy statement

Section J.1

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Responsibility: Director of Health &amp; Safety

At Skanska UK, Health, Safety and Wellbeing is a core value. We expect our performance to be at the highest level in respect to our employees, delivery partners and others involved or affected by our activities. We are committed to proactive health, safety, and wellbeing at all levels, positively influencing all stakeholders.

Our Vision is: To create an "Injury-Free Environment" which is defined as "more than safety, a culture of care and concern for people, which encourages everybody to accept responsibility for their own and their colleagues' wellbeing"

Underpinning this vision are our values and principles:

- That we care for life
- We work safely or not at all
- The health, safety and wellbeing of our employees and subcontractors is our paramount concern and must never be compromised by other objectives
- Health, safety and wellbeing is everyone's responsibility
- We will communicate with, train, develop and require our people to work in a safe way with no harm to health or to an individual's wellbeing
- The health and safety commitment of all our delivery partners is a prime consideration in their selection
- Health and Safety management systems are used to drive continuous improvement
- All Skanska people and our delivery partners exhibit the desired proactive behaviours, visible leadership and understand health and safety hazards and risks that may affect our operations and the wellbeing of individuals
- Compliance with our legal obligations and requirements of our Health, Safety and Wellbeing management systems and other relevant requirements
- Provide healthy and safe working conditions and safe equipment and systems
- A commitment to consult with and provide opportunities for participation of workers, and where they exist, workers' representatives, in matters related to Health and Safety
- To have the highest level of performance we engage with, influence, empower and care for all those who come into contact with us.

During 2023 we will:

- Focus on high potential risk areas of lifting, loading and lowering and eliminating the possibility of being struck by a reversing vehicle
- Continue to work to improve mental health awareness
- Implement a process that ensures supervisors have undertaken personal HSW skills, knowledge, attitude, training, experience (SKATE) assessments.
- Improve the effectiveness of site monitoring and internal audit
- Launch our IFE 2024 programme
- Rationalise and improve digital platforms to improve our access to data to make data informed decisions
- Maintain a management system that enables a culture of continuous improvement leading to a high level of compliance and workforce engagement.



Gregor Craig - Business Unit President, Skanska UK Plc

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