

## Strategy summary

# Corporate community investment

The work that we do places us at the heart of communities. We are committed to being a responsible member of these communities and to being a good neighbour.

Through our structured Corporate Community Investment (CCI) framework we focus on strengthening local economies and championing education in our areas of expertise. We believe this is where we can have the greatest influence, and it directly supports our purpose to build for a better society.

We invest in communities because of the benefits to society and the return for Skanska and our customers. The benefit to society is called 'social value' and the return for Skanska and our customers is improved efficiency, winning more work and attracting a more diverse mix of employees.

Over the period of our 2020 Business Plan we will ensure our processes pro-actively consider all stakeholders, the impact from our CCI activities and we will improve how we measure the success of our activities and partnerships.

Increasingly society, customers and our own employees view businesses as having a responsibility to add value to society.

Legislative requirements are also increasing. The implementation of the Social Value Act is a good example of this, as it requires us to provide wider social, economic and environmental benefits to the local communities as part of public contracts.

### Our 2020 CCI targets:

- Gain external accreditation through Business in the Community's Corporate Responsibility Index
- 50%+ of Skanska's employees using their volunteering days
- 400 education ambassadors
- Average Considerate Constructors Scheme project score of 42.5 out of 50
- Year-on-year increase in the number of sites taking part in Open Doors

## Our charity and community partners



Works with its members to tackle a wide range of issues that are essential to building a fairer society and a more sustainable future.



Environmental regeneration charity, partnering with local people, local authorities and businesses to promote economic and social regeneration.



An annual event organised by Build UK which offers young people and those looking for a change of career an exclusive opportunity to look behind the scenes of construction sites.



A non-profit making, independent organisation founded in 1997 by the construction industry to improve its image.



The world's leading youth achievement award supporting young people in developing their resilience, confidence, leadership and team membership skills.



Works with a variety of organisations to provide training, qualifications and employment to disadvantaged young people in the construction industry.



Focuses on increasing the uptake of core STEM subjects and addressing future skills shortages in STEM industries, such as construction.



Provides practical help, support and training to people who have been homeless and suffering from addiction, poverty or social isolation.



Transforms communities by equipping young people from underprivileged areas with 'success skills' - the real skills needed to achieve in life.



Transforms the lives of the poorest and most marginalised people by improving access to safe water, sanitation and hygiene.



Promotes road safety awareness, safe and sustainable road use, and effective road safety policies.



The property industry's charity, working to help make the vision of ending youth homelessness in the UK a reality.




A common standard for companies to measure and manage their community investment, and a platform to learn together how to maximise their impact.



A group of accounting bodies from across the globe, brought together to help achieve a common approach to accounting for sustainability.

## Our CCI focus areas

	The business case	How we will deliver	How we will measure success
<p>Deliver social value and better support local communities</p> 	<p>We engage with hundreds of communities every day. The opportunities and potential impact from our activities are significant.</p>	<ul style="list-style-type: none"> <li>▪ Support local economies by increasing local employment, local procurement and apprenticeship delivery</li> <li>▪ Develop stronger local stakeholder relationships through community relations</li> <li>▪ Increase project standards and articulate the impact of increasing legislative requirements</li> <li>▪ Develop social value tools to support project delivery</li> <li>▪ Maximise the impact of our activities by delivering social value in line with specific local needs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of apprenticeships, trainees and work experience positions</li> <li>▪ Increase in local employment on our projects</li> <li>▪ Increase in local procurement and SME spend</li> <li>▪ Increase the impact of our CCI activities and increase the accuracy of how we measure this</li> </ul>
<p>Build and embed strategic charity and community partnerships</p> 	<p>Long-term partnerships provide invaluable local knowledge, credibility, specialist skills and sustained social value to our local communities.</p>	<ul style="list-style-type: none"> <li>▪ Develop strong long-term local relationships</li> <li>▪ Embed partner capabilities into our business and projects</li> <li>▪ Work closer with local communities through our partnerships</li> <li>▪ Raise internal awareness of the added value our partners involvement can bring to CCI activities</li> <li>▪ Review new partnership opportunities that could further improve the impact of our CCI activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of CCI related events completed in collaboration with partners</li> <li>▪ Number of partnership activities embedded within our business processes</li> <li>▪ Proportion of our CCI activities aligned to targeted causes and partnerships</li> </ul>
<p>Enhance our 'Lend a hand' volunteering scheme</p> 	<p>Employee volunteering improves employee skills, builds better teams and helps us engage with local communities and customers.</p>	<ul style="list-style-type: none"> <li>▪ Increase skills-based volunteering and provide employees with opportunities to develop new and existing skills</li> <li>▪ Increase awareness and take-up of volunteering across Skanska and with our customers</li> <li>▪ Work with our partners and communities to identify opportunities that deliver the greatest impact</li> </ul>	<ul style="list-style-type: none"> <li>▪ Number of volunteer events carried out</li> <li>▪ Percentage of employees using their volunteer allowance</li> <li>▪ Annual employee survey results</li> <li>▪ Number of Education Ambassadors within the business</li> <li>▪ Increasing impact of volunteering on our employees and local communities</li> <li>▪ Proportion of volunteering activities undertaken with our partners which align with our CCI strategy</li> </ul>
<p>Gain external accreditation and recognition</p> 	<p>External accreditation demonstrates that CCI is embedded within the core of our business.</p>	<ul style="list-style-type: none"> <li>▪ Increase Considerate Constructors Scheme performance across our projects</li> <li>▪ Explore adopting the ISO 26000 Social Responsibility standard</li> <li>▪ Review our processes and identify opportunities to further embed CCI into our business</li> <li>▪ Show visible leadership through the right level of involvement internally and externally</li> </ul>	<ul style="list-style-type: none"> <li>▪ BITC Corporate Responsibility Index score</li> <li>▪ Number of Considerate Constructors Scheme awards and average project scores</li> <li>▪ Number of external awards received</li> <li>▪ Number of external speaking events</li> </ul>