

## Skanska UK PLC Policies & Procedures Section 18 Health, Safety and Wellbeing

### Health, Safety and Wellbeing policy statement

Skanska UK “Care for Life” 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 will 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 performance of all our delivery partners is a prime consideration in their selection
- Health and Safety management systems are used to drive continuous improvement
- Career progression will be dependent upon appropriate competencies, and demonstrable commitment to health, safety and wellbeing
- All Skanska people and our delivery partners exhibit the desired proactive behaviours, visible leadership and have an understanding of health and safety hazards and risks that affect our operations and the wellbeing of individuals
- Comply with our legal obligations and requirements of our Health, safety and wellbeing management system and other relevant requirements
- Provide healthy and safe working conditions, 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. We achieve this by engaging with the entire workforce.

During 2018 we will:

- Increase visible leadership and empower people to speak up at every level of the organisation
- Provide focus, leadership and competence in occupational health, safety and wellbeing management
- Further develop our Injury-Free Environment culture and behaviours of our workforce and Supply chain
- Reinforce the responsibility of individuals to stop work when it is unsafe to continue
- Monitor performance through the use of leading and lagging indicators



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