

Policy

Skanska UK Health, Safety and Wellbeing policy statement

Section J.1

Issue date: 01/02/19

Updated: 04/06/21

Responsibility: Director of Health & 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"

We will achieve this by:

- Coaching high performance teams to continuously evolve their working methods and thinking to innovate and develop better ways of working
- Recognizing and rewarding leaders who demonstrate their personal commitment to health, safety, and wellbeing through their uncompromising attitude to compliance and who create a culture of care and concern
- Operating a Management System that is certified to ISO 45001.

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 2021 we will:

- Increase visible leadership and empower people to be more involved in the planning and design of the work programme
- Develop leadership and competence in occupational health, safety and wellbeing management
- Further develop our Injury-Free Environment culture through a balanced approach to systems, values, beliefs, and behaviors
- Reinforce the responsibility of individuals to stop work when it is unsafe to continue
- Monitor performance using leading and lagging indicators



Gregor Craig - Business Unit President, Skanska UK Plc

June 2021

Policy

Skanska UK

Environmental policy statement

Section K.2
Issue date: 20/02/12
Updated: 25/06/20
Responsibility: Director of Environment

Skanska UK recognises that project development and construction related services can make a major contribution to a more sustainable world. We are committed to proactive environmental management at all levels from local to global, positively influencing key stakeholders, especially customers and suppliers.

We maintain organisational structures, management systems, procedures and training plans to ensure, as a minimum, compliance with all relevant laws, regulations and standards. Our Environmental Management Systems are certified to ISO 14001:2015. Since line management is responsible for our environmental performance, it is integrated into core business processes and plans.

Our vision is to be an industry leader in the way we manage the environmental impacts of our operations during their entire life cycle, actively looking to reduce the negative impacts upon the environment whilst maximising both our own and our stakeholders' opportunities.

We will do this by:

- Understanding our stakeholders expectations and requirements with regard to the environment
- Ensuring our employees and delivery partners have the competence to continually improve our environmental performance
- Assessing and reducing the negative environmental impacts of our work and maximising opportunities to have a positive impact

Our long term objectives are to:

- Operate with net-zero greenhouse gas emissions throughout our supply chain by 2045, and proactively reduce emissions from assets we build and maintain
- Generate zero waste through reducing upfront demand, reusing materials whenever possible and recycling or down cycling
- Proactively select and use, where possible, materials that are benign to people and the environment
- Reduce the demand for, conserve and recycle water resources where possible
- Proactively work to minimise the impact of our direct operations towards no net loss biodiversity and, where feasible, create biodiversity net gain
- Reduce harmful emissions to air from our projects, road vehicles, mobile and stationary equipment and processes
- Minimize the negative impact of our operations on water, land and soil quality

At Skanska we promote a culture of continual improvement, setting objectives and targets for key activities and developing action plans for improvement. We will assess our performance against the extant Skanska UK Business Plan, our green Key Performance Indicators and other environmental targets.

This Statement will be reviewed annually and amended as necessary to ensure that we are meeting the needs of the business and the environment in which we work. It will be made available to the public and interested parties on request.



Gregor Craig
Business Unit President, Skanska UK Plc

June 2020