

Policy

Skanska UK Health, Safety and Wellbeing policy statement

Section J.1
Issue date: 01/02/19
Updated: 27/01/26
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' and third-party health, safety and 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, subcontractors and others who may be affected by our work, during or post construction, is our paramount concern and must never be compromised by other objectives. It is our number one priority.
- 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 any individual's Health safety or wellbeing
- The health, safety, and wellbeing 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 have the right Skills, knowledge, experience & behaviors to fulfill their duties.
- People demonstrate 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 i.e. The Building Safety Act 2022
- Provide healthy and safe working conditions and safe equipment and systems.
- A commitment to consult with and provide opportunities for participation of the workforce and other stakeholders, and where they exist, workers' representatives, in matters related to Health and Safety
- To have the highest level of performance we will engage with, influence, empower and care for all those who come into contact with us.

During 2026 we will:

- Focus on high potential risk areas of falls from height, electric shock, people plant interface and lifting, loading and lowering.
- Focus on the role of leadership and accountability for setting standards and ensuring that health, safety and wellbeing is our number one priority
- Continue to focus on developing managers and front-line supervisor to ensure they have the right skills, knowledge, experience & behaviours
- Further embed the principles of the Hierarchy of Control to improve the management of risk
- Further embed a health risk profile model to improve our management of health risks
- Maintain a management system that enables a culture of continuous improvement leading to a high level of compliance, assurance, and workforce engagement.



Skanska UK

Environmental sustainability policy statement

Section K.2

Issue date: 20/02/2012

Updated: 31/07/2025

Responsibility: Director of Sustainability

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 and collaborating with 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 sustainability 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 sustainability 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 and from the assets we build and maintain, by 2045
- Generate zero avoidable 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 environmental sustainability performance metrics 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.



Katy Dowding

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