

Skanska Sweden's Health and Safety Policy

Skanska Sweden's vision is to be a role model in Swedish business community and a leader in health and safety. We are convinced that all accidents and work-related illnesses are preventable. We have therefore formulated a zero accident vision that guides our efforts to achieve an injury-free and health promoting workplace. It is a management responsibility to appoint an organization and establish ways of working to meet this commitment. A workplace that meets the zero accident vision can be summarized as follows:

We work safely – or not at all

For us, this means that every employee is engaged and takes responsibility for safety at every step. Consequently, we do not perform an assignment without first having ensured that it can be done safely. Our managers provide a clear and visible leadership built on respect and concern for our employees, our partners and third parties. We achieve this through a health and safety work that is characterized by:

- **We have a clear structure and systematic approach**
Our systematic health and safety management is built on a common base level that makes it clear and effective. We apply the principle of continuous improvement and move forward using management-by-objectives with the aim of preventing illness and injury. A clear follow-up helps us do what we have agreed to do.
- **We have a high competence**
We conduct training programs that ensure that our employees have the right competence in every role to be able to guide and contribute to the health and safety work. This includes an ability to stop and ask for advice if anything seems unsafe or unclear. Our safety specialists support continuous development of the health and safety work.
- **We have a strong safety culture**
We establish a culture where we act safely and encourage others to act safely both at and outside work. We do so because we care and want to learn from each other rather than look for scapegoats. In our culture, it is a given to both actively encourage safe behavior and never walk by when someone is working unsafely
- **We act to promote our employees' health and well-being**
Everybody should feel safe and well at work. Our actions should lead to an improvement in both our employees' personal and work-related health
- **We exceed external requirements**
We view current legislation as a minimum limit for our work. We encourage our customers and partners to always have high expectations of our health and safety work.
- **We spread our message through cooperation**
Through active cooperation with our contractors, labor union parties, customers, authorities, industry organizations and competitors, we improve the working environment in the construction industry.

These principles link in with Skanska's other policies and values, such as the Code of Conduct, Our way of being, Diversity and Inclusion, the Quality Policy and the Environmental Policy. They are gathered together with our methods and tools in our management system called "Our way of working".

It is by continuously improving ourselves, our work processes, services and relationships that we become a role model in the Swedish business community.



Pierre Olofsson

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