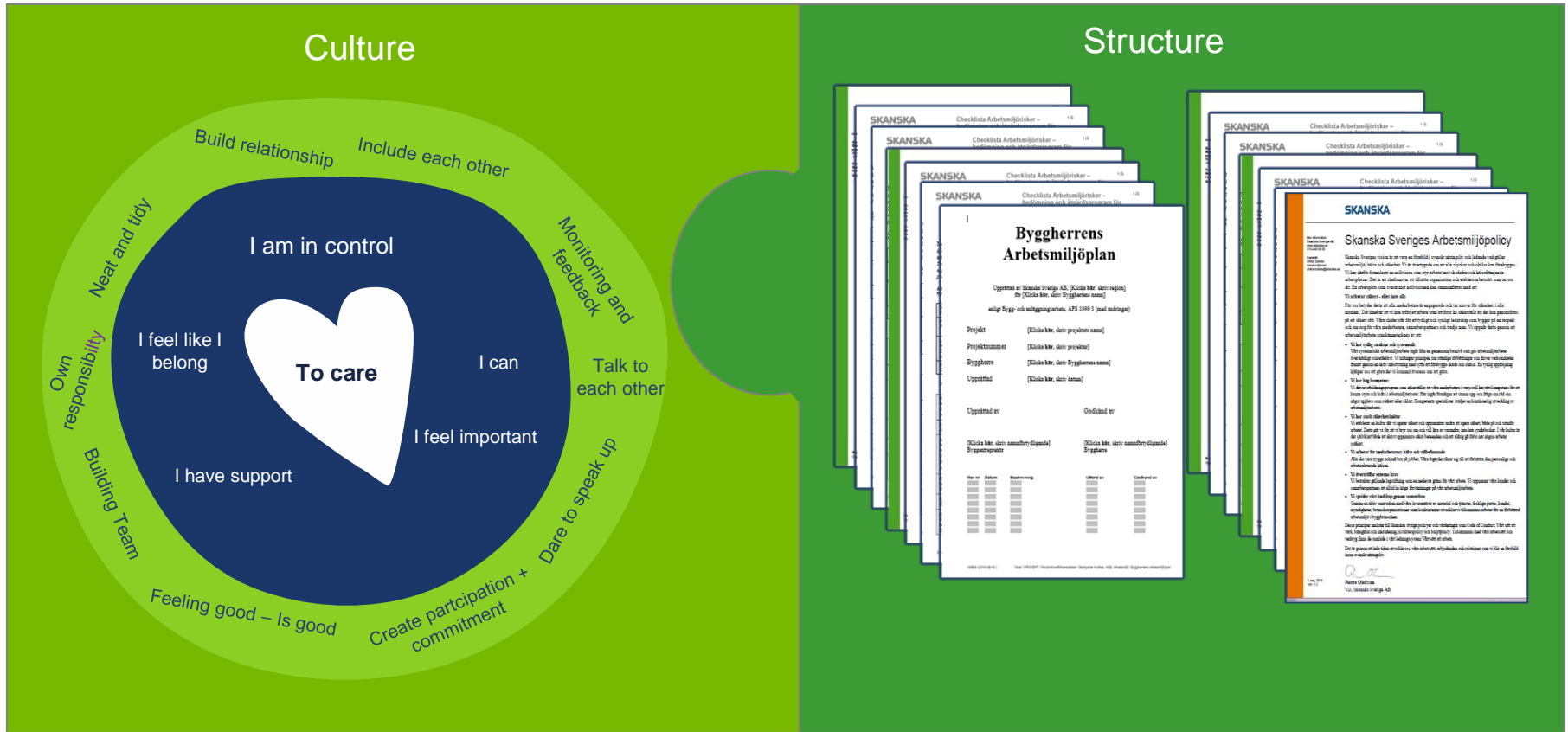


Welcome

IFE - Injury-free and Healthy Workplaces
at Skanska Sweden

Brief presentation

Injury free and healthy work places



There is not a "we and them" on our sites!

“We all have
the same
Value”



IFE Individ
Förebild
Engagemang

At Skanska Sweden, about 50 % of the individuals in our operations are non-Skanska employees

Skanska Values



**Care
for Life**

**Act Ethically
& Transparently**

**Be Better-
Together**

**Commit to
Customers**

IFE in Skanska Sweden

Individ (Individual)

Förebild (Role model)

Engagemang (Engagement)

- Our values: Care for Life
- Our Health & Safety policy: We work safe – or not at all
- Our goal: A culture transformation in Skanska Sweden
- Our inspiration: Skanska US (2004) & Skanska UK (2009)

IFE - The care and responsibility for your own safety and wellbeing as well as that of your colleagues, family and friends

The Safety Methodology Incident and Injury-Free™ (IIF) as provided by JMJ are used as base for the IFE program in Skanska Sweden AB.

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Overall target for IFE in Skanska Sweden

The target with IFE is to take us all the way to injury free and healthy work places.

We have already done a lot and are still doing much to create a safe working environment. Now we take the next step on our journey.

We will encourage a culture with care and engagement that inspires each and every one to take responsibility for their own safety and wellbeing as well as that of their colleagues.



We work safe – or not at all

IFE - Injury free and healthy work places is not...

- Statistics
- A goal, but rather a journey
- A guarantee
- A regulation
- To eliminate **all** risk



Our desired culture and behavior



You´re joining us, right?

Culture and structure in your operation – for you to work on

Responsibility of subcontractor's subcontractor

Important that you take responsibility for what we have agreed and ensure that it is passed on to your subcontractor.....and further along the chain.

Work "close" with the subcontractors you have selected to cooperate with.

Work with subcontractors in the same way you work with your own coworkers.

Safety — get assistance from Swedish Construction Federation <https://www.sverigesbyggindustrier.se/nollvision>

and Work Environment Authority <https://www.av.se>

Is the work in your operation safe?

Is the trade association involved?

How do you measure, follow-up and address observations, near misses and accidents?

About safety in general – What is good and what can be improved?

Health

Company Health care contract – Preventative & remedial support with physical and psychological ill health

Organisational and social work environment – (AFS 2015:4) status? and future?

About health in general – What is good and what can be improved?

Ethics

Code of Conduct, policy and work methods?

Continual follow-up? For example training courses?

Is there an Ethics Council?

About ethics in general – What is good and what can be improved?

Diversity and Inclusion

Policy and work methods?

Current situation and objectives? How do you measure and follow up?

About diversity and inclusion in general – What is good and what can be improved?