

Policy

Skanska UK Health, Safety and Wellbeing policy statement

Section J.1
Issue date: 01/02/19
Updated: 23/01/25
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 2025 we will:

- Focus on high potential risk areas of falls from height, electric shock, people plant interface and lifting, loading and lowering.
- Continue to focus on developing managers and front-line supervisor to ensure they have the right skills, knowledge, experience & behaviours
- Further embed a programme to support people to be more aware of their decisions (Being Alert)
- Further embed a health risk profile model to improve our management of health risks
- Improve the effectiveness of project and site monitoring and internal assurance
- Implement the requirements of the Building Safety Act 2022
- Rationalise and improve digital platforms to improve our access to data to make data informed decisions
- Maintain a management system that enables a culture of continuous improvement leading to a high level of compliance, assurance, and workforce engagement.



Katy Dowding - Business Unit President, Skanska UK Plc
January 2025