

## Health and Safety Policy

### Introduction

Skanska Commercial Development Nordic's vision is to be a role model in the business community and a leader in health and safety. Not just because we must, but because we can and want to.

At Skanska, we are convinced that all accidents and ill health are preventable. It is a management responsibility to enable that all business is conducted accordingly and that all personnel have the right conditions. We have therefore formulated this policy that guides our efforts to achieve our vision of injury free and healthy workplaces. Health includes both physical, organizational and social aspects. A workplace that meets this 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 and health at every step in our daily work. Consequently, we do not perform an assignment without first having ensured that it can be done accordingly. Our managers provide a clear and visible leadership built on respect and concern for our employees and our partners. We achieve this through a health and safety work that is characterized by the following

- **We build a strong safety culture**

Our culture includes caring for each other by acting safely and encouraging others to act safely both at and outside work. Based upon our roles each employee are responsible for planning and executing safe work and it is given to encourage safe behavior and never walk by when someone is working unsafely.

- **We care for safe and healthy employees**

Our systematic health and safety work increase employee's personal safety and work satisfaction by preventing ill health and accidents. We comply with work-environment legislation and work-environment requirements.

- **We maintain 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. We support continuous development of the health and safety work by measurement, evaluation, reporting as well as innovation and new ideas.

- **We ensure a healthy and safe product**

Our processes and tools support us in taking health and safety into consideration and eliminate risks in all stages of the Property Development process. We ensure a safe lifecycle of the building and create prerequisites for a good work environment for the end users working there.

- **We improve through cooperation**

Through active cooperation with our partners, customers, authorities, industry organizations and competitors, we constantly strive to improve health and safety in the Property Development and Construction Industry.

These principles link in with the Skanska Group's policies and values, such as the Code of Conduct, the Safety Policy and the Environmental Policy.

Skanska Commercial Development Nordic actively works to achieve healthy and safe environments for all parties involved in our daily operations of Commercial Property Development. We are proud to work and communicate by these principles to contribute to a healthy and safe industry.

Skanska Commercial Development Nordic AB  
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