

# How to report a concern

You can report a concern to the relevant Skanska manager, or by contacting the Human Resources Department, a Skanska lawyer or the HQ Ethics Committee ([ethics.committee@skanska.co.uk](mailto:ethics.committee@skanska.co.uk)). Alternatively, you can submit a report confidentially and anonymously to the Skanska Code of Conduct Hotline, either by phone or online. The Hotline is available globally and is independently administered by an external organization.

To report online		
Click the link below or paste into your browser: <a href="http://www.speakupfeedback.eu/web/7ru5r">www.speakupfeedback.eu/web/7ru5r</a>		
To report by telephone		
Country	Phone Number (Toll-free)	Access code
CZECH REPUBLIC	800 900 538	09324
DENMARK	80885638	09324
ESTONIA	800 0044 208	09324
FINLAND	08001-13031	09324
HUNGARY	0680981359	09324
IRELAND	1800-552136	09324
NORWAY	800-18333	09324
POLAND	008004411739	09324
ROMANIA	0800894540	09324
SLOVAKIA	0800004529	09324
SWEDEN	020-798813	09324
UNITED KINGDOM	0800-1693502	09324
UNITED STATES	1-866-2506706	09324