

**Skanska CDN
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, safety and well-being. We strive for injury-free and healthy environments.

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 which supports well-being for everyone. 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 visible and caring 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 workplace culture

We are a diverse and inclusive organization with a strong workplace culture. Our culture includes caring for each other by acting and encouraging others to act in a healthy and safe way both at and outside work, and also to encourage healthy and safe behaviors. Based upon our roles each employee is responsible for planning and executing healthy and safe work. It is given to encourage healthy and safe behavior and never walk by when someone is working unhealthy or unsafe.

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, and support well-being. 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 planning and designing health and safety to 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 stakeholders, we constantly strive to improve health and safety in the Property Development and Construction Industry.

These principles link in with Skanska Group's and Skanska CDN's other policies and values. We are connecting our strategies and targets as well as our business to the United Nations Sustainable Development Goals (UNSDG's).

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.