

**Skanska CDE
Health & Safety Policy**

Skanska CDE Health and Safety Policy
Policy Approver: Katarzyna Zawodna-Bijoch, CDE BUP
Policy Holder: Catalin Pana, Project Excellence Director
Primary Audience: Senior Leadership Team, Health & Safety Team, Projects Units
Interest Holder: CDE employees

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1 Skanska CDE Policy statement

Skanska Commercial Development Europe strives to be a role model and leader in providing a healthy and safe working environment and implementing wellbeing at work for all our employees and partners in the Real Estate and Construction industry.

Our “Care for life” value ensures that all aspects of our operations are conducted by respecting healthy and safe conditions of work for our employees and partners.

2 Scope of application

The requirements of this Policy apply to all Skanska CDE entities and employees, where the Primary Audience of this Policy are CDE BUP, CDE Senior Leadership Team, CDE Heads of Functions and CDE Projects Units.

3 Accountability

The Policy Holder, together with the Primary Audience, are responsible for ensuring that this CDE Health & Safety Policy is implemented throughout the Business Unit.

Violations of this CDE Health & Safety Policy can be reported to the Policy Holder, SLT or any other appropriate corporate body. Anyone reporting a violation shall, to the extent legally permissible, have the possibility to remain anonymous.

Employees who violate this CDE Health & Safety Policy may be subject to disciplinary action, up to and including warning or dismissal, depending on the facts and circumstances.

4 Definitions

| | |
|----------------------------|---|
| BU | Business Unit |
| BUP | Business Unit President |
| Business Functions | comprise Project Management and Leasing & Sales functions, participating in business process, led by a respective CDE Executive Vice President, being members of SLT |
| CDE BU, CDE | Skanska Commercial Development Europe Business Unit, part of commercial property development stream (one of three business streams in Skanska, responsible for developing, leasing and divesting offices and other properties for rent) with business operations in Poland, Czech Republic, Hungary and Romania |
| Corporate Functions | comprise Finance, Marketing & Communications, Legal, HR & Administration, Centre of Excellence functions, supporting main business process and central corporate processes, led by a respective CDE Executive Vice President, being members of SLT or Head of Function reporting directly to BUP |

| | |
|---------------------------------------|---|
| CDE Head of Function Employees | Person responsible for specific area on a CDE BU level Persons employed at CDE or cooperating with CDE on a different legal basis, in particular on a basis of the civil law contracts or similar |
| EVP Group, Skanska Group | Executive Vice President Skanska AB and all legal entities of which Skanska AB, directly or indirectly, controls 50 percent or more of the voting rights |
| Interest Holders | A specific function or group of people that can be assumed to have significant interests in the content of this Policy |
| ISO 45001 | The international standard, will replace OHSAS 18001 in three-year transition period for existing OHSAS 18001 certificates |
| OHSAS 18001 | The international standard that specifies requirements for an effective health and safety management system |
| Primary Audience | The persons or functions who, together with the Policy Holder, are responsible for implementing this Policy |
| Project Unit, PU | a separate profit generating unit within CDE BU, developing projects in one of four geographically grouped locations. PU comprises project management and is serviced by relevant central functions, with use of relevant holding, service entities and special purpose vehicles (SPVs). A respective CDE Executive Vice President Operations holds Profit and Loss responsibility for each Project Unit |
| SLT | Skanska CDE Senior Leadership Team |
| Standard Approver | The persons or functions who approved this Policy |
| Standard Holder | The ultimate responsible holder at BU level of this Policy |
| Skanska | See Group above |
| Skanska AB | Skanska AB registered in Sweden with Company Registration No. 556000-4615 |

5 Requirements

CDE is a diverse and inclusive organization and Senior Leadership Team is committed to create a culture of safety, based on visible leadership and built on respect and care.

Consulting and collaborating with employees and our partners on Health, Safety and Wellbeing matters and engaging them into improving working conditions is part of our culture, where safety is seen as a continuous process of improvement to which everyone can contribute. In our activities, everyone is responsible for safety.

Senior Leadership Team establishes suitable expectations, objectives, organizational structure and the health and safety management system that supports the business to drive continuous improvement.

H&S Management system enables us to manage and reduce health and safety risks at worksites, offices and in every location where our employees and partners are performing company's operations.

We are committed to conduct business with a high level of integrity, and comply with the relevant legal and other requirements, in particular with our Code of Conduct.

We are proud to work by these principles and communicate them constantly, contributing to improve the health and safety in Real estate and Construction industry.

6 Appendices, References and Further Guidance

6.1 Appendices

- Appendix 1 One-Pager version

6.2 References and Further Guidance

Skanska Group Code of Conduct
Skanska Group Restricted Substance Standard
Skanska Group Supplier Code of Conduct
Skanska Group Sustainability Policy
Skanska Group Health & Safety Reporting Procedure
Skanska Group Health and Safety Road Map Standard
Skanska Group Health and Safety Road Map Standard
Skanska Group Health and Safety Standard

Appendix 1 One-Pager version

Our contact:
Catalin Pana
Project Excellence Director
Skanska CDE

General information
2020-11-09
Version: 1.0

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[signature]

Katarzyna Zawodna-Bijoch
Business Unit President, Skanska CDE
Warsaw, November 2, 2020