

Welcome to Skanska!



# Skanska in short

- Founded **1887 in Sweden**
- International business since 1897
- Listed on the Stockholm Stock Exchange
- 2016 revenues: **151 billion SEK**
- **48 000** employees
- **250 000** people work on our projects every day



# 130 years in the construction business

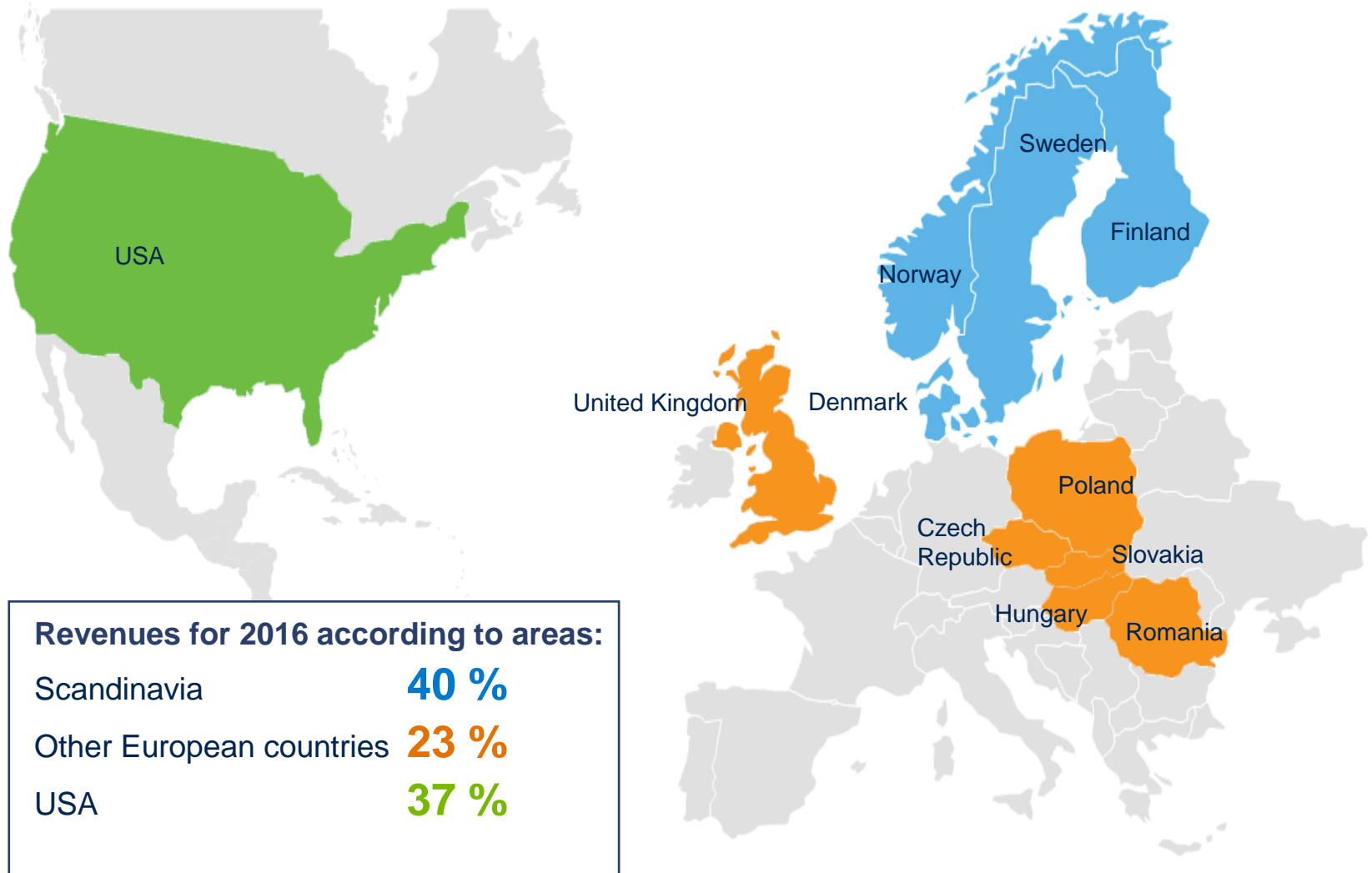


Helsingborg's power central, 1903, Sweden



48 000  
colleagues

# Our domestic markets



# Nova Karolinska, Stockholm, Švédsko



# MetLife stadion, New Jersey, USA





# Malmö Live, Malmö, Švédsko



# Swiss Re a Heron Tower, Londýn, GB



# Bridge Öresund



# Skanska mission & Skanska values



**Profit with  
Purpose**

# Skanska Purpose and Values

**We build for a better society**

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## Skanska Values

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**Care  
for Life**

**Act Ethically  
& Transparently**

**Be Better-  
Together**

**Commit to  
Customers**

SKANSKA

# Skanska v ČR a SR





4 000  
colleagues

# Skanska mission & Skanska values



**Profit with  
Purpose**



# Skanska Purpose and Values

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Results 2016 CZK million	2015	2016	Inc/dec
Revenue	15 772	<b>14 239</b>	-10 %
EBIT	353	<b>383</b>	+8 %
Bookings	16 577	<b>16 034</b>	- 3 %
Backlog	13 892	<b>15 849</b>	+ 14 %







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FEDERAL RESERVE NOTE

THE UNITED STATES OF AMERICA

THIS NOTE IS LEGAL TENDER  
FOR ALL DEBTS, PUBLIC AND PRIVATE

L11180916G

WASHINGTON, D.C.

H<sub>3</sub> 12



12

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FW H 57

12 *Anna Escobedo Cabral*

SERIES  
2003  
A

*John W. Snow*

12

Treasurer of the United States

WASHINGTON

Secretary of the Treasury

ONE DOLLAR

SKANSKA

# Golden 90's











Hallandsås, Sweden

ASFALTSKARTELEN

# Bolag fälls för asfaltkartell

Publicerad 2007-07-10 11:05



**Byggföretagen Skanska, NCC, Vägverket och Peab döms nu att betala mångmiljonbelopp för kartellbildning kring asfaltläggning. Men straffbeloppen är kraftigt sänkta.**

Skanska ska betala 170 miljoner kronor, jämfört med de 557 miljoner kronor som Konkurrensverket tidigare krävt.

- Skriv
- Öka te
- Rätta

LÄSARRE



# Top 10 Enterprise Risks - 2016

Rank	Risk	Risk Category	2015 Rank
1	<b>Ethical breach</b>	Operational	1
2	Lack / loss of key employees	Regulatory	2
3	Loss making project/investment	Operational	3
4	Macro financial instability	Financial	5
5	Accident with multiple fatalities	Operational	4
6	Severe environmental accident	Operational	7
7	Increase in cost	Financial	6
8	Increased Competition	Operational	8
9	Political Risk	Financial	9
10	Poor leadership/decision making	Strategic	11

# Skanska Code of Conduct

**2002**

Implemented

**2008**

Updated

**2016**

New version



# Our Code of Conduct is organized into three chapters

## Chapter 1 Our commitment at our workplace

Working at Skanska is not only about delivering the best solutions and helping our customers to be successful. It is also about managing Skanska's assets responsibly and creating a fair, healthy and safe workplace where we all can develop our professional skills and grow as individuals. You must do your part by conducting yourself professionally, and by helping promote an inclusive culture in which everyone feels welcome.

## Chapter 2 Our commitment in the marketplace

We believe the best business relationships are founded on respect and mutual benefit. This is why we always strive to understand and anticipate the needs of our customers, suppliers, partners and other stakeholders, why we conduct ourselves with integrity, and why we act responsibly and fairly. As Skanska employees, we are expected to do our best when it comes to delivering on quality, on time and on budget. In fact, we always strive to do better than expected.

## Chapter 3 Our commitment to society

We are not only a leader in project development and construction. We are an integral part of society, and what we do goes beyond the projects we complete for our customers. Ways that we benefit society include finding new means of minimizing our environmental footprint, promoting fair competition, and improving the communities in which we live and work.

# Chapter 1

## Our commitment at our workplace

- Health, safety and well-being
- Fair working conditions
- Diversity and inclusion
- Personal growth and development
- Protection of personal data (data protection)
- Reporting and maintaining records
- Company assets
- Confidentiality

## Chapter 2

# Our commitment in the marketplace

- Relationships with stakeholders
- Conflicts of interest
- Hospitality and gifts
- Commitment to quality
- Fraud
- Sponsorship
- Insider information and market abuse



# Chapter 3

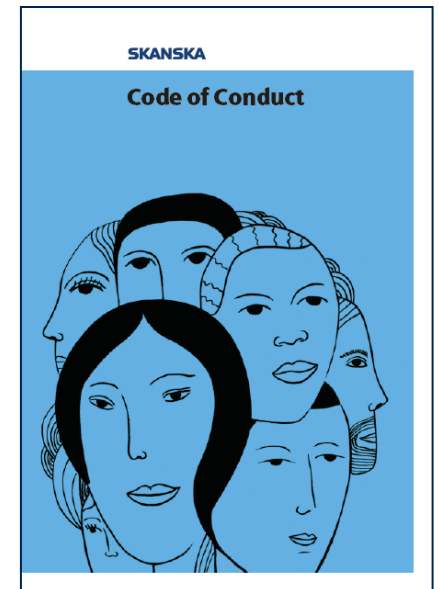
## Our commitment to society

- Environment
- Corporate Community Investment
- External communications
- Anti-corruption and anti-bribery
- Money laundering
- Fair competition
- Political activities

# Who the Code applies to

All Skanska employees including part-time, contract and temporary employees

For joint ventures and other entities in which we have an ownership stake, either our own Code or a comparable code must be adopted by each party to the joint venture



# The Supplier Code complements the Code of Conduct

- External parties such as subcontractors, suppliers, consultants, intermediaries, and agents must follow relevant portions of our Code in their dealings with us
- Skanska's Supplier Code should be incorporated into all bid documents as of October 1, 2016



# Code of Conduct Trainings for White-collar Workers

## Onboarding

### E-learning

The first week after entering the workplace



### Entrance training and CoC training

- Regularly 1x per 2 months in 3 places
- Trainers: management team members

## Periodical Trainings

### E-learning



Regular discussion on ethical dilemmas at the level of: division, branch, department, district

# My conscience is clear, the rest can be washed easily

- **Honestly**
- **Proudly**
- **Fair and square**
- **With  
consideration**



# If you think you experienced a breach of the Code of Conduct:



Discuss the problem with your colleagues.



Talk to your superior.



If this procedure does not meet your needs...

...Contact any member of the Ethics Committee or send an e-mail to: [eticky.vybor@skanska.sk](mailto:eticky.vybor@skanska.sk)



## Code of Ethics Hotline

Phone: **0800 004 529**

Web: <https://www.speakupfeedback.eu/web/xwrsyft/sk>

Access code: **98351** Language: **Slovak**

**Do not forget that you can remain anonymous if you wish.**

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# Ethical dilemmas







Act	How	Cheating tendency	
		Other players	Personally
<b>Mulligan</b>	<b>1st hole</b>	<b>40%</b>	
	<b>9th hole</b>	<b>15%</b>	

# Our sustainable areas BP 2020

- Safety
- Ethics
- Green
- Corporate Community Investment
- Diversity and Inclusion



SKANSKA

# Land a hand



It  
starts  
with  
me

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**SKANSKA**