

SKANSKA

Skanska and the People Matter Charter

June 2023



Background and commitment

Skanska has been a signatory to the People Matter Charter for the last few years as part of our values commitment to our Customers, Employees and the Supply Chain.

We see this as a good opportunity to continuously improve our business and focus, along with our peers to increase standards in the construction sector.

Each year we create numerous case studies to promote good practice and Learn Fast by sharing across the Skanska business and wider industry.

The following slides are just a few of those over the last 12 months.

Supporting supply chain with good practice in recruitment

Project:	Castlewood & Medius House	Customer:	RLAM
Local Authority:	Camden	Date:	August 2022
Keywords: <small>[delete / add as appropriate]</small>	<ul style="list-style-type: none"> • <i>local business</i> • <i>community cohesion</i> 	<ul style="list-style-type: none"> • <i>supply chain</i> • <i>employment</i> • <i>apprentices</i> 	<ul style="list-style-type: none"> • <i>upskilling</i> • <i>diversity & inclusion</i>
Partner:	-		
What we did:	<p>We created an interview template for supply chain members to use which gives tips on good practice for interviewing, and areas to provide feedback to candidates.</p> <p>This was following local authority requests for further detail on why candidates weren't appropriate for roles.</p> <p>The intention is to collect these to identify where candidates are often lacking, to then be able to offer relevant employment support to the local authority.</p> <p>See next slide for examples.</p>		
Quotes:	-	Quantifiable Benefits:	<ul style="list-style-type: none"> • Improved interview process for candidates • Improved feedback to local authorities • Consistency of process





Industry collaboration to provide inclusive work experience opportunities

Project:	20-22 Ropemaker Street	Customer:	Old Park Lane Management
Local Authority:	<i>Islington</i>	Date:	June - July 2022
Keywords:	<ul style="list-style-type: none"> • community engagement • community cohesion 	<ul style="list-style-type: none"> • education • apprentices 	<ul style="list-style-type: none"> • upskilling • diversity & inclusion
Partner:	The Courtyard School, London Neurodiversity SEND Employer Network (LSEN) www.lsen.org		

Kings Cross Construction Skills Centre, K&M McLoughlin Decorating, Skanska and Wates, in collaboration with LSEN offered a 6-week program of weekly work experience sessions for a student with special educational needs from The Courtyard School.

What we did: This involved a tour of KCCSC to introduce the college pathways, available courses and tutors followed by a site induction and introduction to the industry at 20 Ropemaker as well as a site tours, and meetings with apprentices and a trade contractor supervisor from Woodlands Site Services. Calum then visited K&M to experience hands-on decorating experience. The Wates team then took Calum to visit their Regents Wharf Site.

All individuals involved took part in autism and neurodiversity awareness training to ensure the best environment for the student which supports Skanska's journey to becoming a Disability Committed L2 Employer.

Quotes: "Feedback - Wow Callum loved work experience today he was so positive about it telling me all about it . He really liked the guy that was telling him about all different jobs and loved his comment that he can do whatever he wanted it made Callum feel really happy. Callum told me he is really excited about next week it was lovely to see Callum talk so positively" – Callum's Mum

Quantifiable / Business Benefits:

- Creating the workforce for the future
- Creation of a more diverse workforce
- Inclusive working environment creation



20-22 Ropemaker Street, London

Hertfordshire & Luton K'nex Challenge



Project:	<i>Health, Safety, Wellbeing & Quality Central team</i>	Customer:
Local Authority:	<i>Hertfordshire</i>	Date: April 2022
Keywords: <small>[delete / add as appropriate]</small>	<ul style="list-style-type: none"> • <i>community engagement</i> • <i>education</i> • <i>STEM Ambassadors</i> 	
Partner:	<i>STEMNet / STEMpointEast</i>	
What we did:	<p>Delivered three half day workshops for Year 5 pupils to design and build to a brief with the K'nex modular construction toy. This was part of the Hertfordshire & Luton STEMpoint K'nex challenge where 120 schools design and build to the same brief from Feb - June and then the winning entries from each school are pitted against each other for the chance for children and their schools to win Knex kits!</p> <p>More details - https://www.stempointeast.org.uk/education/primary/knex-challenge/</p>	
Quotes:	<p>'It was nice to do something a little different.' 'We got there in the end!' 'It was a great experience - especially for those not used to K'nex.' 'I felt really pleased with myself.' 'We saw loads of teamwork!' 'It was challenging but fun!' ' We kept making adjustments to original plans to make things better.'</p>	<p>Quantifiable Benefits: Positive reputational benefit for Skanska</p>

