

Press Release For immediate use

Skanska is a gold plated Investor in People

Skanska's civil engineering team has joined an elite group of companies in being awarded Gold status by Investors in People.

The award is recognition for how the team, which operates in the rail, road, water, power and offshore wind sectors, has transformed performance through its people. In doing so, it has helped the business to achieve its objectives and deliver on client expectations.

Some 20,000 companies have achieved the Investors in People (IiP) accreditation, but just 1% have gained Gold status. The team achieved a score of 183 out of the maximum 196, well above the 165 required to achieve Gold.

Bob Haywood, lead specialist for Investors in People assessment, said:

"Skanska civil engineering is the embodiment of the Investors in People Standard and Framework in how it leads, manages and develops its people. Its leaders and managers regard their people as their greatest asset and work tirelessly to develop, encourage and empower them, creating opportunities, as well as rewarding and celebrating their achievements."

The assessment demonstrated that Skanska civil engineering has a strong learning and development culture. Employees have positive attitudes with high levels of engagement; with its people feeling empowered and trusted to do the right thing.

Skanska civil engineering managing director Greg Craig said:

"This is a truly fabulous achievement, both for Skanska civil engineering and Skanska UK. We are incredibly proud to have reached this level of recognition.

"We were previously assessed in 2009, achieving a silver award and were determined to improve our performance.

"Through investing in our people we provide confidence to our clients and stakeholders, who can see that we develop our staff to be of the highest calibre."

The IiP framework is made up of 196 standards. The assessment team spent a total of over two weeks with the organisation, visiting sites and meeting staff at all levels. In total they met more than 120 employees, some 22% of the civil engineering team. They also met some clients and joint venture partners.

Issy Maxwell, lead HR business partner and IiP project lead, said:

"We regard ourselves as a learning organisation and are delighted to have made such significant strides, particularly in the areas of employee recognition and continuous improvement. The award of the gold standard is fitting recognition of the hard work and effort every person makes. Skanska civil engineering is definitely a place that facilitates individuals to maximise their potential whilst working within a strong team ethos."

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be found at www.skanska.co.uk

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Notes to editors

About Skanska

	Skanska UK	Skanska globally
Employees	4,000	57,000
2012 revenue	£1.166 billion	About £12.5 billion (SEK123 billion)
2012 operating income	£42.1 million	About £927 million (SEK9.1 billion)
President and CEO	Mike Putnam	Johan Karlström
Established	2000	1887

Skanska is one of the world's leading project development and construction groups. The UK operation is one of the country's top 10 contractors.

Working collaboratively with customers, partners and our supply chain, we make a positive difference to society.

In the UK, Skanska is famous for building iconic structures like 30 St Mary's Axe (the Gherkin), Heron Tower, Barts and The Royal London hospitals and the QEII Bridge. Just as important are our extensive service-based contracts: upgrading London's gas infrastructure, a wealth of facilities maintenance contracts, long-term street lighting projects, and landscaping for the London 2012 Olympic Park in Stratford.

By combining our skills and experience in construction and infrastructure development, we have become a UK leader in delivering projects in healthcare, education, defence, transportation and municipal services, delivered through both private and public investment. Specialist in-house teams provide world-class foundations and piling expertise, as well as mechanical and electrical services for buildings and infrastructure.

Operating around the world in selected home markets in Europe, the US and Latin America, Skanska is listed on the Stockholm stock exchange and headquartered in Sweden's capital city.

Our values

Our Code of Conduct and Five Zeros together embody our values and the way we do business:

- zero loss-making projects
- zero accidents
- zero environmental incidents
- zero ethical breaches
- zero defects

Sustainability

Our forward-looking approach to sustainability is expressed through Our Journey to Deep Green™, where our ultimate aim is for all Skanska projects to have a near-zero impact on the environment. Our role as a leading green developer and contractor was confirmed when our President and CEO, Mike Putnam, was invited to be Co-Chair of the government's Green Construction Board, alongside Business Minister Michael Fallon, in 2012.

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Recent project highlights

- An eight-year, £1.6 billion Gas Distribution Strategic Partnership working with Morrison Utility Services to help deliver National Grid's gas mains replacement programme.
- The design, construction, operation and maintenance of the UK's biggest hospital project, the £1 billion redevelopment of St Bartholomew's and The Royal London.
- Construction projects worth about £500 million for the London 2012 Olympic Games, including the wild-flower meadows that became one of the enduring memories of the Games.
- In joint venture, Skanska delivered the £1 billion widening of the M25, one of the world's busiest motorways, ahead of schedule. A £320 million design and construction contract to upgrade further sections of the M25 was awarded to the Skanska Balfour Beatty joint venture at the end of 2012.
- With a value of more than £400 million, seven Crossrail contracts have been secured by a Costain Skanska joint venture since 2010, including the Bond Street and Paddington stations.

Recent awards

- The Prime Minister's Better Public Building Award for University College Hospital (UCH) Macmillan Cancer Centre
British Construction Industry (BCI) Awards 2012
- Employer of the Year, *Construction News Awards* 2012
- The greenest company in the UK across all industries, *The Sunday Times Green List* 2011

Development areas in the UK

- Infrastructure Development – Skanska UK is at the forefront of delivering public private partnerships – from financing projects, through design and construction, to facilities management.
- Residential Development – Skanska launched its first residential development in the UK in 2012, with a firm focus on sustainability and functional design.
- Project Development – commercial property development from concept to market.

Skanska UK is backed by the financial strength of Skanska AB in Sweden.
www.skanska.co.uk

About Investors in People

Investors in People is all about business improvement. It specialises in transforming business performance through people for UK companies of all sizes. By targeting specific business priorities, it works with organisations to deliver significant performance improvements and drive increased efficiency, productivity and profitability.

For further information visit the [Investors in People website: www.investorsinpeople.co.uk](http://www.investorsinpeople.co.uk)