

Rules governing the bringing, carrying, possession, storage and use of firearms at Skanska's workplaces

The purpose of this regulation is to enhance safety at Skanska's workplaces by prohibiting the bringing, carrying, possession, storage and use of any weapons at Skanska's workplaces. The regulation also sets out the procedure to be followed in emergency situations.

Article 1

Scope of application

This regulation prohibits the bringing, carrying, possession and use of weapons at all Skanska workplaces with the aim of ensuring a safe working environment.

This prohibition applies to: all company employees, regardless of their job classification; external staff and contractors, subcontractors, visitors and other persons present at the company's workplaces.

Article 2

Definitions

Weapon	For the purposes of this regulation, a weapon means: • firearms, including their components and ammunition, • gas-powered, expansion and airsoft weapons, and replicas • bladed weapons (knives with fixed blades which, due to their shape or size, are clearly not intended for everyday practical use, machetes, telescopic batons, etc.), • explosives • any other objects manufactured or modified for the purpose of an attack, or which are used for an attack or as a threat; • or other items which are classified as weapons under the law The following are not considered to be weapons: • common work tools and equipment (e.g. construction knives, hammers, explosives, etc.), provided they are used exclusively for work purposes. • personal knives used for everyday practical purposes, usually with a blade length of up to 10 cm and a single-edged blade • means of personal defence (such as pepper spray, personal alarms, stun guns), provided they are suitably stored/secured at the workplace.
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Workplace	For the purposes of this regulation, 'workplace' means: • construction sites, site facilities and their ancillary areas, • company offices, warehouses and workshops, • any other premises where employees carry out work or where they are present in connection with the performance of their work, and where other Skanska employees are also present
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Article 3

Principles

3.1. Prohibition on bringing in and possessing weapons

- It is not permitted to bring, keep, use or hand over Weapons at any Skanska workplace.
- Weapons must not be left in vehicles parked on company premises or on construction sites.

3.2. Exceptions to the prohibition on carrying Weapons at the Workplace

- Employees of a security agency providing security services, where required by contract and relevant legislation,
- Further exemptions may only be granted by a member of the SCE MT or the Director of the Health, Safety and Fire Protection Department and must be granted in writing.

3.3. Special rules

- Holders of a firearms licence for personal protection who meet all statutory conditions and obligations are, in cases where no other reasonable measures can be taken to prevent the presence of a firearm in the workplace, authorised to carry a regulated firearm, provided they do not carry it visibly and comply with the rules on concealed carrying and safe handling in accordance with the law.

3.4. Procedure in the event of a breach

- If it is discovered that a person is carrying a firearm or threatening to use a firearm, employees are obliged to inform their line manager or the Health and Safety and Fire Safety Manager immediately.
- If there is a suspicion of a threat to health or safety, the police must be called.

Further details on the rules will be provided by the Director of the Health, Safety and Fire Protection Department or Skanska's Chief Legal Officer.