

Notice: Update to Skanska's Standard Terms and Conditions as of June 1, 2023

Prohibition of Light Entrepreneurship and Foreign Staffing Agencies on Skanska Construction Sites

Skanska prohibits the use of light entrepreneurs and foreign staffing agencies on all its construction sites. This applies to both direct contracts with Skanska and subcontracting chains.

This policy is effective for all new subcontract agreements following the update to Skanska's standard subcontract terms on June 1, 2023.

What is Light Entrepreneurship?

Light entrepreneurship refers to individuals who work independently without establishing a formal business entity. They typically invoice their work through invoicing service platforms and are not considered employees or traditional entrepreneurs. This model lacks employer responsibilities and can lead to unclear accountability and reduced worker protection.

What is a foreign staffing agency?

A *foreign staffing agency* refers to any company engaged in leasing labor that either does not have a Finnish Business ID (Y-tunnus), or is a foreign legal entity or a branch of a foreign company, even if it has a Finnish Business ID. In other words, no form of foreign staffing agency is permitted under any circumstances, and the ban applies regardless of the company's registration status in Finland.

Why This Policy?

- Reducing risk of labor exploitation: Both light entrepreneurship and foreign staffing agencies have been linked to underpayment and poor working conditions in the construction sector.
- Need for effective reporting and clear responsibilities: There are practical challenges in reporting to authorities (e.g., tax declarations) and lack of clarity in responsibilities
- Preventing identification issues: Light entrepreneurs currently cannot obtain a valid Valti-card with accurate employer information, which is required on all Skanska construction sites.

Please, refer to the latest version of **Skanska's Standard Terms and Conditions** for the most up-to-date wording of these rules.

As a Skanska supplier, you can find more information on how we collaborate to ensure safe, fair, and transparent working conditions in the **Skanska Supplier Code of Conduct**.