

Group Health and Safety Policy Statement

Legal & General recognises and accepts its statutory responsibilities under the Health and Safety at Work (etc.) Act 1974 to provide safe and healthy working conditions for all their employees, contractors and visitors. Given the breadth of Legal & General's operations, the approach to health and safety is tailored according to the role and activity being undertaken. We work in partnership with stakeholders including Unite, our union. Steps are taken to ensure that contractors conduct their activities in a manner aligned to our vision and values.

We strive for a safer, happier, and healthier workforce integrating health, safety, and wellbeing to benefit our people, the company and our wider stakeholders.

Our vision is 'To protect people and places and promote safer and healthier lives' and we follow six principles:

Culture: Develop a proactive culture of collaboration, consistency, and focus, putting health and safety at the heart of how we do things

Supply chain: Align our supply chain to our vision and values and work in partnership to ensure everybody meets the standard

Skills and knowledge: Equip our people with the tools & capabilities they need to work safely, and the awareness of how to ask for help

Resourcing and controls: Make sure we have the right people, systems, oversight, and reporting in place to influence, track and manage decision making, performance and focus on prevention

Transparency: Foster collaboration and open discussion. Build awareness of health and safety matters and ensure every lesson is learned

Wellbeing: Develop initiatives to enhance the wellbeing of our people and support them to be at their best

We are continually striving for health and safety improvements and encourage our people to share innovative ideas to improve systems and raise awareness.

Governance and oversight for health and safety is provided by the Health and Safety Committee which is a sub-committee of the Executive Risk Committee which in turn reports to the Group Management Committee.

The Health and Safety policy sets out the arrangements and organisation that are in place to:

- provide adequate control of the health and safety risks arising out of our work activities
- ensure a safe place of work with safe access and egress
- provide and maintain safe plant and equipment
- ensure safe handling and use of substances
- provide information, instruction, and supervision for employees
- prevent accidents and cases of work-related ill-health
- maintain safe and healthy working conditions
- review and revise this policy as required but as a minimum every three years.

June 2024