

Health and Safety commitment

Legal & General Group Plc (the group) is committed to providing a safe and healthy working environment for its employees and persons affected by its operations or activities; and understands the importance of this to both employees and other stakeholders.

The group is committed to proactive management of health and safety to ensure continual improvement and development in performance. We set targets and review them annually to improve safety and performance. Part of the management of health, safety and welfare at work involves joint consultation with employee representatives. The group is committed to co-operation with all employees, and duly appointed safety representatives whose appointments are notified by UNITE.

The group accepts its responsibilities under the Health & Safety at Work etc. Act 1974 (herein known as the Act) and all other regulations under the Act. As such, requirements of the Act will be regarded by management and staff as being of primary importance. The Group provides information, instruction and training to ensure employee competence and an understanding of roles and responsibilities.

The health and safety intranet site is to be regarded as the authoritative information source for details on all health and safety arrangements. Further specialist advice and guidance is available from the health and safety competent person.

The group has a risk management programme, which continually assesses the processes and procedures that ensure hazard identification and corrective actions are identified and implemented. This includes health and wellbeing issues and emergency planning.

This Policy Statement, which is reviewed annually and updated as necessary, is issued to all employees and is supplemented by statements outlining the organisation and arrangements for putting the policy into effect.

Roles and responsibilities

While it is accepted that the primary responsibility rests with the Executive Directors of the group, the implementation of the day-to-day operation of the policy is delegated to line managers.

Group Chief Executive - Overall responsibility for health & safety at Legal & General by ensuring that appropriate health and safety policies and procedures are in place.

Group Human Resources Director - Overall co-ordination of health and safety and advising on and overseeing the implementation of policies and procedures.

Directors and Managers - Implementing and ensuring adherence to health and safety and risk assessment policies and procedures.

Location Directors / Managers - Ensuring a safe working environment and all health and safety policies and procedures are in place.

Group Health and Safety Committee - Planning, developing and introducing policies and guidelines, review performance, risks and liabilities and to ensure a consistent high standard across the group.

Local Health & Safety Committees - Providing a forum for monitoring risks and performance and for implementing health & safety policies and local procedures. Also used as a means of communicating and consulting with employees on matters that may affect their safety.

Competent Person, RPS Health and Safety - Ensuring Legal & General is compliant with health and safety legislation and guidance.

UNITE - Monitoring and reporting on health and safety performance and actively consulting on new policies and change.

Employees - Adhering to health and safety procedures/rules and for taking reasonable care for themselves and others.

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www.legalandgeneralgroup.com

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