



# Group Health and Safety Policy Statement



## Group Health and Safety policy statement

**At L&G, we recognise and accept our global statutory responsibilities to provide safe and healthy working conditions for all employees, contractors, and visitors. We are also committed to ensuring safe and healthy environments for those visiting or living in our managed assets. Given the breadth of our operations, our approach to Health and Safety is tailored according to the activity being undertaken to ensure we are acting proportionately, ethically, and responsibly.**

We are committed to fostering a culture of wellbeing, ensuring that our policies, resources and practices support the physical and mental health of all employees.

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

As well as complying with all relevant laws, rules and regulations, our approach to Health and Safety focuses on continuous improvement. As part of our Health and Safety policy, we have set out the following key objectives. So far as is reasonably practicable:

1. We will maintain adequate control of the Health and Safety risks arising from our working activities
2. We will provide regular Health and Safety information, instruction and training that is relevant, impactful, and accessible to the audience
3. We will maintain a transparent and co-operative environment that enables two-way communication on Health and Safety matters, through consultation with (but not limited to) employees, contractors, regulating authorities, and where applicable, Unions and Works Councils in the locations in which we operate
4. We will take all reasonable steps to prevent accidents and cases of work-related ill health resulting from our activity
5. We will continue to develop and signpost initiatives that enhance the wellbeing of our people, supporting them to be at their best
6. We will regularly report on safety performance through internal and external governance routes with executive sponsor oversight
7. We will maintain healthy and safe environments across our global workplace estate, managed operational assets and construction projects
8. We will provide and maintain safe working equipment that is suitable for the activity at hand
9. We will ensure we have the right subject matter experts, systems and oversight in place to influence Health and Safety performance



10. We will be a responsible client, investor, and joint venture partner, ensuring that any contractors we select are subject to due diligence that confirms alignment with our health, safety and wellbeing principles and expectations

Faye Thorp

Group HR Services and Oversight Director  
on behalf of L&G Group Health & Safety Committee

Thomas Stanley

Head of Health and Safety  
L&G Group