

GROUP HEALTH & SAFETY POLICY

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 pro-active management of health & safety to ensure continual improvement and development in performance. Targets are set and reviewed annually to improve safety and performance. Part of the management of health, safety and welfare at work involves joint consultation with employees representatives. The Group is committed to co-operation with all staff, 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, and all other regulations under the Act. 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 & safety intranet site is to be regarded as the authoritative information source for details on all health & safety arrangements. Further specialist advice and guidance is available from the health & safety competent person.

The Group has a risk management programme in place, which continually assesses procedures and processes to ensure hazard identification and appropriate actions are identified and implemented, this also 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 & 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 Legal & General has appropriate health & safety policies and procedures in place.

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

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

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

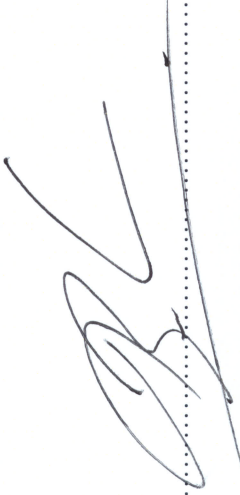
Group Health & Safety Committee - To plan, develop and introduce policies and guidelines, review performance, risks and liabilities and to ensure a consistent high standard across the Group.

Local Health & Safety Committees - Providing a forum for monitoring risks and performance and implementing health & safety policies and local procedures.

Competent Person, Bureau Veritas Health & Safety - Ensuring Legal & General are compliant to health & safety legislation and guidance.

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

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

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Tim Breedon
Group Chief Executive, Legal & General Group plc
January 2010

