



Health & Safety Policy

Pearson is committed to promoting the health, safety and welfare of its employees in the workplace, visitors to our premises and contractors working on activities directly under our control.

We acknowledge our responsibility to communicate our commitment. Each of our operating businesses has responsibility to raise awareness among their employees and the group's policy is available to all through the Pearson corporate website.

As part of our commitment, we will comply with all relevant national and local health and safety legislation. Pearson aims to:

- Provide a safe and healthy working environment.
- Operate plant and equipment safely.
- Train, support, inform and encourage employees to carry out their work safely.
- Ensure that procurement policies reflect our Group policy and that only competent contractors and suppliers are engaged.
- Ensure the safe use, handling, storage and transport of any articles, materials and substances, especially those hazardous to health.
- Prepare for emergencies.
- Provide effective arrangements to deal with work-related injuries and ill health.

In managing health and safety in the workplace, we will:

- Assess risks and apply measures to control them.
- Set targets for continuous improvement.
- Encourage input from employees and their representatives in health and safety issues.
- Investigate accidents, incidents and cases of work-related illness so that improvements can be identified and managed.
- Monitor and audit our compliance with policies, procedures and standards.

Scope

The Pearson Health & Safety Policy applies to all our business operations across the World.

Where Pearson has a significant shareholding in other companies, this policy shall apply as far as the governance arrangements outlined in joint ventures or other shareholder agreements will allow.

Responsibility

The responsibility for implementing the Pearson Health and Safety policy is shared by all our employees.

Final responsibility for the Health & Safety policy rests with the Pearson plc Board.

The Pearson Director for People is responsible for leadership in implementing the policy across the group.

The policy requires our businesses to put in place the organisational arrangements to support the implementation of the Health & Safety policy.