

Introduction

The Group Health & Safety Policy and Standards have been developed with the input of our health and safety professionals across Pearson and build on the policies already in place in the UK, US and Australia, and the relevant international standards*. We expect all of our businesses to achieve these as a minimum standard and build on them to create a more engaged health & safety culture.

Group Health & Safety Policy

At Pearson we're committed to safeguarding the health, welfare and safety of all our employees and anyone else who comes into contact with our operations around the world, including our contractors and our customers. We aim to eliminate or control foreseeable risks related to activities that take place in our premises or on our behalf.

Key objectives

As part of our Health and Safety policy, we expect all our businesses to:

- Set, communicate and ensure that our Minimum Health and Safety Standards are achieved
- Adopt health and safety best practices in our operations and deliver on our commitment to continuously improve our health and safety management and performance
- Communicate our standards to our employees and others impacted by our operations
- Prevent injuries and causes of ill-health
- Comply with legal and other applicable requirements
- Monitor and document health and safety performance and make our policy available to interested parties via our website
- Report all serious incidents to the VP of Health & Safety. Any fatalities should be reported immediately to Pearson's CEO and the VP of Health & Safety.

We will review our policy and standards at least every two years to ensure that they remain relevant to the nature and scale of Pearson operations and risks.



John Fallon
Chief Executive
February 2015

* Standards include BS OHSAS 18001:2007, ANSI Z10-2012 and AS/NZS 4801:2001