



**Pearson**  
Global Health and  
Safety Policy &  
Standards

POLICY EXTRACT (STATEMENT OF INTENT)

February 2018 (V.2)



## Statement of Intent Global Health and Safety Policy

A safe and healthy business environment is important to the long-term sustainable growth of our Company. We are committed to protecting the health, safety and welfare of all our employees and anyone else who comes into contact with our operations around the world, including our learners, customers and other partners.

To support Pearson in meeting its obligations, we expect all geographies and lines of business to:

- Continuously review, monitor and improve our Health and Safety performance by complying with local legal requirements, implementing this Global Policy & Standards, reducing risk and working towards Health & Safety good practices in all operations. This is to be supported by a documented annual Senior Management Review;
- Ensure any business decisions consider the impact on the Health and Safety of those affected.
- Prevent injuries and causes of ill-health, and if they occur, promptly report and investigate them. Any serious injury or significant incident\* must be reported to a member of the Global Health and Safety Team without delay. Any fatality should also be reported immediately to the Chief Financial Officer, Chief Corporate Affairs and Global Marketing Officer, Chief Human Resources Officer and the Global Director of Health and Safety; and
- Appoint a Senior Management location representative to act as a Champion for Health and Safety; and
  - Ensure appropriate local resources are made available to implement and maintain the requirements of this policy, where this has not already been established;
  - Ensure that a Health and Safety Coordinator or coordination team is established and provided with sufficient resources and support to enable them to fulfil their role, where this has not already been established.

In support, the Global Health and Safety Team will provide a business-focused Health and Safety Strategy together with competent advice, support, assistance and assurance. They have our full support. We also expect anyone working for or with Pearson to demonstrate personal Health and Safety leadership.

A handwritten signature in blue ink, appearing to read 'John Fallon'.

**John Fallon**  
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Anna Vikström Persson'.

**Anna Vikström Persson**  
Chief Human Resources Officer

February 2018

\* Serious injuries: Injuries to employees requiring off site medical attention or results in being off work for more than 5 working days. Significant incidents: include; any fire or a near miss which could have resulted in a serious injury.