



Health, Safety & Physical Security Policy Statement

M&G plc is an international financial services group with operations globally. We recognise the importance of effectively managing health, safety and physical security (HSS). This is achieved through the identification, assessment and control of risks to our employees, assets, business partners, visitors and others who may be affected by our operations.

Scope

This policy statement applies to all M&G plc Group companies, locations and activities, and takes account of the health and safety legislation under which our companies operate.

Our Health, Safety & Physical Security Core Principles

We believe that everyone has a role to play in delivering safe, healthy and secure working environments. Our Health, Safety & Physical Security Policy is underpinned by three core principles:

- Health, safety & physical security are integral to the way in which we manage our business and providing visible leadership that promotes positive behaviours;
- Each Business Area, Local Business Area and Group Function is to implement this policy in full; and
- Each Business Area, Local Business Area and Group Function is to allocate and communicate clear responsibilities for health, safety & physical security Board, Senior Management, Line Management and employee level to implement this Governance Policy and any other local health and safety policy.

Our Health, Safety & Physical Security Commitments

We commit to:

- Comply with health and safety and physical security legislation and standards to which the business is subject;
- Undertake HSS risk assessments to the agreed levels and frequency, addressing or formally risk accepting any recommendations;
- Investigate work-related: accidents, near misses, incidents and ill-health to identify both the immediate and root causes and take reasonable action to prevent recurrence;
- Communicate this policy to all employees so that everyone is made aware of their individual obligations and those of the business;
- Provide HSS related information, instruction and training to employees that is appropriate to their location and responsibilities;
- Encourage our suppliers and contractors to adopt good industry practice in the management of health and safety. Where appropriate we will collaborate with our suppliers and contractors on initiatives to further enhance safety, health and wellbeing; and
- Continual improvement in our management of health and safety

Measuring and Reporting on our Performance:

- We will monitor and review performance against the principles and commitments set out in this policy and reporting requirements set out in the M&G plc Governance Framework;
- On an annual basis we will report on our performance and review this policy to ensure that it remains relevant and appropriate;

The M&G plc Board has overall responsibility for approving and reviewing this policy