



Canada Life™

Health and Safety

CLFIS (U.K.) Limited, the appointed services company of the Company recognises its health and safety duties under the Health and Safety at Work Act (1974) and later legislation and is committed to exceeding the minimum requirements of the law where possible. The Company will comply with its duties towards its employees, and in particular, will as far as is reasonably practicable:

- Provide adequate control of the health and safety risks arising from its work activities.
- Consult with employees on matters affecting their health and safety.
- Provide and maintain safe plant and equipment.
- Ensure safe handling and use of substances.
- Provide information, instruction and supervision for employees.
- Ensure all employees are competent to do their tasks, and to give them adequate training.
- Prevent accidents and cases of work-related ill health.
- Maintain safe and healthy working conditions.
- Review and revise this policy as necessary at regular intervals.

The Company also recognises its duties towards the general public and all lawful visitors to the Company's premises and will endeavour to ensure the safety and welfare of all visitors. The Company will keep workplace procedures relating to health and safety under constant review and will ensure compliance with any new health and safety legislation, EC Directives, Codes of Practice and regulations.

The Company expects employees at all levels to comply with their legal duties. This includes co-operating with the Company on safety matters and taking care of their own safety and that of others who may be affected by their actions.

The policy and the way it is operated is reviewed at least annually and more often if the business changes in nature or size. This will also ensure that all current health and safety issues are covered and that any changes in law have been accounted for. Any revision necessary to improve safety performance will be made and then reported to employees.

In their commitment, the Executive Directors are supported by the Health and Safety Committee which has responsibility for setting and developing policy relating to health and safety. Managers and Supervisors at all levels are responsible for the health, safety and welfare of employees under their control, and others affected by the Company's activities. Health and Safety Officers are appointed to provide guidance in health and safety matters to enable Managers, Supervisors and others to discharge their responsibilities.

Canada Life Limited, registered in England no. 973271. Registered office: Canada Life Place, Potters Bar, Hertfordshire EN6 5BA
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