

GRI Standards Index 2021

Legal & General Group Plc



GRI content Index



GRI Standards	Disclosure	Location	Direct answers
GRI 101: Foundation (2016)			
GRI 102: General Disclosures (2016)			
Organizational profile			
102-1	Name of the organisation	Front of the Annual Report	Legal & General Group Plc
102-2	Activities, brands, products, and services	Annual Report , p2-3: At a glance Annual Report , p30-41: Business Review	
102-3	Location of headquarters	Annual Report , p257: Shareholder information	One Coleman Street, London, EC2R 5AA
102-4	Location of operations	Annual Report , p16: How we create value	
102-5	Ownership and legal form	Annual Report , p136: Primary statements and performance (continued)	
102-6	Markets served	Annual Report , p10-11: Our strategy Annual Report , p31-33: Institutional Retirement Annual Report , p34-35: Retail Retirement Annual Report , p36-37: Investment Management Annual Report , p38-39: Capital Investment Annual Report , p40-41: Insurance	
102-7	Scale of the organisation	Annual Report , p206: Employee information Annual Report , p120: Financial statements	
102-8	Information on employees and other workers	Data centre report	
102-9	Supply chain	Sustainability Report , p43: Building a fair and transparent supply chain https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/supply-chain-and-suppliers	
102-10	Significant changes to the organisation and its supply chain		No changes to report
102-11	Precautionary Principle or approach	Annual Report , p56: Principle risks and uncertainties	
102-12	External initiatives	ESG Memberships and Recognitions https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/memberships-and-recognitions LGIM Codes and Standards https://www.lgim.com/uk/en/about-us/codes-and-standards/	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
102-13	Membership of associations	ESG Memberships and Recognitions: https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/memberships-and-recognitions LGIM Codes and Standards https://www.lgim.com/uk/en/about-us/codes-and-standards/	
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report , p3: CEO Review	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Sustainability Report , p45-51: Growing our business responsibly Code of Business Ethics https://group.legalandgeneral.com/media/ff2h3fhp/our-code-of-ethics-group.pdf	
Governance			
102-18	Governance structure	Climate Report , p26-28: Governance Sustainability Report , p51: Our Sustainability governance	
Stakeholder engagement			
102-40	List of stakeholder groups	Annual Report , p16-17: How we create value Annual Report , p68-72: Stakeholder Engagement Sustainability Report , p52: Stakeholder engagement and materiality	
102-41	Collective bargaining agreements	Data centre report	
102-42	Identifying and selecting stakeholders	Annual Report , p16-17: How we create value Annual Report , p68-72: Stakeholder engagement	
102-43	Approach to stakeholder engagement	Annual Report , p16-17: How we create value Annual Report , p68-72: Stakeholder engagement	
102-44	Key topics and concerns raised	Annual Report , p68-72: Stakeholder Engagement Sustainability Report , p5: About Legal & General	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
Reporting practice			
102-45	Entities included in the consolidated financial statements	Annual Report , p120: Group consolidated financial results	
102-46	Defining Report content and topic Boundaries	Sustainability Report , p5: About Legal & General Sustainability Report , p52: Stakeholder engagement and materiality	
102-47	List of material topics	Sustainability Report , p52: Stakeholder engagement and materiality	
102-48	Restatements of information	Sustainability Report , p57: About this report	
102-49	Changes in Reporting	Sustainability Report , p57: About this report	
102-50	Reporting period	Sustainability Report , p57: About this report	
102-51	Date of most recent Report	Sustainability Report , p57: About this report	
102-52	Reporting cycle	Sustainability Report , p57: About this report	
102-53	Contact point for questions regarding the Report	Sustainability Report , p57: About this report	
102-54	Claims of Reporting in accordance with the GRI Standards	Sustainability Report , p57: About this report	
102-55	GRI content index	GRI content can be found here	
102-56	External assurance	Sustainability Report , p57: About this report	
GRI 200: Economic Topics			
GRI 201: Economic Performance			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Annual Report , p52: Managing Risk	
103-2	The management approach and its components	Annual Report , p52: Managing Risk Group Health and Safety Policy Statement https://group.legalandgeneral.com/media/1f2h3fhp/our-code-of-ethics-group.pdf	
103-3	Evaluation of the management approach	Annual Report , p52: Managing Risk	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI-201: Economic performance (2016): topic-specific disclosures			
201-1	Direct economic value generated and distributed	Annual Report , p120: Financial statements	
201-2	Financial implications and other risks and opportunities due to climate change	Climate Report 2021 , p7: Climate related opportunities and risks	
201-3	Defined benefit plan obligations and other retirement plans	Annual Report , p187: Provisions	
201-4	Financial assistance received from government		No financial assistance has been received from the Government
GRI 204: Procurement Practices			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainability Report , p43-44: Building a fair and transparent supply chain Approach to supply chain https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/supply-chain-and-suppliers	
103-2	The management approach and its components	Sustainability Report , p43-44: Building a fair and transparent supply chain Approach to supply chain https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/supply-chain-and-suppliers	
103-3	Evaluation of the management approach	Sustainability Report , p43-44: Building a fair and transparent supply chain Approach to supply chain https://group.legalandgeneral.com/en/sustainability/esg-governance-and-policies/supply-chain-and-suppliers	
GRI-204: Procurement Practices (2016): topic-specific disclosures			
204-1	Proportion of spending on local suppliers	Data centre report	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI 300: Environmental Topics			
GRI 302: Energy			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	The Climate Report , p5-10: Our approach to climate	
103-2	The management approach and its components	The Climate Report , p5-10: Our approach to climate The Climate Report , p26-28: Governance	
103-3	Evaluation of the management approach	The Climate Report , p5-10: Our approach to climate The Climate Report , p26-28: Governance	
GRI-302: Energy (2016): topic-specific disclosures			
302-1	Energy consumption within the organisation	Data centre report	
302-2	Energy consumption outside of the organisation	Data centre report	
302-3	Energy intensity	Data centre report	
302-4	Reduction of energy consumption	Data centre report	
302-5	Reductions in energy requirements of products and services	Data centre report	
GRI 305: Emissions			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	The Climate Report , p6-9: Strategy	
103-2	The management approach and its components	The Climate Report , p6-9: Strategy	
103-3	Evaluation of the management approach	The Climate Report , p6-9: Strategy	
GRI-305: Emissions (2016): topic-specific disclosures			
305-1	Direct (Scope 1) GHG emissions	Data centre report	
305-2	Energy indirect (Scope 2) GHG emissions	Data centre report	
305-3	Other indirect (Scope 3) GHG emissions	Data centre report	
305-4	GHG emissions intensity	Data centre report	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI 306: Waste			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Data centre report	By recording our waste, we can see the opportunities to reduce our impact in this area for occupational offices and our developing construction business.
103-2	The management approach and its components	Data centre report	Effective management and minimisation of waste is a core element of our management system procedures. We have detailed and documented internal procedures to guide our businesses in the correct management of waste materials.
103-3	Evaluation of the management approach		We are subject to both internal and external audits of our waste management procedures.
GRI-306: Waste (2020): topic-specific disclosures			
306-3	Waste generated	Data centre report	
GRI 307: Environmental Compliance			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainability Report , p52: Stakeholder engagement and materiality	Compliance with regulation and best practice are minimum criteria and are included in our materiality review. Our direct environmental data and the associated management of risks and opportunities covers the whole of the Legal & General Group. With regards to carbon this also includes Scope 3 data.
103-2	The management approach and its components	Climate Report , p27-28: Group environment governance	We undertake a materiality assessment to ensure we focus on the core elements of our risks and opportunities. We also operate an environmental management system which is externally certified to ISO 14001. This means that we have reviewed the significant aspects of our operations, have documented control procedures to manage them and that these are audited annually by an independent, external certification body. This includes an annual audit of environmental compliance.
103-3	Evaluation of the management approach	Climate Report , p27-28: Group environment governance Climate Report , p29: Risk management	As well as both internal and external ISO 14001 environmental audits, we also undertake an annual management review which assesses the effectiveness of our management of environmental risk as well as the overall approach to environmental management. During this review, we consider legal compliance, progress achieved and the setting of strategy and targets for the year ahead.
GRI-307: Environmental Compliance (2016): topic-specific disclosures			
307-1	Non-compliance with environmental laws & regulations		During 2021 we did not identify any non-compliance with environmental laws and regulation.

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI 400: Social Topics			
GRI 401: Employment			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainability Report , p45-50: Growing our business responsibly	
103-2	The management approach and its components	Sustainability Report , p45-50: Growing our business responsibly	
103-3	Evaluation of the management approach	Sustainability Report , p45-50: Growing our business responsibly	
GRI-401: Employment (2016): topic-specific disclosures			
401-1	New employee hires and employee turnover	Data centre report	
401-3	Parental leave	Data centre report	
GRI 403: Occupational health & safety			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainability Report , p36: Employee health and wellbeing	
103-2	The management approach and its components	Sustainability Report , p36: Employee health and wellbeing Health & safety commitment https://group.legalandgeneral.com/media/530mq3zd/hsp-c003--group-policy-statement_october-2021.pdf	
103-3	Evaluation of the management approach	Sustainability Report , p36: Employee health and wellbeing	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI-403: Occupational health & safety (2018): topic-specific disclosures			
403-1	Occupational health and safety management system	Sustainability Report , p36: Employee health and wellbeing	All our workplaces, whether housebuilding sites, our modular factory or office environments are managed via a documented health and safety management system which is operated by qualified health and safety professionals. This helps ensure all our employees have a safe working environment.
403-2	Hazard identification, risk assessment, and incident investigation	Health & safety commitment https://group.legalandgeneral.com/media/530mq3zd/hsp-c003--group-policy-statement-october-2021.pdf	<p>We engage qualified and competent health and safety professionals to operate documented health and safety management systems which are either certified to ISO 45001 (e.g. our modular factory in Leeds) or aligned to the standards. As part of these management systems, we implement a robust hazard identification and risk assessment system in line with the requirements of ISO 145001 and best practice guidance.</p> <p>As well as identifying risks and hazards prior to an activity being undertaken, we also have a documented process for reporting hazards, near misses and incidents. This process is open to all and helps to ensure we learn from actual or potential incidents, enabling us to continue to shape, strengthen and improve our management controls.</p> <p>We also have a dedicated health and safety mailbox where individuals can raise concerns and a whistleblowing policy which can be used should someone want to raise a concern anonymously.</p> <p>Our management systems are independently audited each year and this includes the management of hazards.</p>
403-3	Occupational health services	Sustainability Report , p36: Employee health and wellbeing	
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report , p33-36: Employee health and wellbeing Annual Report , p49, 72, 73 and 116 – Updates on Unite	<p>We recognise that consultation and communication are essential to drive effective management of health and safety. We have location-specific and group-wide health and safety committees. Unite is represented at both location and Group committees and work in partnership with us to help ensure the safety of our people. The committees range in frequency from monthly for some locations to quarterly for our Group committee.</p> <p>We also have a dedicated health and safety page on our intranet site which outlines our management system, guidance, and resources. There is a dedicated mailbox for employees to report hazards and ask for assistance.</p> <p>We also work in partnership with Unite to support our people in raising and addressing health and safety concerns through their union.</p>
403-5	Worker training on occupational health and safety	Sustainability Report , p36: Employee health and wellbeing	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
403-6	Promotion of worker health	Sustainability Report , p33-36: Employee health and wellbeing	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report , p36: Employee health and wellbeing	The operation of our core offices is managed via a health and safety system aligned with ISO 45001 and our offices are audited by a leading health and safety consultancy. A similar health & safety management system, operated by qualified health & safety professionals, operates in our housebuilding businesses, therefore ensuring that all our employees, contractors and third party partners are provided with safe working environments.
403-9	Work-related injuries	Data centre report	
GRI 404: Training & education			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Annual Report , p50: A sustainable business	
103-2	The management approach and its components	Annual Report , p50: A sustainable business	
103-3	Evaluation of the management approach	Annual Report , p50: A sustainable business	
GRI-404: Training & education (2016): topic-specific disclosures			
404-2	Programs for upgrading employee skills and transition assistance programs	Annual Report , p50: A sustainable business	
404-3	Percentage of employees receiving regular performance and career development reviews		92.5% of employees completed their performance review.
GRI 405: Diversity & equal opportunity			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Sustainability Report , p38-42: Driving business transparency and equity Group Board D&I policy https://group.legalandgeneral.com/media/hspapgtn/final-diversity-policy-2.pdf	
103-2	The management approach and its components	Sustainability Report , p38-42: Driving business transparency and equity Annual Report , p84: Nominations and Corporate Governance Committee Report Group Board D&I policy https://group.legalandgeneral.com/media/hspapgtn/final-diversity-policy-2.pdf	
103-3	Evaluation of the management approach	Sustainability Report , p38-42: Driving business transparency and equity Annual Report , p84: Nominations and Corporate Governance Committee Report	

GRI content Index

GRI Standards	Disclosure	Location	Direct answers
GRI-405: Diversity & equal opportunity (2016): topic-specific disclosures			
405-1	Diversity of governance bodies and employees	Data centre report	
405-2	Ratio of basic salary and remuneration of women to men	Gender Pay Gap 2021 https://group.legalandgeneral.com/media/fevdr1a2/l-g-2021-gender-pay-gap-report.pdf	
GRI 413: Local communities			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	Annual Report , p46-47: Building a better society	
103-2	The management approach and its components	Annual Report , p46-47: Building a better society	
103-3	Evaluation of the management approach	Annual Report , p46-47: Building a better society	
GRI-413: Local communities (2016): topic-specific disclosures			
413-1	Operations with local community engagement, impact assessments, and development programs	https://group.legalandgeneral.com/en/sustainability/supporting-communities Annual Report , p46-47: Building a better society	
GRI 418: Customer privacy			
GRI-103: Management Approach (2016)			
103-1	Explanation of the material topic and its Boundary	https://www.legalandgeneral.com/privacy-policy/ https://group.legalandgeneral.com/media/etpd3enm/public-security-statement-april-2022-final.pdf	
103-2	The management approach and its components	https://www.legalandgeneral.com/privacy-policy/ https://group.legalandgeneral.com/media/etpd3enm/public-security-statement-april-2022-final.pdf	
103-3	Evaluation of the management approach	https://www.legalandgeneral.com/privacy-policy/ https://group.legalandgeneral.com/media/etpd3enm/public-security-statement-april-2022-final.pdf	
GRI-418: Customer privacy (2016): topic-specific disclosures			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		There were no material breaches of customer privacy and/or data