

# Discrimination and Harassment Policy

## Policy Objectives

The Discrimination and Harassment Policy reinforces Prudential's values, as well as the Group Code of Business Conduct which requires us all to observe the highest possible standards of personal, professional and ethical conduct at all times, whether at work or not.

This policy is a Group standard that must be adhered to.

## Who does this policy apply to?

The policy applies to people who undertake work for Prudential, including:

- all employees, whether full time, part time, on a permanent or fixed term contract (collectively, Employees); and
- all contractors, including but not limited to any contingent, short-term casual workers, interns, people on work experience, consultants and those who undertake work for, but are not employed by, Prudential (collectively, Contractors).

## Key Principles

- Prudential is committed to creating and maintaining a welcoming, supportive culture in which all can work in a friendly and professional working environment.
- Prudential prohibits and will not tolerate any form of discrimination, harassment, bullying and other types of misconduct where the behaviour is contrary to Prudential's values and standards.
- Prudential adopts a zero-tolerance stance over retaliation against reporters of any concerns under this policy, based upon an honest perception of the events, or for cooperating or participating in the investigation of a complaint.
- In implementing this policy, Business Units / Local Business Units falling into the scope of this policy will comply with any applicable statutory and/or regulatory requirements in the local labour market.

## What types of behaviour are prohibited under this policy?

The policy prohibits discrimination, harassment, bullying and other types of misconduct where the behaviour is contrary to Prudential's values and standards, regardless of whether the conduct is committed against other Employees, Contractors or job applicants, clients, customers, suppliers, visitors or others whom you work or deal with.

## Who to speak to about your concerns

If you feel that you have been or are being discriminated against, harassed, bullied or have been subjected to other types misconduct, we encourage you to raise this with us in accordance with this policy. There are a number of options open to you if you wish to raise a concern:

- speak to your line manager;
- speak to the Human Resources Department;
- raise a grievance under the local grievance policy; and/or
- using Prudential's Speak Out confidential reporting facility.

If you have witnessed or have any concerns relating to inappropriate conduct or behaviour towards your colleagues, you should also raise this promptly with your line manager, the Human Resources Department or through the Speak Out reporting facility.

**No retaliation for raising concerns**

Prudential adopts a zero-tolerance stance over retaliation against reporters of any concerns under this policy, based upon an honest perception of the events, or for cooperating or participating in the investigation of a complaint. Any acts of retaliation will be considered a breach of this policy and sanctions may be applied, up to and including dismissal.