



## **Group Human Resources Policy**

The Prudential Group (“the Group”) is committed to ensuring everyone is treated fairly, has equal opportunities, is respected and valued for their contributions to our company. The Group’s Human Resources Policy (“HR Policy”) outlines the principles under which the Group, amongst others, manages its people in the following areas:

- Talent Acquisition
- Talent and Succession Management
- Learning
- Diversity, Equity, Inclusion
- Performance Management
- Employee Relations
- Discrimination and Harassment

The following key principles guide people management across the Group:

- People strategy – the Group HR Policy supports a customer-led, values-based and performance-driven culture, the growth of capabilities, and an emphasis on talent vitality.
- Inclusive workplace – the Group aims to foster an inclusive workplace that values meritocracy and respects differences, providing equitable opportunities for all employees to thrive.
- Fairness – the Group strives to treat people in a fair and consistent manner across all of its processes (including talent acquisition and performance).
- Employee experience – the Group aims to optimise employee experience throughout the employee lifecycle, leveraging technology and engagement from leadership through all moments that matter.
- Safe environment – the Group cultivates a welcoming and supportive culture that does not tolerate any form of discrimination, harassment, bullying, or other type of misconduct where the behaviour is contrary to the Group’s values and standards.

The Policy further reinforces the Group’s commitment towards creating a safe work environment which fosters and supports our people’s mental health and well-being.

Compliance – the Group complies with all statutory and regulatory requirements in local labour markets, including all applicable laws and regulations governing employees' right to freedom of association and collective bargaining.