



## Diversity and inclusion

At Prudential, we want to ensure that all our employees are treated fairly and feel valued, and we believe that the diversity of our employees and the inclusivity of our working environment enrich the organisation.

A more diverse Prudential, which more closely reflects our markets, will be in a better position to serve our customers and shareholders. A truly inclusive Prudential, where all our employees feel they can be themselves, will become a better working environment for our people and will further improve our performance.

We are committed to making a real difference over time. We have a broad, business-focused diversity and inclusion (D&I) agenda and we support all employees and affinity groups. We aim to create a fair and inclusive working environment for all our employees, where individuals are empowered, differences celebrated and meritocracy fostered.

We aspire that our organisation across all levels appropriately reflects the populations of the countries in which we operate as well as the experiences of our customers and shareholders. This is reflected in our Group D&I Policy, which aims to promote employee diversity and provide equal opportunities to all who apply for and those who perform work within our organisation – including our Directors – and promote diversity irrespective of sex, race, age, ethnic origin, social and cultural background, marital or civil partnership status, pregnancy, maternity and paternity, any gender re-assignment, religion or belief, sexual orientation, disability, or part-time/fixed-term working arrangements, and to ensure appropriate diversity of experience, skillsets and professional backgrounds.

As part of our commitment to diversity, we have signed the HM Treasury 'Women in Finance Charter', which aims to increase the number of women working in senior management in financial services companies. We have set a gender diversity target of 30 per cent females in senior management by the end of 2021. Progress towards this target is published annually through the Prudential plc Annual Report and the Environmental, Social and Governance (ESG) Report. In order to further increase overall diversity and inclusion at Prudential, we have agreed the strategic direction and plan for improving diversity and inclusion across the organisation, globally. At Prudential, we believe that diversity of experience, skillset and educational and professional backgrounds enriches our organisation. By continuing to ensure diversity among senior leadership teams through succession planning practices, nomination processes and the development of diverse talent pipelines, we aim to further increase the positive impact of diversity on our commercial success and our ability to successfully compete in a dynamic business environment.

In line with our long-term strategic approach to D&I, we continue to further implement our D&I action plans across all our Business Units and in Group Head Office and monitor our progress regularly. Externally, we demonstrate our commitment to D&I through participation in several UK-government sponsored initiatives, such as the Hampton-Alexander Review of Women on Boards, and actively encourage employee participation in other appropriate events, such as the Dive-In festival and the Stonewall Children and Young People's Conference.

We believe we are on track to meet our gender diversity target of 30 per cent females in senior management by the end of 2021. Our gender diversity statistics will be published annually in the Prudential plc Annual Report in addition to the ESG Report.

