

Recruitment Policy

Prudential is committed to ensuring everyone is treated fairly, has equal opportunities and is respected and valued for their contributions to our company. Hiring of people to work for Prudential is a core process that should align with our Purpose, Values, Diversity & Inclusion Statement, and Equal Employment Opportunities Statements along with the Prudential Group Code of Business Conduct which requires us all to observe the highest possible standards of personal, professional and ethical conduct at all times. Hiring can be the subject of regulatory and legislative scrutiny, and the experience of candidates can impact our reputation both positively and negatively.

The recruitment processes in Prudential must reflect fairness, equality of opportunities for all, and should support recruitment decisions to be made without bias and with due consideration. The introduction of a Recruitment Policy aims to:

- provide a set of principles to guide hiring for all involved across the organization,
- introduce consistency in the process and decision-making across the Group,
- set standards to enable oversight, and
- improve objectivity of the recruitment process.

Principles

As a general rule, Prudential does not seek to prevent recruitment of any qualified and suitable individual, however appropriate process and due consideration is required when making recruitment decisions. In principle, Prudential will expect our Employees to:

1. Publish bias free job advertisements and job descriptions that use the language of belonging where applicable.
2. Expand channels of recruitment to attract more diverse candidates including greater transparency of opportunities for internal candidates.
3. Communicate D&I objectives of Prudential through inclusion of the Group D&I Statement and Equal Employment Opportunities Statement on all recruitment communications and documents.
4. Remove bias from the recruitment process by:
 - defining non-discriminatory criteria for a role prior to sourcing candidates
 - adherence to hiring guidelines in reviewing compensation decisions or define compensation bands for a role prior to sourcing candidates in line with the Remuneration Policy
 - applying testing and assessment consistently across candidate pools, including psychometric and skills assessment tools where possible and applicable
 - creating awareness and addressing conscious and unconscious bias of Employees involved in the process
 - having diverse representation on interview panels
 - matching the final short list of candidates to diversity criteria pre-defined per location, without creating positive discrimination
 - conducting capability and behaviors-based interviews where possible and applicable
 - assessing all candidates for a given role using the same methods and equitable weighting on each assessment measure for each candidate

5. Track candidate pool diversity ratio from sourcing through to recruitment, through Workday where possible, monitoring the ratios to ensure previously under-represented groups in the current workforce are represented for consideration.
6. Make recruitment decisions based on all information gathered through the selection process.
7. Offer attractive Compensation Packages in line with the Remuneration Policy. Offers should not diverge significantly from the internal compensation benchmark and only use past historical compensation as a reference point.
8. Support internal mobility of current employees as candidates for career progression and employee retention.
9. Provide necessary support to candidates to have an on-boarding experience that enables them to successfully transition and continuously progress in their role.