

# Commitment to employees

**Empowering our employees to be their best.** “It’s our people who bring to life every day Sun Life Financial’s mission to help customers achieve lifetime financial security. We count on our employees around the globe to bring their expertise, experience and collective strengths forward to help us achieve our common goals. In support of these goals, it is critical that we have an attractive and engaging employee experience and acknowledge, reward and celebrate individual and team successes.”

– Louise McLaren, Senior Vice-President and Chief Human Resources Officer

Sun Life is committed to providing a work environment that enables all employees to contribute to the full extent of their potential. This includes challenging and meaningful work, a collaborative work environment and flexible work solutions. In addition, we have a long-standing reputation for integrity, which is demonstrated by the core values we follow and by the personal integrity of our employees.

Examples of the programs and initiatives we offer employees in our various locations include:

- A competitive performance-based compensation program, including salary, annual incentives and recognition bonuses
- Comprehensive retirement plans, stock ownership programs and benefit plans
- Career planning and development tools, tuition reimbursement, in-house training, orientation and leadership development programs
- International opportunities and rotations in the countries where we operate
- A wellness strategy with information sessions, voluntary health assessments, an online health library and access to exercise facilities at many major locations
- Access to employee assistance programs when professional help is needed for personal or family challenges
- Telecommuting and flextime opportunities
- A strong commitment to diversity and inclusion practices
- Charitable donations matching and volunteer program

## CAREER OPPORTUNITIES

Our various career management tools help employees understand their capabilities, identify opportunities and outline courses of action they can take to develop their careers. We offer a versatile learning environment that enables employees to continue to develop their capabilities and apply and share their knowledge.

## GLOBAL REACH

Sun Life’s global operations are strategically aligned to ensure our ability to leverage our strengths around the world. Every spring, more than 100 top leaders connect to address enterprise-wide challenges, share ideas and best practices, nurture a Company-wide perspective and advance worldwide programs. Global networks are also active across professional groups.

## REWARDS AND RECOGNITION

Sun Life holds a variety of recognition events and ceremonies to recognize and celebrate outstanding employee effort and achievement. An example of this is the CEO’s Award of Excellence, which annually recognizes the excellent work and accomplishments of individuals or teams.

## SCHOLARSHIPS FOR CHILDREN OF SUN LIFE FINANCIAL EMPLOYEES

Sun Life employees with children under the age of 25 may apply for post-secondary financial scholarships to attend accredited university or vocational programs anywhere in the world. In 2008, 166 young people received Sun Life Financial scholarships.