

Inclusion & belonging at Sun Life

Empowered by inclusion. Be here, be heard, belong.

Sun Life is committed to Inclusion. We believe our strategies and focus on inclusion drive business value – for our Clients and shareholders.

We've made meaningful progress toward making Inclusion a natural part of the Sun Life culture and brand experience and have earned external recognition for our practices. There is still more we need to do to fulfill our Purpose of helping people – all people – achieve lifetime financial security and live healthier lives.

Building on our success

We're building on our previous strategy to focus specifically on enabling inclusion to help more people succeed: within our workplace, among our Clients and in our communities.

Inclusion strengthens our culture and unleashes creativity, innovation and helps make us more resilient. By reflecting the communities in which we operate, we have a deeper understanding of our Clients' needs.

Our focus on Inclusion & belonging

COLLEAGUES



Sun Life believes in the importance of an inclusive and welcoming culture. It supports our Purpose and business strategy and makes us more innovative and resilient as an organization.

We strive to create an inclusive and welcoming culture where all employees feel they belong, are supported and empowered to thrive.

HOW

- Deliver inclusive talent strategies
- Continue to embed inclusive policies and practices across Sun Life
- Ensure pay equity for like-for-like roles
- Create psychologically safe workplaces
- Provide training to help build inclusive thinking and leadership
- Support internal Inclusion Networks
- Review and ensure employee benefits and wellness programs are inclusive
- Leverage data and analytics to identify gaps and drive inclusive practices

CLIENTS



Sun Life believes everyone should be able to access health, wealth and insurance solutions that meet their needs. By enabling inclusion in our workplace, we reflect the Clients and communities in which we operate and have a deeper understanding of their needs.

We endeavour to deliver Inclusive and accessible products, services and technologies that address the unique needs and experiences of Clients in all our markets around the world.

HOW

- Grow the number of Clients we serve globally by making our life and health insurance products more accessible and inclusive
- Support Client health through services, tools and programs to help them foster well-being
- Ensure Client marketing and communications are relevant, understandable and inclusive
- Share insights with group Clients on ways to build inclusive experiences

COMMUNITIES



Sun Life has a role to play in helping to create better and brighter futures for communities across the globe. We are using our resources and expertise to advance inclusion so more people in our communities have opportunities to thrive.

Ensure that opportunities can be accessed, used and benefit from programs and initiatives that enhance their health and well-being

HOW

- Partner with community organizations to create and expand programming
- Elevate the voices and perspectives of our communities.
- Advance Truth and Reconciliation efforts in Canada.
- Use advocacy and thought leadership to promote inclusion

