



Canada Life™

Employment

Canada Life's aims are to:

- Comply with all employment laws and regulation.
- Take affirmative steps to ensure that it provides a flexible and supportive working environment and encourage an appropriate work/life balance.
- Maintain health and safety policies and keep these policies up to date.
- Create a workplace where every member of staff can perform to the best of their ability, by promoting the health and well-being of employees.
- Provide equal opportunities in employment and not tolerate unlawful workplace discrimination. The Company supports the principles of and complies with, and requires employees to comply with, applicable laws governing non-discrimination in every location where it operates.
- Train and develop employees and apply an open and fair recruitment and promotion process.
- Continually seek ways to attract and retain talented employees, strive for higher productivity and quality, and encourage commitment to achieving the Company objectives.
- Support and encourage its employees in their charitable and community involvement.
- Conduct a semi-annual employee survey which will provide an outlet for Canada Life employees to anonymously share with senior management their views on the areas that make them happy and satisfied at work as well as any areas they would like to see changed and improved.
- Holds annual staff presentations where all employees are gathered together to share our whole company results and inform them of any major initiatives undertaken or planned.
- Be fully committed to integrity, ethical behaviour and treating customers fairly. In support of this behaviour all directors, officers and employees of Canada Life are required to acknowledge compliance of the company Code of Business Conduct and Ethics on an annual basis.

Canada Life Limited, registered in England no. 973271. Registered office: Canada Life Place, Potters Bar, Hertfordshire EN6 5BA
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CLFIS (UK) Limited, registered in England no. 04356028 is an associate company of Canada Life Limited.
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