

*Diversity &
Inclusion Policy
Swiss Life Group*

November 2020

Diversity & Inclusion Policy

At Swiss Life we are committed to a collaborative corporate culture based on the principles of mutual respect and equal opportunity. This policy serves as a guideline for the awareness, recognition and promotion of staff diversity in order to ensure Swiss Life's sustainable business success.

Principles

The following principles describe how Swiss Life shapes the dimensions of work culture, operating conditions, leadership, processes and infrastructure from a diversity & inclusion perspective.

A diverse working culture and an open mindset

Mutual respect is the prerequisite for a working atmosphere based on trust in which all employees can assume responsibility, fulfil their potential and deliver optimal performance. We value and use diversity as a driving force for our business success and treat everyone with dignity and respect, regardless of gender, ethnicity, language, religion, confession, national origin, age, sexual orientation, physical or mental disability, marital status, political views, company rank, work model or employment level, education and other (visible and non-visible) personal characteristics. Any violation of these principles is explicitly disapproved of and consequent actions will be taken.

As a multinational group, we promote international exchange within and between the various divisions and strive for a collaborative working culture across linguistic, cultural and national borders.

Optimal framework conditions for continuous knowledge transfer

Both managers and employees are of prime importance to the corporate success of Swiss Life and our customers' satisfaction. The company employs many specialists with advanced sector-specific knowledge and ability. Constant knowledge transfer among managers and employees is essential to retain this experience in the company. This can only be achieved if we, as an employer, provide optimal conditions so that varying operational requirements and personal needs can be matched during the different phases of working life. All employees at Swiss Life add value by taking responsibility for their own contribution and working together beyond their own field. That is how the purpose of self-determination is expressed within the company. In-house initiatives, such as "Actively shaping your career", which is based on the three success factors "Employability – remaining competitive through constant development", "Diversity – a wide range of backgrounds as a success factor" and "Work Ability – staying fit for work thanks to balance, motivation and health," support managers and employees equally in shaping the opportunities and challenges of their professional lives in the best possible way.

The principles by which we work together at Swiss Life are set down in the Code of Conduct, which applies throughout the Group. The Swiss Life behavioural principles, which are applicable for all employees, are integrated into Group-wide management processes. Swiss Life also has informal complaints channels (such as an ombudsman managed by a third party) for reporting

and dealing with cases of discrimination or complaints.

Transparent human resources management through standardised management processes

Group-wide standard HR management processes are used to provide optimal support to managers and employees. These ensure objective performance assessments, development interviews and decisions on salary or promotions. Our managers value diversity as a valuable resource and are determined to recognise, promote and use the diverse skills and potential of their employees in the best interests of the company.

In accordance with national and international law (such as the ILO conventions), the Swiss Life Group applies fair employment procedures that are free of discrimination. Recruitment or promotion is based exclusively on ability, competence and potential in relation to the requirements of the position in question. Fair and equal compensation for employees is ensured by the Group Compensation Policy, which is applicable throughout the Group. Swiss Life has used processes and instruments for several years at all its national companies to review and ensure equal pay for men and women.

Barrier-free and cooperative working environment

Swiss Life strives to achieve a future-oriented working environment. We offer employees a workplace in Swiss Life offices in the form of fixed and/or flexible workstations. The requirements of a collaborative and barrier-free working environment gradually flow into the design of the office premises.

Continuous promotion of diversity

Swiss Life's sustainable diversity & inclusion management is being steadily driven forward with targeted measures and established processes with a view to promoting an open mind-set, continuous knowledge transfer, standardised management processes and a collaborative and respectful working environment.