


HUMAN RESOURCE POLICY			
TALENT, LEADERSHIP, LEARNING AND CULTURE	Reference No. TLLC – 01-01	Revision No. 0	
LEARNING AND DEVELOPMENT	Effective Date: March 12, 2024	Page No. 2 of 4	

1 Introduction

The Prudential Group HR (Group HR) recognizes that people are at the core of successfully serving our customer and stakeholders - and that investment in their development is essential to building a high-quality employee value proposition, and also to deliver against strategy and the future success of the organization. The learning policy provides a framework for achieving these aims – by ensuring continuous, high quality, and relevant learning opportunities for employees, to build skills for present and future success.

2 Policy Objectives

PRU LIFE UK (PLUK) aligns its approach with the Prudential Group HR (Group HR) and offers learning and development opportunities to all employees enabling them to thrive in their current roles, develop their careers, and support them in delivering the Group's strategy. Learning should also be designed and deployed with a view to engaging employees and deepening a sense of belonging across our teams, colleagues, and leaders across the Group.

The key tenets in achieve these objectives are:

- To strive for consistency, high standards, and accessibility of learning and development opportunities for employees across the organization;
- To leverage synergies, by developing high quality learning and development solutions once and deploying them at scale and speed across the Group;
- To ensure that leaders, managers and employees are clear about their roles and responsibilities in relation to learning and development.

3 Scope of Application


This Policy is part of the PLUK HR Policies and Procedures Manual and applies to all employees.

4 Policy Ownership and Review Information

This Policy is owned by the Chief Human Resources Officer.

HR Team Leads maintains the Policy on behalf of the Chief Human Resources Officer, taking advice from relevant Business Unit functions.

Human Resources (HR) Division is required to review the scope and content of the Policy at least annually to ensure it remains fit for purpose, taking into consideration both internal and external factors.

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5 Principles


PLUK ensures appropriate policy are in place to guide learning and development with the following principles:

- **We nurture PRU Lifers to be the best version of themselves.** Learning experience is considered in curating learning content, access to tools and resources, and its delivery to ensure that employees get most out of learning. PRU offers defined learning framework and course offerings appropriate for their current roles and skills of the future. This complements the employees' personalized curation of own learning pathways.
- **Learning and Development are important drivers of engagement.** Every line manager shall provide necessary guidance to the development of Pru Lifers and foster the culture of continuous learning. PRU recognizes that both personal career aspirations and business requirements are imperative and are equally important.
- **Learning is a shared responsibility and a collaboration of everyone in organization.**
 - Curation of learning programs is a partnership between the content creators and HR.
 - Managers are accountable for building a continuous learning environment, co-creating development plans and providing learning opportunities for employees' growth.
 - Employees are empowered to drive their own development plan and seek regular career conversations with line managers, mentors or coaches to realize career aspirations.
 - HR considers learning experience and recommends appropriate learning solutions to help employees get most out of learning.
 - Appropriate training and development opportunities are provided in a timely manner to support performance improvement and meet compliance/regulatory requirements.

6 PRU Learning Academy



We shall continuously grow our learning catalogue of self-paced or instructor-led learning courses to strengthen employees' growth and development and allowing opportunities to realize their aspirations and potentials while ensuring alignment with company's strategic and operational objectives. PLUK offers the following learning academies to support employees' development.

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Build a solid foundation on core concepts and principles that are essential for success across roles.



Enhance leadership and people management skills of team leads, managers and leader to engage and inspire people.



Co-design with subject matter experts to identify core competencies and learning pathways of respective domain for professional development and allows opportunity for other employees to explore other domains and those who intend to have a career shift.



Offers programs on understanding business requirements and how it operates within regulatory and statutory requirements.

7 Revision History

Revision No.	Change	Effective Date
0	Initial Release Adoption of Group L&D Policy	March 12, 2024