

Commitment to employees

We empower our employees to be their best and to work together to create an environment committed to integrity and respect.



“Every day, Sun Life’s mission – helping customers achieve lifetime financial security – is brought to life by our people. We count on our employees around the globe to bring forward their expertise, varied experiences and collective strengths to help us achieve our common goals – and to contribute to our unique culture. In exchange, we offer an open and collaborative environment, challenging and meaningful work, and rewards that celebrate individual and team successes.”

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

GLOBAL REACH

Sun Life’s global teams work closely together to leverage our strengths around the world. Each year, our 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 our many professional groups.

Doing the right thing

Sun Life is committed to providing a work environment that enables all employees to contribute to their full potential. In support of Sun Life’s long-standing commitment to acting responsibly and with integrity, our employees are empowered to do the right thing, for each other and for our customers. Our common goal is to make a difference in people’s lives – and in the communities around us.

“At Sun Life, no one is left behind. The close-knit environment enables employees to help one another through new tasks and be great motivators and supporters for one another.”

– Vivian Y Li, National Operations Manager, Career Sales Force

EXAMPLES OF WORLDWIDE PROGRAMS AND OFFERINGS

Programs and offerings for our 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, online learning, orientation and leadership development programs;
- international opportunities and rotations in the countries where we operate;
- a robust wellness program with information sessions, voluntary health assessments, an online healthy weight centre 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; and
- post-secondary financial scholarship opportunities for employees' children under the age of 25.

CAREER AND DEVELOPMENT OPPORTUNITIES

Employees are encouraged to take charge of their careers, and we provide tools and programs to support them in this. We help them understand their capabilities and identify opportunities they can explore to develop their careers. Our versatile learning environment enables employees to continue to learn and grow, and to share their knowledge, skills and experience.



REWARDS AND RECOGNITION

Every employee plays a role in our success, and we strongly believe in rewarding and recognizing those efforts. In addition to programs geared toward everyday recognition, we hold various events and ceremonies to celebrate outstanding employee effort and achievement. The CEO's Award of Excellence is our major corporate recognition program, which annually acknowledges the excellent work and accomplishments of individuals or teams across our worldwide operations.

“Sun Life has thought of everything a new employee might need. From webcasts explaining the business to personalized phone calls ensuring you understand the benefits offered to you, it is clear that this Company cares.”

– Elaad Keren, Associate Director, Private Fixed Income

