

# Labor Practices

Prudential supports the protection and preservation of human rights around the world regarding child labor, forced labor, equal pay and non-discrimination in the workforce. Global standards for labor are reflected in our policies and actions towards our employees, suppliers, clients and the countries where we do business.

Further, Prudential respects the sovereignty of governments around the world and believes it is the responsibility of each nation to protect the human rights of its citizens. In countries where the laws differ from global human rights standards, we seek to comply with local law while adhering to our standard labor practices, including:

- Freely Chosen Employment - Workers should not be bonded, forced, indentured or subjected to involuntary prison labor.
- Child Labor - Any person under the age of 15 (or 14 depending upon local law), or either under the age for completing compulsory education or the minimum age for employment (whichever age is greatest), should not be employed.
- Working Hours - Work weeks should not exceed the maximum set by local law.
- Respect in the Workplace - Employees should be treated with respect and dignity and work in an environment free from unlawful discrimination and harassment.
- Wages and Benefits - Compensation should comply with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Employees should be able to earn fair wages as determined by applicable local law.
- Health and Safety- Employees should be provided adequate working conditions in compliance with applicable health and safety laws and policies.