



## **Our Culture**

Sun Life Grepa believes that its people are its best assets. As such, one of its key strategic priorities is to attract and develop the best employees through our corporate values and a healthy work-life balance.

- We continue to build a professional work environment that is guided by the core values of the Sun Life Financial organization and the Yuchengco Group of Companies' network, namely Integrity, Engagement, Client Focus, Excellence and Value, Professionalism, Forward Thinking, Accountability, Sense of Urgency and Teamwork.
- We maintain a family-oriented workplace with a healthy sense of work-life balance through various programs and fun-filled activities.
- We encourage an environment of collaboration and open communication among all members and levels of the company.
- Our people are encouraged to do their part in giving back to the communities we serve through various social responsibility initiatives.
- We keep the environment in mind as we operate our business in line with long-term sustainability as a goal.

## **Our Rewards**

Here at Sun Life Grepa, we offer a total rewards package that includes competitive compensation and benefits, work life balance and a rewarding career in line with one's abilities, commitment and aspiration.

Consistent with our high performance culture, our rewards are linked to overall company and individual performance. Exceptional performance executed in a manner aligned with the company's values is rewarded and recognized.

We also ensure that our employees enjoy benefits that supplement the salary that they receive from the company. Qualified employees receive various benefits including:

- Midyear, 13<sup>th</sup> Month and Christmas Bonus
- Hospitalization and Outpatient Medical Benefits
- Various leaves including Vacation Leave, Sick Leave, Birthday Leave and Emergency Leave
- Employee loan programs including Tuition Loan and Emergency Loan
- Assistance in times of need: Maternity, Calamity and Bereavement Assistance
- Recognition of one's loyalty to the company via our Service Award and Retirement Plan
- Group Life insurance
- Opportunities to purchase the company's insurance products

## **Our Training Programs**

Continuous learning is at the heart of employee development at Sun Life Grepa. Whether you are an individual contributor or a people leader, you have the opportunity to co-design your development journey as you grow with the company and achieve your career goals.

As a Sun Life Grepa employee, we aim to enrich your learning milestones via the 3Es: Education, Experience, and Exposure. Learning opportunities are achieved through a blended learning approach utilizing multi-modal platforms.

As the world of work continues to change at a frenetic pace, Sun Life Grepa is committed to elevating your personal and professional competencies to enable you to excel in the now and next of work.