

Sanlam again recognised as Top Employer



Sana-Ullah Bray,
Group Executive: Human Capital

For the eighth consecutive year, Sanlam has been awarded the Top Employers Certification. This was announced recently by the Top Employers Institute, the global authority on recognising excellence in people practices. The Sanlam group attributes the award to its unwavering focus on delivering on its employee value proposition, which is based on growth, leadership, collaboration and trust.

Being certified as a Top Employer highlights an organisation's dedication to a better world of work, as exhibited through excellent HR policies and people practices. This award acknowledges our commitment to fostering a high performance and agile culture and its drive to enhance its employee value proposition.

Sana-Ullah Bray, Group Executive: Human Capital says, "Empowering future generations to be financially confident, secure and prosperous remains Sanlam's collective purpose. We endeavour to continue fostering an inclusive, high-performance and agile culture that drives accountability, collaboration and exceptional client and employee experience."

128 South African companies took part in the 2022 Top Employers Certification, with Sanlam scoring **91.62%** against a benchmark of **82.9%**, an improvement from **87.36%** in 2022 and **84.7%** in the previous year.

While the Group showed improvements in most areas, the biggest year-on-year improvements included the areas of



learning, employer branding and rewards and recognition, which includes Sanlam's remuneration policy to attract, motivate, reward and retain key talent.

Bray says, "We have recognised that our employees' needs have shifted, and we are responding rapidly to this. This year our focus has been on refreshing the Sanlam values and shifting from a traditional employee value proposition to a Human Employment Deal.

"Sanlam's new employee offering is focused on a more humanised employment offering. We realise that, to perform optimally, our employees need to be treated as people and not just employees. We redefined our employee value proposition (EVP) to ensure an exceptional employee experience with features that emphasise the values that make our employees want to work for us. All of this attributed to the improvement."

Bray says, "It is important for us to continuously evolve our practices through the lens of our employees. If we continue doing the same things, we will not progress, which is why we focus on aligning to leading practices our employees can feel invested in. We are intentional about what we do and how we do things to ensure our employees have an exceptional experience. We embarked on our "Winning as One"

"Bringing leadership to life and involving our employees in crafting solutions is part and parcel of our commitment to collaborate and leverage synergies as we execute the Group strategy."

culture journey in 2020 with specific focus on creating one group and one culture with differentiated businesses. Based on valuable insights from employees, Sanlam this year refreshed and integrated its values into four pillars:



Growing - Helping employees grow holistically as people and professionals while ensuring they have the necessary flexibility for work-life integration.



Leading - Fostering a shared purpose that excites and motivates employees to be involved in making a tangible difference.



Connecting - Helping employees deepen their connections with their families, communities, colleagues and clients.



Trusting - Strengthening trust, credibility and our reputation in maintaining ethical and moral standards in everything we undertake.

"This accolade recognising Sanlam once again as a Top Employer further acknowledges that our journey to integrate our values and employee experience pillars into all of our Human Capital practices is working," Bray concluded.



