

Our business success is driven by the contributions and capabilities of our employees. We strive to provide a rewarding, stimulating and engaging workplace so our employees can develop personally and professionally while they focus on delivering excellence to our customers.

The foundation of our culture is our focus on creating meaningful work in a stimulating, supportive, rewarding and inclusive environment. We actively foster that culture, ensuring that it strongly shapes and reinforces the way we interact, the way we work and the business decisions we make.

Commitment to people — We recognize that our people bring our vision to life. Therefore, we are fully committed to maintaining an environment that empowers and inspires our employees to achieve extraordinary results and grow in their careers. We understand that it is our dedicated people who enable our success – building strong and collaborative relationships with colleagues across the organization to foster idea sharing and innovation, joining together to make a real and lasting difference in our communities, and bringing to bear individual talents and expertise to deliver strong outcomes. Lincoln Financial has created an environment and approach to employee development that nurtures our team members at every stage of their career.

Integrity and ethics — As demonstrated by our actions, we hold ourselves to the highest standards of ethics and integrity. We prohibit every form of discrimination in employment and occupation on the basis of protected classifications, as more fully set forth in our [Equal Opportunity Policy Statement](#).

Collaboration and teamwork — Working as one company, we welcome participation across business areas to challenge and bring out the best in one another to deliver innovation and the best possible solutions and results. We promote direct, constructive dialogue between employees and management. We provide training for managers on effective communication with employees for maintaining a positive and respectful workplace and avoiding harassment.

We encourage employees to use available channels and procedures, as described in our [Code of Conduct](#), to voice their concerns and make suggestions regarding workplace issues, without fear of retribution.

Diversity and inclusion — We nurture an environment of inclusion in which we encourage multiple perspectives, diverse backgrounds, varied skill sets and creative insights to drive superior results.

Corporate social responsibility — We improve the quality of life for underserved populations through our foundation and other philanthropic efforts as well as promote environmentally sustainable business practices.

Professionalism and excellence — We hold ourselves to the highest possible professional standards, as described in our [Code of Conduct](#), and deliver excellence in our products. We are structured to encourage individual career growth through our extensive learning and development programs; our career framework, which provides clear guidance on competency expectations; and through ongoing opportunities for employees to participate in departmental transformation activities. We know that when our employees progress, our business progresses.

Through our workforce management policy commitments, we strive to ensure fair and just labor and workforce practices for all employees, job applicants, temporary workers, and contractors.

Commitment to Human Rights

As a business enterprise, we promote respect for fundamental human rights and regard them as a key component of responsible corporate citizenship. Mindful that the principles contained in the Universal Declaration of Human Rights are addressed primarily to nations, we have endeavored to find practical applications of the broad principles contained within the Declaration to the business environment. We also support the principles of global human rights and workforce standards articulated by the International Labour Organization (ILO) and the UN Guiding Principles on Business and Human Rights, that include:

- the elimination of forced, compulsory or prison labor,
- the abolition of child labor,
- the abolition of human trafficking and slavery,
- the elimination of discrimination in respect of employment and occupation,
- freedom of association and the right to engage in collective bargaining.

In addition to applying these standards to our employees, our commitment to human rights extends to all who provide services to our organization and customers on our behalf, including contractors, interns, volunteers, agents, and vendors around the globe.

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