



TRACEY GRAHAM

**CHAIR OF THE
REMUNERATION
COMMITTEE**

INTRODUCTION



COMMITTEE WORK IN 2017



DIRECTOR PAY



Help align executives' interests with those of our members and policyholders

Support the delivery of the Group's strategy, ensuring adherence to the Group's risk appetite

Ensure remuneration is competitive and helps the Group attract and retain talent

Ensure fair outcomes for our people, members and policyholders

We have
proposed a
change to our
LTIS
structure



OUR PEOPLE COMMITMENTS



2017 COMMITMENT TO OUR PEOPLE



PAY AND REWARD
Simple and fairly applied



LEADERSHIP
Quality, consistent experience



PERSONAL DEVELOPMENT
Grow and build a career

OUR PEOPLE COMMITMENTS IN 2018



REWARD



LEADERSHIP

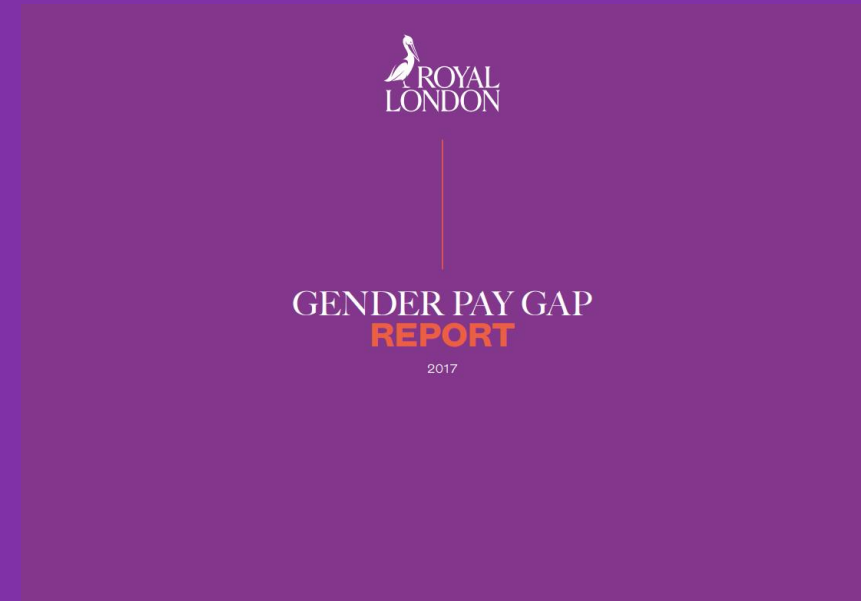
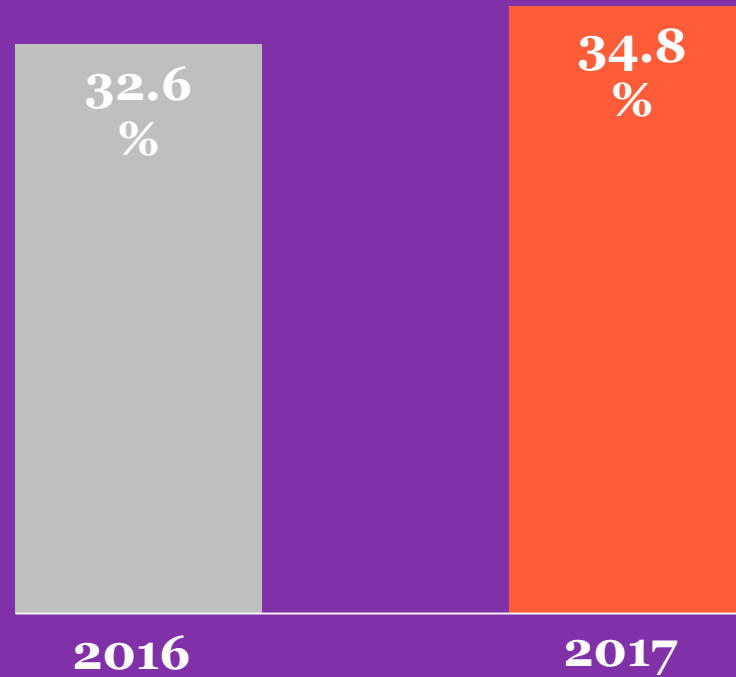


CAREER

INCLUSION



Women in Finance Charter



WELLBEING



Welcome Stephen Gambles | Monday, 21 May 2018 | The Hub

THE HUB

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It's time to talk... are you OK?

Employee Representative Forum

14 May 2018

We all have mental health and it's important we look after it!

Just asking someone if they are OK can be a powerful thing - why not take time out this week to have a coffee and a catch up with a colleague – you never know the difference it may make.

Watch me: [The Power of OK](#)

Mental Health Awareness week 14 – 18 May 2018



Supported by your Employee Reps

Are you interested in hearing more about Royal London's Wellbeing People Commitments? Then please keep an eye on the Hub for more information soon!

