

Our businesses.
Our culture.
Our people.



Our Bank at a Glance

We employ more than
86,000
people around the world



Our employees come from
125
different countries

We speak over
176
languages

More than
150
years in business

1,026
Branches worldwide

Operating in more than
60
markets globally

**Best Consumer
Digital Bank**
Global Finance 2017

Among the top
100
largest companies on the London
Stock Exchange



Listed on
2
of Asia's largest stock exchanges

46%
female

An Internal & External Review



**Internal workforce
insights**



**Consultation across
stakeholders across the
Group**



**Best in class
practices & external
benchmarking**



Legislation & regulation



**Employee feedback
through our annual
My Voice survey**



SIMON COOPER
CEO for Corporate,
Commercial & Institutional
Banking and Chair of
Global D&I Council

“ *My vision for Standard Chartered is a **diverse workforce** that’s equally represented, both for our own **quality in risk management and decision making**, and so that we **better reflect our diverse client base** more accurately. We will not achieve this overnight, but it’s a reminder that we cannot be complacent and should continue to disrupt and effect change.* ”

Diversity & Inclusion

Our Purpose

Driving commerce and prosperity through our unique diversity



Our Valued Behaviours



Do the right thing



Never settle



Better together

Our Strategy



Best place to work

Attract, engage, develop, and retain diverse talent to maximise performance



Best place to bank

Deliver banking products and services that meet the needs of our diverse client base



Prosperous communities

Support a diverse and responsible supply chain and investment in our communities

Culture of Inclusion

Our Approach

1. Sponsored from the top – leadership commitment
 - Board, CEO, Management Team
2. Global governance and accountability
 - Global D&I Council and localised councils
 - Diversity and inclusion objectives
 - Employee Resource Groups (ERGs)
3. Strategic alignment and integration with people and business processes
4. Targeted action
5. Local focus to address country level needs
6. Inclusive leadership and Transparency





JOSÉ VIÑALS
Group Chairman

“

*It's a **question of fairness**, it's a **question of efficiency** and really if you don't have diverse and inclusive workforce you don't have the best ideas around the table.*

”




BILL WINTERS
Group Chief Executive

“

*I want to be around a diverse group of people all the time who are constantly **challenging me to explore things** I haven't been able to explore before or haven't been willing to perhaps in some cases.*

”

Integration

 Integration is a key building block of our Diversity and Inclusion approach and roadmap. We need to ensure diversity and inclusion is embedded across several critical areas across the Group, in service of capitalising upon our unique diversity to achieve our Purpose.



People & Business Processes

Sustainability

Health & Safety

Supply Chain Management



Inclusive Practices

Code of Conduct
Human Rights
Labour Standards



50+ Employee
Resource Groups

Sustainable
Development
Goals

Supplier
Diversity

Fair Pay Charter

Flexible Working

Global Parental
Leave



Mental Health First
Aiders

Goal Programme



Career development
mentoring,
sponsorship

Inclusive
Leadership
Program -
16,000 leaders

Celebrating and
promoting
equality

Women in
Technology
Incubators

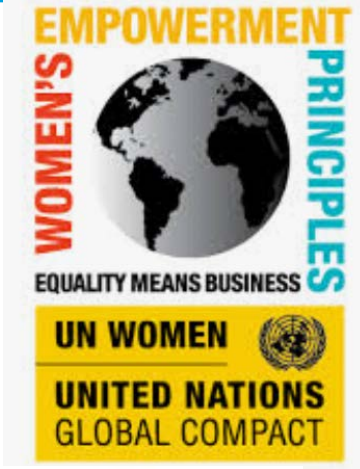
Investment
Philosophy

Futuremakers



Venus venture
challenge

Partnerships and recognition



Questions?