

Standard Chartered Position Statement

Human Rights

Our approach

Standard Chartered is a leading financial institution focused on banking the people and companies driving investment, trade and the creation of wealth across Asia, Africa and the Middle East. For us, sustainability is about creating long-term value for our shareholders, working in partnership with our clients to make a positive economic and social contribution in the markets where we operate. We recognise that our success as a bank is linked intrinsically to the health and prosperity of these markets.

The biggest impact we have is through the businesses we finance. By providing finance efficiently and responsibly, we can generate value for our shareholders while creating value more broadly for society.

Our approach is to engage proactively with clients, governments, non-governmental organisations and communities to manage the impact that stems from our financing decisions. Our Position Statements assist in this approach by outlining the standards we encourage or expect our clients to align to. The Position Statements are applied through our internal Policies and Procedures and reference appropriate industry wide benchmarks such as the IFC Performance Standards and Equator Principles.

We want to be a force for good by working with our clients to improve their sustainability performance. We believe this approach will further strengthen and develop our long-term relationships with our clients, contributing to their competitive advantage and promoting sustainable economic growth in our communities.

While the Group voluntarily adheres to these non-legally binding Position Statements, they reflect our aspiration to apply these principles consistently and to conduct our business with the highest standard of ethics and integrity. All staff are required to adhere to the Position Statements and endeavour to achieve these goals in line with our Group Code of Conduct and to live up to our brand promise of Here for good.

Scope

This Position Statement applies across Standard Chartered's operations, including our relationships with staff, suppliers and business partners, and clients. This Position Statement applies to all client relationships across our client segment groups, recognising that our level of influence and assessment is dependent on the nature and circumstances of any relationship.

The Bank is organised to service the following four client segment groups:

- Corporate and Institutional Banking
- Commercial Banking
- Private Banking; and,
- Retail Banking

Our concern

As defined by the Office of the United Nations High Commissioner for Human Rights, human rights are rights inherent to all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. All individuals are equally entitled to human rights without discrimination. These rights are all interrelated, interdependent and indivisible.

Standard Chartered recognises that we have a responsibility to respect human rights and through due diligence seek to avoid infringements and complicity in the infringements of others, whether in our role as an employer, as a procurer of goods and services, or as a provider of financial services.

Standard Chartered believes that a focus on human rights is particularly important given that in many of the markets in which we operate, state governments have not ratified certain core human rights treaties.

We recognise our responsibility to respect human rights is independent from the state duty to protect such rights.

Our commitment

Standard Chartered is committed to respecting human rights, and has in place a range of policies and procedures which operationalise this commitment. This Position Statement is approved by the Group Chief Executive.

Recognising the importance of human rights, we use the following standards to inform our approach to avoiding human rights infringements, and thus in developing our policies and procedures relating to staff, suppliers and business partners, and clients:

- International Bill of Human Rights, comprising:
 - United Nations Universal Declaration of Human Rights
 - International Covenant on Civil and Political Rights
 - International Covenant on Economic, Social and Cultural Rights
- International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work
- International Labour Organisation (ILO) Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labour)
- UN Guiding Principles on Business and Human Rights (the 'Ruggie Principles')
- United Nations Global Compact
- Thun Group of Banks - The Guiding Principles: an interpretation for banks
- International Finance Corporation (IFC) Performance Standards

Where Standard Chartered identifies that we have caused or contributed to adverse impacts, we endeavour to provide or cooperate in the remediation process.

Staff

Standard Chartered is committed to respecting the human rights of its employees. We embed this commitment through our policies and procedures including but not limited to:

- Our Code of Conduct, which all staff are required to commit to on an annual basis
- Our Speaking Up Policy
- Our Group Equal Opportunities, Diversity, Inclusion & Dignity at Work Policy
- Our Health and Safety Policy
- Our Group Employee Grievance policy

Staff are actively encouraged to participate in the programmes detailed under 'Our Initiatives'.

We also provide a supportive work environment including the provision for flexible working in a number of our markets, formal employee networks and global employee guidelines for parental leave including maternity, paternity and adoption leave.

Suppliers

We are committed to managing the potential human rights impacts of our suppliers including within their supply chain, as set out in our Supplier Charter.

We extend access to our independently-operated grievance channels to our suppliers. Suppliers found non-compliant with our standards may face termination of contracts and be excluded from potential engagement opportunities.

Clients

We are committed to due diligence to identify any potential human rights infringements by our clients, as this relates to our provision of financial services. In seeking to achieve this, we restrict the provision of financial services to Corporate and Commercial clients who:

- Can meet the individual human rights-related, and other, restrictions set out in our sector-specific Position Statements.
- Where there is potential for human rights impacts to exist in their operations or supply chain, can support a due diligence process by providing evidence of adequate policies and processes to manage human rights risks in their operations or supply chain, in accordance with the standards laid out above.
- Where required, will support the engagement of independent specialists with human rights expertise to assist in such a due diligence process, for example as required under the Equator Principles.
- Where there is potential for child labour in their operations or supply chain, can provide evidence of adequate policies and processes aligned to the ILO Conventions laid out above.

In addition, our policies on anti-money laundering, sanctions and anti-bribery and corruption apply to all clients.

Our initiatives

Standard Chartered is committed to making a positive contribution to human rights in the communities in which we operate. By providing access to education and health services for vulnerable groups, we aim to improve the immediate welfare and longer term prospects of the individuals in these communities. We have a number of established commitments including:

- Seeing is Believing (SiB), our flagship community programme, provides funding to address avoidable blindness and promote quality eye-health.
- Goal, our leading education programme, combines sports with life skills training to empower girls with the confidence, knowledge and skills they need to be integral economic leaders in their families and communities.
- Financial education provides opportunities for individuals, communities and society. We provide training to youth, micro and small businesses.
- Our programme to build awareness amongst our staff and our financial sector peers in order to strengthen the role of financial institutions in disrupting financial flows linked to human trafficking. This comprises a number of elements, including our internal awareness campaign (The Whole Story), playing a leading role in forging public / private partnerships in the UK and elsewhere in our footprint, and our support of the European Bankers Alliance Against Trafficking.

Feedback

We welcome feedback on our Position Statements. Please contact us at our.environment@sc.com.