Sustainability
Aspirations 2018

Our Aspirations build on our three sustainability pillars with measurable targets to demonstrate how we are achieving sustainable outcomes across our business. These also allow us to measure our contribution to the UN Sustainable Development Goals.

**Aspiration Target Timeline**

- **Pillar 1: Contributing to sustainable economic growth**
  - **Infrastructure**
    - Everyone should have access to safe, reliable and affordable power and infrastructure which transforms lives and strengthens economies
  - **Climate change**
    - Climate change is one of today’s greatest challenges and addressing it is essential to promote sustainable economic growth
  - **Entrepreneurs**
    - Entrepreneurs are the heart of local economies, creating jobs and empowering people
  - **Digital**
    - Everyone should have access to digital banking products enabling safe, efficient and inclusive banking
  - **Commerce**
    - Trade creates jobs and contributes to economies by enabling people to connect across borders
  - **Impact and sustainable finance**
    - Innovative financial products and partnerships can help us solve global development challenges and improve the lives of millions in our markets

- **Pillar 2: Being a responsible company**
  - **People**
    - Our people are our greatest asset, and our diversity drives our business success
    - We'll work with our clients to:
      - Increase gender representation: 30% women in senior roles (bands 1-4)
      - Roll-out a comprehensive employee wellness programme across four key markets (UK, US, Singapore and Hong Kong)
      - Roll-out a refreshed diversity and inclusion strategy Bank-wide
      - Reduce annual energy use by 35% to 230 kWh/m²/year in our tropical climate locations (80% of portfolio)
      - Reduce annual energy use by 31% to 275 kWh/m²/year in our temperate climate locations (20% of portfolio)
      - Reduce annual water use by 72% to 0.5kL/m²/year
      - Reduce annual office paper use by 57% to 10kg/FTE/year
  - **Environment**
    - Reducing our own impact on the environment will protect our planet for the benefit of our communities
    - Environmental targets:
      - Reduce annual energy use by 31% to 275 kWh/m²/year
      - Reduce annual water use by 72% to 0.5kL/m²/year
      - Reduce annual office paper use by 57% to 10kg/FTE/year
      - Effectively embed the conduct management framework so that all staff are able to identify, mitigate and manage conduct risk
  - **Conduct**
    - Good conduct and high ethical standards are essential in achieving fair outcomes for our clients
    - Conduct targets:
      - 4% eligible Bank staff to complete relevant ABC, AML and sanctions training with less than 2% overdue
      - Deliver at least 10 correspondent banking academies

- **Pillar 3: Investing in communities**
  - **Impact and sustainable finance**
    - Innovative financial products and partnerships can help us solve global development challenges and improve the lives of millions in our markets
    - Investment targets:
      - 0.75% of prior year operating profit (PYOP) in our impact and sustainable finance
      - Invest 0.75% of prior year operating profit (PPOP) in our communities
      - Raise $100m to tackle avoidable blindness
      - Empower 600,000 girls through education and sport
      - Educate 5,000 micro and small businesses, with 20% women-owned or led
  - **Community engagement**
    - Health and education are vital for thriving and prosperous communities
    - Community targets:
      - 8,000 of our clients’ international and domestic networks of suppliers and buyers through banking the ecosystem programmes

**Timeline**

- Jan 2016 – Dec 2019
- Jan 2016 – Dec 2020