









# 2022 Sustainability Aspirations

As part of our commitment to delivering sustainable and responsible banking, our Sustainability Aspirations continue to provide a robust set of performance targets to support sustainable outcomes aligned to the UN SDGs.


## Pillar 1: Business

Theme	Aspiration	Target Date
<b>Sustainable Finance<sup>1</sup></b> 	Achieving a just transition will require directing capital and specialised support to the regions that need it the most to drive sustainable economic growth	Mobilise \$300bn of Sustainable Finance Jan 2021 – Dec 2030  Launch and grow green mortgages in key markets across our footprint Jan 2022 – Dec 2023
<b>Climate change</b> 	Climate change is one of today's greatest challenges and addressing it is essential to promote sustainable economic growth	Measure, manage and reduce emissions associated with our financing via the implementation of our net zero roadmap Jan 2022 – Dec 2022  Only provide financial services to clients who are: Jan 2020 – Jan 2030 <ul style="list-style-type: none"> <li>By 2024, less than 80% dependent on thermal coal (based on % revenue);</li> <li>By 2025, are less than 60% dependent on thermal coal (based on % revenue);</li> <li>By 2027, are less than 40% dependent on thermal coal (based on % revenue);</li> <li>By 2030, are less than 5% dependent on thermal coal (based on % revenue)</li> </ul>
	Achieve emissions reduction in our most carbon-intensive sectors of: <ul style="list-style-type: none"> <li>63% in Power (Scopes 1 and 2 intensity);</li> <li>33% in Steel Producers (Scopes 1 and 2 intensity);</li> <li>33% in Mining (ex Coal) (Scopes 1 and 2 intensity);</li> <li>30% in Oil and Gas (Scopes 1, 2 and 3 intensity) and;</li> <li>85% emissions reduction in coal mining (Scopes 1, 2 and 3 absolute)</li> </ul>	Jan 2020 – Dec 2030
	Measure and report mortgage emissions with a view to setting targets by 2023	Jan 2022 – Dec 2023
<b>Entrepreneurs</b> 	Entrepreneurs are the heart of local economies, creating jobs and empowering people	Provide \$15bn of financing to small business clients (Business Banking) Jan 2020 – Dec 2024  Provide \$3bn of financing to microfinance institutions Jan 2020 – Dec 2024
<b>Commerce</b> 	Trade creates jobs and contributes to economies by enabling people to connect across borders	Bank 10,000 of our clients' international and domestic networks of suppliers and buyers through banking the ecosystem programmes Jan 2020 – Dec 2024
<b>Impact Finance</b> 	Innovative financial products and partnerships can help us solve global development challenges and improve the lives of millions in our markets	Double Sustainable Investing Assets Under Management across a holistic proposition including Mutual Funds, Exchange Traded Funds (ETFs), Bonds, Equities, Structured Products, Discretionary Portfolio Mandates (DPMs) and Insurance-Linked Plans (ILPs) Jun 2021 – Dec 2025  Integrate ESG considerations in wealth management advisory activities Jan 2021 – Dec 2025

## Pillar 2: Operations

Theme	Aspiration	Target Date
<b>People</b> 	Our people are our greatest asset, and our diversity drives our business success	Increase gender representation to 35% women in senior roles Sep 2016 – Dec 2025  Increase our 'Culture of Inclusion' score to 84.5% Jan 2020 – Dec 2024  Embed an integrated health and wellbeing strategy to support building and re-skilling a future-ready, diverse workforce Jan 2020 – Dec 2022  Create Diversity & Inclusion Supplier Plans for all our markets to support 40% of our newly onboarded suppliers being diverse Jan 2022 – Dec 2025  Grow our employee MyVoice score to the question "the way that we operate day-to-day is aligned with our vision of being the world's most sustainable and responsible bank" from 2021 baseline of 84% to 88% Jan 2022 – Dec 2024  Support at least 50% of all employees to complete our learning programme on Sustainability Jan 2022 – Dec 2022  Support at least 70% of relevant employees to complete our Sustainable Finance training programme Jan 2022 – Dec 2022
<b>Environment</b> 	Reducing our own impact on the environment will protect our planet for the benefit of our communities	Reduce annual Scope 1 & 2 greenhouse gas emissions to net zero by 2025 Jan 2019 – Dec 2025  Source all energy from renewable sources Jan 2020 – Dec 2025  Achieve and maintain flight emissions 28% lower than our 2019 baseline of 94,000 tonnes Jan 2021 – Dec 2023  Reduce waste per colleague to 40kg per year Jan 2020 – Dec 2025  Recycle 90% of waste Jan 2020 – Dec 2025  Offset all residual emissions from our operations (Scope 1 and 2, Scope 3 flights, waste and data centres), doubling our average cost from \$7.65 in 2021 to \$15 per tonne in 2022 Jan 2022 – Dec 2022
<b>Conduct and compliance</b> 	By partnering proactively and effectively, we can drive the right outcomes for clients and communities	Tackle financial crimes by contributing to developing typologies and red flags for financial flows, training frontline staff to identify potential suspicious transactions and participating in public-private partnerships to share intelligence and good practices Ongoing  Develop and deliver a targeted outreach programme, including through key international platforms, aimed at safely and transparently reducing barriers to capital mobilisation for sustainable development Jan 2022 – Dec 2024

## Pillar 3: Communities

Theme	Aspiration	Target Date
<b>Communities</b> 	Everyone deserves economic opportunities that enable them to learn, earn and grow	Invest 0.75% of prior year operating profit (PYOP) in our communities Ongoing  Raise \$75m for Futuremakers by Standard Chartered Jan 2019 – Dec 2023  Education: Reach one million girls and young women through Goal Jan 2006 – Dec 2023  Employability: Reach 100,000 young people Jan 2019 – Dec 2023  Increase participation for employee volunteering to 55% Jan 2020 – Dec 2023

<sup>1</sup> Business banking SME and Microfinance lending is the provision of finance to Development Assistance Committee (DAC) lower and middle lower income countries as per the Organisation for Economic Co-operation and Development (OECD). The inclusion of business banking is linked to the "Access to Finance" sub theme within the Group's Green and Sustainable product framework incorporating Employment generation, and programmes designed to prevent and/or alleviate unemployment, including through the potential effect of SME financing and microfinance. With the inclusion of business banking, the Entrepreneur (Lending to SME's and Microfinance) aspirations would be double counted and these aspirations have therefore been retired