

press release

Standard Chartered extends medical coverage and domestic relocation benefits to LGBT+ partners of employees

Mumbai, May 21, 2020: Furthering its diversity and inclusion agenda, Standard Chartered Bank today announced the extension of medical benefits and domestic relocation benefits to LGBT+ partners of all employees in India.

Employees will now be able to declare a LGBT+ partner as an eligible beneficiary under the Bank's medical reimbursement policy. The declared partner will also get covered under the domestic relocation policy.

The Bank has been taking successive steps in ensuring an equal and inclusive workplace for LGBT+ employees over the past year, starting with the launch of its Employee Resource Group (ERG) for LGBT+ & Allies called **GLAD** (Gay, Lesbian, Bisexual, Transgender, Allies and Advocates).

Following the launch of GLAD, the Bank organised multiple sensitisation sessions for employees with the help of activists and NGOs. It also made available toolkits for employees to raise their awareness on LGBT+ issues and define the role they can play in ensuring that all colleagues feel welcome at the workplace. The Bank also participated in the first LGBT+ job fair in Mumbai held last year and the Mumbai Pride this year.

Sachin Gupte, Head of HR, India, Standard Chartered Bank, said, "We are committed to having an inclusive, safe and open environment for all LGBT+ colleagues in the Bank. Equity in employee benefits is one of the critical initiatives in ensuring that these workplace standards are met. Treating all colleagues, regardless of their sexual orientation, with dignity and respect is the right thing to do."

Gaurav Rajput, Head, Brand and Marketing and Executive Sponsor of the GLAD ERG, India, Standard Chartered Bank, said, "This is a significant milestone as we progress on our LGBT+ inclusion journey in the Bank. We will continue to participate in efforts that increase awareness and access for LGBT+ colleagues, clients and communities. As we celebrate International Day against Homophobia, Transphobia and Biphobia (IDAHOBIT), we are proud of our values that help create a safe, supportive and empowering environment for LGBT+ employees."

About Standard Chartered

We are a leading international banking group, with a presence in 59 of the world's most dynamic markets and serving clients in a further 85. Our purpose is to drive commerce and prosperity through our unique diversity, and our heritage and values are expressed in our brand promise, Here for good.

Standard Chartered PLC is listed on the London and Hong Kong Stock Exchanges as well as the Bombay and National Stock Exchanges in India.

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About Standard Chartered, India

Standard Chartered Bank is India's largest international banks with 100 branches in 43 cities, and we have been operating here since 1858. Key business segments include Corporate & Institutional Banking, Commercial & Private Banking as well as Retail Banking. For more information, visit <https://www.sc.com/in/>

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