

press release

Standard Chartered commits to gender parity in the workplace

Pay equality and women empowerment among the Bank's initiatives to further narrow the gender pay gap

30 April 2018, Kuala Lumpur – In conjunction with Labour Day, Standard Chartered Bank has announced its commitment towards gender parity through a set of initiatives aimed at further narrowing the gender pay gap.

In its Gender Pay Gap Disclosure report, the Bank pledged to have 30% female representation in senior leadership roles by 2020 globally. To achieve this, the Bank has, among others, launched a Global Women's Network, and committed to fair policies and processes including the Fair Pay Charter.

The charter, the first of its kind, sets out the principles which guide all the Bank's reward and performance decision-making. One of these principles is the Bank's ongoing commitment to rewarding its people in a way that is free from discrimination of any kind, including based on gender.

Standard Chartered Bank Malaysia MD and CEO, Abrar Anwar, said the Bank is committed to a culture where all colleagues feel valued and can contribute their best.

“Fair pay should be understood to mean that remuneration is consistent across the board, that is, the absence of discrimination in how wages are calculated. Our vision is to create a culture of inclusion where talents and individuality are valued and respected, and where everyone is given the opportunity to excel and develop.”

Abrar, who is a member of the Bank's Global Diversity and Inclusion (D&I) Council added, “The Fair Pay Charter is our way of holding ourselves accountable, and to have a public declaration of our promise of fair wages for all colleagues.”

Currently, nearly 60% of the Bank's total employees in Malaysia are women; the executive committee also has a strong 42% female representation.

The D&I Council was formed early this year and is an initiative to strengthen the Banks' commitment to being a real employer of choice, and towards raising the bar and increasing the value of the brand. Driven by the imperative of ensuring diversity and inclusion forms the core of the Bank's business, the council is responsible for ensuring that the Bank is one where every individual feel valued and respected, and for executing the Bank's D&I agenda.

For the Bank's full Gender Pay Gap Disclosure, go to <https://www.sc.com/en/about/diversity-and-inclusion/gender-pay-gap-disclosure/>.

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Standard Chartered Bank Malaysia

Standard Chartered Bank, a member of the Standard Chartered Group was established in Malaysia in 1875 and incorporated as Standard Chartered Bank Malaysia Berhad in 1984. As Malaysia's first bank, Standard Chartered leads the way through product innovation, consistent and strong growth performance and sustainability initiatives. The Bank provides a comprehensive range of financial products and services to corporates, institutions, small and medium-sized enterprises and individuals through its network of branches across Malaysia.

In 2001, Standard Chartered PLC established its third global technology & operations centre, Standard Chartered Global Business Services (formerly Scope International) in Malaysia – the first international bank to do so in the country. It provides software development, banking operations, IT support services and customer service capabilities to the Bank in up to 70 countries. It now houses the biggest software development company in the country, International Software Centre Malaysia and has a total workforce of more than 4,500 people.

Price Solutions Sdn Bhd, a wholly owned subsidiary of Standard Chartered PLC is also located in Malaysia. The company promotes and markets Standard Chartered's financial products in Malaysia through a network of direct sales agents. Standard Chartered Saadiq Berhad, Standard Chartered Bank Malaysia's Islamic Banking subsidiary was established in November 2008. It offers a full suite of Syariah-compliant products and services to individuals and corporates through its dedicated branches.

Standard Chartered employs over 7,000 employees in all its Malaysian operations.

Standard Chartered

We are a leading international banking group, with more than a 150-year history in some of the world's most dynamic markets. 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. We are present in more than 60 markets, with over 1,000 branches and around 3,000 ATMs.

Standard Chartered PLC is listed on the London and Hong Kong Stock Exchanges as well as the Bombay and National Stock Exchanges in India. For more stories and expert opinions please visit [Insights](#) at sc.com. Follow Standard Chartered on [Twitter](#), [LinkedIn](#) and [Facebook](#).