



Press release

Standard Chartered is first bank in Malaysia to attain certification in workplace gender equality

28 October 2021, Kuala Lumpur – Standard Chartered has become the first bank in Malaysia to secure the EDGE certification, a renowned global business standard for gender equality, validating the Bank's commitment in creating a gender-equitable workplace.

Achieving the Move level of the certification affirms that Standard Chartered Bank (Malaysia) Berhad and Standard Chartered Saadiq Berhad (collectively, Standard Chartered Malaysia) have established a strong institutional framework in terms of leading policies and procedures to ensure equitable career flows, especially in the areas of **equal pay, recruitment and promotion, leadership development training and mentoring, flexible working and organisational culture.**

EDGE, or Economic Dividends for Gender Equality, is known for its rigour and focus on business impact. The EDGE standard ensures that certified companies have a structured and systematic approach to measure, track, and close the corporate gender gap by looking at both quantitative and qualitative indicators.



Abrar A. Anwar, Managing Director and Chief Executive Officer, Standard Chartered Malaysia, said, “We are truly proud to be the first financial institution in Malaysia to be awarded the reputable EDGE certification. A diverse and inclusive culture is at the heart of our business. We believe that diversity – encouraging different views and opinions, and fostering constructive challenge regardless of grade, gender or race – underpins our purpose, that we cannot truly drive commerce and prosperity without fully embracing our diversity. We aim to build a strong diversity and inclusion (D&I) culture that is a critical lever to our business success and will enable us to be the best place to work, the best place to bank and contribute to creating prosperous communities.”

The certification process included input from 1,114 employees who highly rated the Bank for an inclusive culture based upon their employee experiences in hiring, promotion opportunities and when recommending the organisation to other men and women.



The EDGE certification noted that the Bank has demonstrated a more balanced gender composition in management positions when compared against the median of diversified banks, with strong female representation within the upper management team in Malaysia, and a woman in the chair position of the board of directors. Standard Chartered was the first in the Malaysian banking industry to offer maternity leave of 20 weeks minimum and a two-week parental leave for spouses. The Bank's leadership teams are also recognised for actively promoting the uptake of flexible work options and all genders believed that the top leadership team are visibly and systematically committed to achieving equality at the workplace.

The certification also noted that the Bank is well engaged in its journey to foster an inclusive workplace for employees regardless of gender – represented by a good gender representation at each level of responsibility where both male and female respondents are optimistic in terms of career development opportunities. Every employee's growth plan is embedded in a performance management process based on a progressive talent management framework, and supported by various initiatives, such as mentoring and succession planning, and a digital learning platform that enables all employees to acquire additional skills and take on new roles and challenges. Employees are given equal access to leadership development opportunities and there are systematic practices in place to ensure equal access to career-critical assignments.

Abrar added, "We will continue to implement policies and initiatives that promote a diverse and inclusive environment. We also look to be more prescriptive around levers to pull to drive our D&I strategy. We are committed to providing our employees with equal opportunities, working with them to unlock their fullest potential and achieve their ambitions. In this regard, we continue to affirm our commitment to improve gender equality and empower women, and the EDGE certification is proof that we have made good progress in this space."

EDGE is the leading global gender equality assessment methodology and business certification standard and has been recognised by organisations such as the International Monetary Fund, World Bank, and the Bloomberg Gender Equality Index. The EDGE Certification is structured as an independent third-party certification system by global audit firms specialising in certification and auditing to ensure impartiality.

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Note to editors

Standard Chartered Malaysia

Standard Chartered Bank, a member of the Standard Chartered Group was established in Malaysia in 1875. 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 solutions to corporates, institutions and individuals through its network of branches across Malaysia. The Bank has an Islamic banking subsidiary, Standard Chartered Saadiq; a global shared services centre, Standard Chartered Global Business Services; a sales arm, Price Solutions and an offshore facility in Labuan. Standard Chartered employs over 7,000 employees in all its Malaysian operations.

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. For more stories and expert opinions please visit [Insights](#) at sc.com. Follow Standard Chartered on [Twitter](#), [LinkedIn](#) and [Facebook](#)

More information about the EDGE

EDGE is the only global assessment methodology and business certification standard for gender equality. Launched at the World Economic Forum in 2011, the EDGE assessment methodology and certification were developed by the EDGE Certified Foundation.

The Foundation continues to act as the guardian of the EDGE methodology and certification standards while its commercial arm, EDGE Strategy, works with companies to prepare them for the EDGE Certification. With its customer base of 200 large organisations in 37 countries across 5 continents, representing 24 different industries the organisation's influence spans more than one million employees.

EDGE has been designed to help companies not only create an optimal workplace for women and men, but also to benefit from it. The methodology uses a business, rather than theoretical, approach that incorporates benchmarking, metrics and accountability into the process. The EDGE Certification demonstrates an organisation's commitment to workplace gender equality and progress through three stages of certification – Assess, Move, and Lead.

EDGE Certification has received the endorsement of business, government, and academic leaders from around the world and amongst certified organizations are the International Monetary Fund, World Bank, European Central Bank, Mercer, Accenture and Deloitte. For more information, visit www.edge-cert.org.