

press release

Standard Chartered commemorates International Women's Day

9 March 2018, Bandar Seri Begawan –Standard Chartered Bank, in Brunei and across the Bank's global footprint, celebrated International Women's Day this week and throughout the month of March. International Women's Day falls on 8 March every year.

Standard Chartered Bank Brunei yesterday commemorated the day by encouraging all women at the Bank to wear the colour purple. The colour Violet is Pantone's Colour of the Year, complementing the International Women's Day #PressforProgress campaign theme, which highlights feminism and international efforts to achieve wide-scale gender parity.

Annie Ng, Financial Controller, Standard Chartered Brunei said:

"Diversity and inclusion is critical to our success as a business, and fundamental in helping to achieve our purpose as a Bank and live our valued behaviours to deliver our promise of being Here for good. On a global level, we are committed to improving gender equality and empowering women across the organisation, ensuring women occupy 30% of our top four levels of management across the Bank by 2020."

Laila Li, Head Human Resources shared:

"We are proud to say that women play a central role at Standard Chartered Brunei. Currently, 64% of our total workforce are women; in the senior management team, more than 50% are women. We have been maintaining a healthy balance in term of gender diversity. The Bank aspires to be Employer of Choice by strengthening our culture for equal opportunity, diversity and inclusion. Some of the policies we have implemented are particularly supportive to women at work."

Marilyn Graeme, Head Corporate Affairs, Brand & Marketing said:

"It is up to each of us to think, act and be gender inclusive in our day-to-day roles and embrace diversity in order to move us in the right direction to address gender parity. This includes creating an inclusive work environment that uses our colleagues' diverse strengths, views and experiences to positively impact our clients, our colleagues and the communities in which we work."

Standard Chartered Bank will be issuing a report on Girls' Economic Empowerment in Africa and Asia which is a joint effort with Dalberg Consulting. The report will include:

- The eight elements of girls' economic empowerment – what do girls need to be economically empowered?

- The need to act – what challenges remain across the cornerstones in Africa and Asia?
- Gaps and neglected areas – what are others doing and where is more action needed?
- What's working and what's not – what lessons have we learnt to date?
- Recommendations – what should we do to better economically empower girls?

The report is available on <https://www.sc.com/en/explore-our-world/the-eight-elements-of-girls-economic-empowerment/>.

Standard Chartered has been making progress in supporting women in the workplace by introducing industry leading practices in the workplace around maternity and paternal leave as well as flexible working options for all employees.

Last year April, the Bank rolled out its 20 week maternity leave policy as well as 2 weeks paternity and adoption leave. Later in the year, the Bank also introduced its Flexible Working Policy which outlines its guidelines around options for working from home, working on flexible hours and working on reduced hours.

Employees can request for these flexible working patterns to suit individual circumstances and commitments while continuing to meet the needs of the Bank and its customers. The flexible work programme practices will give staff the opportunity to balance work and personal life while also allowing the Bank become a more efficient organisation reflecting the global nature of the Bank that is moving forward to the new working environment.

Angel Lew, Head Legal and Compliance shared:

“As a new mother with a young toddler, the flexible working policy has made a real difference to the way I balance my new priorities with my family and my career. I feel well supported through this programme as I've chosen to work from home on certain days of the week.”

Globally, Standard Chartered had recently launched its Fair Pay Charter which demonstrates the Bank's commitment to rewarding colleagues in a way that is free from discrimination on the basis of diversity, including gender. The Bank also conducts assurance to ensure men and women are paid equally for doing the same roles as part of the annual performance review process.

Follow Standard Chartered's Facebook page at www.facebook.com/StandardCharteredBN and Instagram account @StanChartBN to receive insights and thoughts around International Women's Day. For insights in working at Standard Chartered, visit our website www.sc.com/en/topic/explore-our-world/.

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Note to Editors:

Standard Chartered in Brunei Darussalam

Standard Chartered Bank Brunei, a member of the Standard Chartered Group was established in Brunei in April 1958. The only international bank in Brunei, Standard Chartered leads the way through product innovation, consistent and strong growth performance and sustainability initiatives. It provides a comprehensive range of financial products and services including retail banking for individuals, small and medium-sized enterprises and, corporate and institutions through its network of 5 branches across Brunei. Standard Chartered employs more than 300 employees in its Brunei operations.

For more information, please visit: www.sc.com/bn. Follow Standard Chartered Brunei on Facebook and Instagram at – www.facebook.com/StandardCharteredBN and <https://www.instagram.com/stanchartbn>

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 63 countries and territories, 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.

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