

# press release

## **Standard Chartered Bank partners with Children Development Centre on Diversity and Inclusion.**

Standard Chartered's Here for good brand promise signifies our commitment to our people, our customers and the communities in which we operate. As such we aim to provide an inclusive and accessible environment for all employees and customers by proactively identifying and monitoring progress to accommodate and serve all persons with disabilities.

In accordance with its Diversity and Inclusion mantra, the bank is committed to ensuring fair and equal treatment for candidates and employees with disabilities, helping individuals fulfil their potential within a professional and fair working environment.

To this end, Standard Chartered Bank Nigeria's Diversity & Inclusion Council (D&I) recently launched its partnership with The Children's Developmental Centre (CDC) with a workshop titled '**Finding Normal**'.

The CDC is a not-for-profit organization dedicated to children and young adults with special needs, providing a broad range of services ranging from Physiotherapy, Occupational Therapy, Speech Language Therapy and Hydrotherapy. The partnership between D&I and the CDC aims at sensitizing staff and customers and at changing their mindset and perception on people living with disabilities.

The workshop's motto was: "In order to understand the world of people with disabilities we must enter their normal world" The workshop highlighted how the bank and its employees can take part in creating an enabling work environment for people with special needs.

According to the Head of Corporate Affairs, of Standard Chartered Bank, Nigeria, Diran Olojo *"Standard Chartered takes a progressive approach to diversity and inclusion in the work place. We employ people based on merit, regardless of age, physical ability or disability, gender or ethnicity. Through this partnership with CDC and the workshop, we were able to understand some of the challenges people living with disabilities face on a daily basis"*

Standard Chartered has a council of Country D&I Champions to ensure that its approach is relevant and consistent with global principles. In addition, the bank consults with external organizations that represent people with disabilities in order to work towards best in class services and facilities. Conducting research around the requirements and preferences of customers with disabilities allows us to understand better how we can meet different needs.

## DIVERSITY AND INCLUSION MESSAGING

### Key messages:

- Diversity is a natural strength and distinctive part our brand.
- Our diverse work force provides a competitive advantage for the business, enabling us to better understand the needs of our customers and prospects.
- We are continually developing products and services that respond to our customers' needs. In some cases, this involves adapting products and services and tailoring them to be appropriate and accessible.
- The bank appoints, trains, develops, rewards and promotes employees on the basis of merit and ability. The Group places great value in diversity and strives to ensure its approach to recruitment attracts candidates with disabilities through appropriate events, marketing and inclusive processes. To accommodate disabled applicants and staff with disabilities, the bank will also provide the necessary tools and equipment to support employees with disabilities perform their roles sufficiently.
- Awareness amongst staff has a vital role to play in the inclusion of all employees and customers. The bank works to raise awareness and promote inclusive behaviours throughout the network, creating an environment where everyone feels valued and appreciated for who they are and what they bring to the organisation.

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### **Note to Editors:**

#### **Standard Chartered – leading the way in Asia, Africa and the Middle East**

Standard Chartered PLC is a leading international bank, listed on the London, Hong Kong and Mumbai stock exchanges. It has operated for over 150 years in some of the world's most dynamic markets and earns more than 90 per cent of its income and profits in Asia, Africa and the Middle East. This geographic focus and commitment to developing deep relationships with clients and customers has driven the Bank's growth in recent years.

With 1,700 offices in 70 markets, Standard Chartered offers exciting and challenging international career opportunities for around 85,000 staff. It is committed to building a sustainable business over the long term and is trusted worldwide for upholding high standards of corporate governance, social responsibility, environmental protection and employee diversity. The Bank's heritage and values are expressed in its brand promise, Here for good.

For more information on Standard Chartered, please visit [www.standardchartered.com](http://www.standardchartered.com).