



Standard Chartered Bank's Client Speaks session featured Hon. Geraldine Roman (3rd from left). With her are (L-R) Standard Chartered's CEO Lynette V. Ortiz, Moks Gonzales and Head of CABM Mai Sangalang.

Standard Chartered Bank tackles gender balance and equality in celebration of International Women's Month

Standard Chartered Bank Philippines joins the world in the celebration of International Women's Month and International Women's Day with a series of initiatives aligned with this year's global campaign theme *#balanceforbetter*. The Philippines' oldest international bank believes that balance drives a better working environment and commits to promote an inclusive workplace in support of diversity and inclusion, gender balance and equality.

The celebration kicked off on March 1 with a session under the bank's learning series entitled "Clients Speak - Insights that Inspire" featuring Bataan 1st District Congresswoman Geraldine Roman, the first openly transgender woman elected to the House of Representatives. The session was attended by more than a hundred employees of the bank who were inspired by her life story, passion, grit and journey to public service. Cong. Roman shared that her life experiences opened her eyes to the challenges of women which inspired her to champion and advocate female causes such as social acceptance, gender equality and empowerment. She said that she believes in the power of diversity and respecting the rights of every individual regardless of education, race and gender.

The session resonated with Standard Chartered Bank's commitment to promote gender balance and create a work environment that is inclusive and free from discrimination.

Highlighting female talent and leadership, Standard Chartered Bank will also hold a leadership talk this week with its first Filipino female CEO Lynette Ortiz, to underscore women achievements and inspire women to explore limitless possibilities.

Diversity and Inclusion is in the DNA of Standard Chartered Bank for many years. It has taken on several initiatives towards gender equality which includes the signing of the UK HM Treasury Women in Finance Charter 2016, a pledge for gender balance to have 30% of women occupying senior leadership positions by 2020; the UN Women's Empowerment Principles 2018; Fair Pay Charter 2018, among others. SCB Philippines has 66% female representation in its country management team, and with over 60% of its local FTE are female.

The bank also offers enhanced employee benefits to provide chances and opportunities for women employees such as extended 20-week fully paid maternity leave and 10 working days paternity leave, flexible working policy offering work from home, flexible time, and compressed work week subject to individual roles and line manager approval.

Standard Chartered Bank believes that introducing these first-in-the-banking-industry employee benefit enhancements will not only have a significant positive impact on key aspects of organizational performance, but will give its employees work-life balance, and greater flexibility to fulfil personal and family obligations.

SCB Chief Executive Officer, Lynette Ortiz said, "As an institution, we have been purposeful about providing opportunities for women to achieve balance and equality. We are committed to diversity, understanding that we are able to reach heights when there is a diverse mix of views, ideas, perspectives and representation. As we celebrate International Women's Month, we pay tribute not only to the almost 44,000 women within our network but to all the women out there to celebrate our wins and commit to continue to challenge the status quo and explore limitless possibilities."

"March also marks a commemoration of continued challenges. A reminder of how we still have quite a long way to go when we continue to see women's rights trampled upon, and equal opportunities to many remain elusive," Ortiz added.

Standard Chartered Bank will cap the International Women's Month Celebration on March 8 with additional employee engagement activities such as film showing and photo collage display of #balanceforbetter employee photos.

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