

Group Health and Safety Policy

Definition

“Health and Safety” aims to reduce, eliminate or control workplace hazards and associated risks of illness or injuries to the Group’s employees, customers and contractors who might be affected by the Group’s work activities.

“Group” means Standard Chartered PLC, Standard Chartered Bank and all their subsidiaries where Standard Chartered PLC or Standard Chartered Bank has management control.

“Residential premises” refers to non-commercial premises where people work under employment of the Group.

Policy

To achieve our aspiration to be the world’s best international bank, leading the way in Asia, Africa and the Middle East, we need the highest standards of professional management and exemplary governance. As a responsible employer, the health and safety of our employees, customers and contractors is of paramount importance. We aspire to create a culture whereby the management of health and safety risk through risk control and the prevention of harm is part of everyday business. We recognise that managing health and safety risk is a core management activity and an important component of our values.

To achieve this objective, we aim to:

- comply with the legislation and mandatory codes of practice and standards, applicable in each country in which we operate
- promote a consistent practice across the Group through the phased implementation of the Group Health and Safety Guidelines
- provide appropriate financial and physical resources necessary to achieve these aims.
- establish and monitor appropriate management controls, to ensure that any issues are tracked and escalated and appropriate actions are taken
- provide sufficient information, instruction, training and supervision to enable all employees to identify, minimize and manage hazards and to contribute positively to safety at work
- set performance targets, monitor achievement and report annually on our progress

This policy will be regularly reviewed and revised to ensure that it remains both relevant and appropriate to the organisation, our people and stakeholders.

Explanation

This policy applies to all countries in which the Group operates covering both commercial and residential premises. As the legislation and regulations vary between countries, we have decided to promote a consistent practice by developing Group Health and Safety Guidelines. Countries are required to comply with local legislation and regulations and to adopt the Group Health and Safety Guidelines.

The policy is designed to help the Group to assess and mitigate Health and Safety risks that may include regulatory fines, criminal liability, litigation and reputation damage.

Procedures

Group Health and Safety Guidelines (under development)

Responsibilities

All employees in the Group need to be aware of health and safety but primary responsibility for achieving our aims at country level rests with the Country Chief Executive Officer. Group Human Resources will co-ordinate Group strategy on this.

Linkages

- Social, Ethical and Environmental Policy
- Group Reputational Risk Policy
- Manual of Personal and Business Protection
- Compliance Risk Policy
- Group Property Standards and Policies
- Group and Country Human Resources Policies

Approved By

The Court of Standard Chartered Bank
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Policy Owner

Tim Miller