

OUR ETHICS AND VALUES

We've made a number of changes to embed our ethics and values across the group. All our people, from our executives to our front line, undertake regular, mandatory compliance training, covering a broad range of issues. We've piloted a new app that allows our people to do this training via their smart mobile devices, to maximise convenience and accessibility. The new training will be rolled out across the group during the first quarter of 2017. We ensure that we're in full compliance with global standards and local regulations in all our countries of operation, and we work hard to build positive relationships with our regulators to understand their concerns, and to provide constructive input on policy and regulatory developments.

Doing the right business the right way means being aware of the indirect impacts of our actions, including impacts on the societies in which we operate, and impacts on future generations. We are embedding an approach we refer to as **conscious risk-taking** – being very clear about the social, economic and environmental impacts of every project or deal in which we get involved. In 2017, we will begin the process of extending our measurement, monitoring and reporting of the environmental and social impacts of our business practices beyond corporate and investment banking to include business banking. We recognise that environmental and social issues are increasingly a significant aspect of the risk review process, and we're making changes to ensure that we manage these risks from the smallest to the largest forms of exposure. We also worked with executives across the group to strengthen our approach to human rights, in line with the UN Guiding Principles for Business and Human Rights.

STANDARD BANK GROUP STATEMENT ON HUMAN RIGHTS

“Africa is our home, we drive her growth”

In keeping with our purpose, and our obligations as a responsible financial services firm in, for, and across Africa, Standard Bank Group is committed to respecting the human rights of people involved in and impacted by our business. This statement aims to achieve a consistent approach to respecting human rights across the group.

Human rights are the basic and universal rights that underpin each person's inherent freedom, dignity, and equality as outlined in the United Nations Universal Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. We have used these universal benchmarks as our starting point for defining human rights.

Our commitment to respecting human rights is embedded in our values and code of ethics and is fundamental to ensuring our legitimacy and reputation as a corporate citizen. While nation states have a primary responsibility to protect and promote human rights, we recognise that corporations are also obligated to respect human rights.

We take any adverse human rights impacts seriously. We seek to avoid human rights infringements and being complicit in the human rights infringements of other parties. Our commitment to respecting human rights is included in many of our group policies and standards. In this way, we seek to integrate respect for human rights into our day-to-day operations and in the way we do business. Nevertheless, we acknowledge that this is a journey, one that may differ across our regions and countries based on the institutional and regulatory setting of each country where we operate. Where local legislation may conflict with Standard Bank's Statement on Human Rights, we will comply with the law while seeking, within our spheres of influence, to raise awareness of human rights and provide an example of good practice through our own conduct, while being mindful of the local context.

We are committed to:

Providing a work environment for our people that respects their human rights and this commitment is reflected in our people policies and practices

Exercising due diligence in deciding who we do business with and understanding the potential human rights impacts of our business relationships, purchasing, lending and investing

Taking appropriate steps where we discover, or are made aware, that we have caused or contributed to actual or perceived human rights abuses. This may include disciplinary action, exiting a particular business relationship, or constructive engagement with others to promote better practice

Contributing to the combating of financial crime and corruption in all its forms, including extortion, bribery, and money laundering

Adhering to the Equator Principles in project financing

Encouraging our clients, suppliers and business partners to avoid human rights infringements in their businesses, and supporting their adoption of good practices to manage their human rights impacts

Requiring our people to report any alleged or suspected human rights violations to the group's chief ethics officer or to make use of the group's whistleblowing hotline.

Communicating about and reporting on our activities in the human rights arena through our **report to society**, and engaging with our stakeholders regarding the responsibilities of business in respecting and upholding human rights

Regularly reviewing our progress in meeting these commitments under the oversight of the group social and ethics committee.

