



# ESG Metrics

## Environmental and social risk management (indirect)

### GREEN VS BROWN ENERGY INVESTMENT (SBG)

Indicator description	Measure	2018	2017	2016
Cumulative underwrite of energy transactions – since 2012	USD bn	2.77	2.28	2.28
Green (renewables)	USD bn	2.38	1.90	1.90
Brown (fossil fuel based)	USD bn	0.38	0.38	0.38
Ratio: Green (renewables)	%	86 <sup>✓</sup>	83	83
Ratio: Brown (fossil fuel based)	%	14 <sup>✓</sup>	17	17
Number of energy transactions financed per year		7	0	1
Green (renewables)	MW	472	0	34
Brown (fossil fuel based)	MW	0	0	0

### E&S screening and risk management

Indicator description	Scope	Measure	2018	2017	2016
<b>Number of employees trained on E&amp;S risk</b>	SBG				
Total number of employees trained per year	SBG	Number	632	248	na
Aggregated % of target classroom training completed	SBG	%	32.6	9.2	0



## Environmental and social risk screening in 2018

In CIB a total of 319 transactions were screened\* in line with our internal E&S screening process. The outcome of this E&S screening is illustrated below in terms of client risk and transaction risk.

	Measure	Client risk	Transaction risk
Low risk	%	95	82
Medium risk	%	4	14
High risk	%	1	4
		100	100

\*Screening numbers based on submissions to regional and global pre-credit committee

## EQUATOR PRINCIPLE TRANSACTIONS THAT REACHED FINANCIAL CLOSE WITHIN 2018 ✓

	Project finance (10)			Project related corporate loans (1)			Advisory (0)		
	Category			Category			Category		
	A	B	C	A	B	C	A	B	C
Total projects	3	7	0		1				
<b>Sector</b>									
Oil and gas	1								
Mining		7							
Power					1				
Infrastructure	2								
Others									
<b>Region</b>									
Americas									
Europe, Middle East and Africa	3	7			1				
Asia Pacific									
<b>Country designation</b>									
Designated									
Non-designated	3	7			1				
<b>Independent review</b>									
Yes	3	7			1			na	
No									



## Our direct environmental impacts

### CARBON EMISSIONS (SBSA)

Indicator description	Measure	2018	2017	2016
Scope 1 diesel generators	Tonnes CO <sub>2</sub>	1 153	1 660	831
Scope 1 fleet vehicles	Tonnes CO <sub>2</sub>	1 969	2 603	3 486
Scope 1 natural gas	Tonnes CO <sub>2</sub>	3 742	3 363	3 984
Scope 1 refrigerants	Tonnes CO <sub>2</sub>	3 350	3 180	3 536
Total Scope 1	Tonnes CO <sub>2</sub>	10 215	10 806	11 836
Scope 2 (purchased electricity)	Tonnes CO <sub>2</sub>	202 586	220 408	233 107
Total Scope 1 and 2	Tonnes CO <sub>2</sub>	212 801	231 214	244 943
Scope 3 flights	Tonnes CO <sub>2</sub>	29 107	25 762	32 824
Scope 3 rental cars	Tonnes CO <sub>2</sub>	422	412	278
Scope 3 paper	Tonnes CO <sub>2</sub>	337	1 378	1 404
Scope 3 waste disposed	Tonnes CO <sub>2</sub>	802	669	504
Total Scope 3	Tonnes CO <sub>2</sub>	30 668	28 221	35 009
Total emissions	Tonnes CO <sub>2</sub>	243 469 <sup>✓</sup>	259 435	279 953



### ENERGY SOURCES 2018 (SBSA)

Indicator description	Electrical energy (kWh)	CO <sub>2</sub> emissions (kg)
Purchased electricity	212 282 646.6	<b>202 586 483.1</b>
Diesel generators	4 335 954.7	<b>1 153 363.9</b>
Natural gas	18 525 348.5	<b>3 742 120.4</b>
Renewable	3 101 012.3 <sup>✓</sup>	<b>0</b>
<b>Total</b>	<b>235 143 950.0</b>	<b>207 481 967.5</b>

### WASTE MANAGEMENT 2018 (SBSA)

Indicator description	Total kg	Total (tonnes)
General waste	1 365 234.4	<b>1 365.2</b>
Recyclable waste	170 308.2	<b>170.3</b>
Hazardous waste	1 379.0	<b>1.4</b>
Waste to landfill	1 366 613.4	<b>1 366.6</b>

Paper consumption in tonnes (SBSA)	2018	2017
Total	<b>352.9</b>	1377.6
CO <sub>2</sub> tonnes	<b>337.3</b>	2663.7

### WATER CONSUMPTION (SBSA)

Indicator description	Measure	2018	2017	2016
Total water consumption	cubic litres	<b>680 559</b>	<b>666 806</b>	<b>718 960</b>
Reduction target	%	<b>6</b>	<b>na</b>	<b>na</b>



## Social indicators

### OUR PEOPLE

Indicator description	Scope	Measure	2018	2017	2016
Total number of employees by type of employment contract (Banking)	SBG	Employees	52 147	54 047	54 238
Permanent	SBG	Employees	47 419	48 322	48 622
Non-permanent	SBG	Employees	4 728	5 725	5 726
Total number of employees by gender (Permanent)	SBG	Employees	47 419	48322	48 622
Male	SBG	Employees	20 032	20407	20 494
Female	SBG	Employees	27 387	27915	28 128
SBSA diversity & inclusion – Black employees (South African citizens)	SBSA				
Top management	SBSA	%	41.9 <sup>✓</sup>	34.1	22.2
Senior management	SBSA	%	46.3 <sup>✓</sup>	43.1	40.7
Middle management	SBSA	%	71.3	69.5	68.0
Junior management	SBSA	%	88.3	87.5	86.6
Total number of employees by region	SBG	Employees	47 419	48 322	48 622
South Africa	SBG	Employees	32 162	32 876	33 332
Africa Regions	SBG	Employees	14 618	14 831	14 693
Standard Bank International	SBG	Employees	639	615	597

### STAFF TURNOVER

Indicator description	Scope	Measure	2018	2017	2016
Voluntary turnover rate	SBG	%	4.9 <sup>✓</sup>	5.5	5.6
Voluntary turnover rates (African)	SBSA	%	5.0	5.5	5.7
Voluntary turnover rates (Black women)	SBSA	%	4.3	4.5	4.9
Black female hires as a % of total hires	SBSA	%	52.5	46.1	54.5
Overall turnover	SBG	%	8.3	8.8	9.1
Voluntary regrettable turnover <sup>2</sup>	SBG	%	2.3	2.3	2.1
Voluntary turnover at executive level	SBG	%	4.8	4.3	5.6



## LEADERSHIP

Indicator description	Scope	Measure	2018	2017	2016
Training spend (SBG)	SBG	Rm	931	925	890
Number of staff that attended a Leadership Programme	SBG	Employees	5 939	4 592	4 307
Number of leaders participating in customised leadership training programmes (non-Global Leadership Centre)	SBG	Employees	517	757	872
Number of staff receiving bursaries for studies	SBG	Number	1 933	934	724
Internal bursary spend	SBG	Rm	51.8	22.7	14.0
Number of Africa Regions attendees across all GLC courses	SBG	Number	687	1 017	na
Leadership training and Graduate programmes					
SBSA leadership training – total number	SBSA	Employees	4 920	3 543	2 460
SBSA leadership training – % of black attendees	SBSA	%	75 <sup>✓</sup>	67.5	67.0
SBSA leadership training – % of black African attendees	SBSA	%	46	34.8	na
SBSA learnership/graduate programmes – total number	SBSA	Employees	1 009	924	1 037
SBSA graduate programmes – % of black attendees	SBSA	%	91	89	81
SBSA graduate programmes – % of black African attendees	SBSA	%	75	39.7	na



## Training and development

### NETWORK NEXT – DIGITAL PLATFORM TRAINING

Indicator description	Scope	Measure	2018	2017	2016
Number of courses offered on Network Next	SBG	Number	5 969	13 425	na
Uptake of courses by grade	SBG				
Junior management	SBG	%	42.1	18.6	na
Middle management	SBG	%	37.4	16.0	na
Senior management	SBG	%	24.6	8.9	na
Executive	SBG	%	10.8	3.4	na
Number of digitisation courses offered on Network Next	SBG	Number	139	na	na
% of black attendees at all digitisation courses	SBSA	%	85.7	na	na
% of women attendees at all digitisation courses	SBSA	%	71.3	na	na

### STUDENT LOANS, BURSARIES AND SCHOLARSHIPS

Indicator description	Scope	Measure	2018	2017	2016
Number of students with Standard Bank bursaries and scholarships	SBG	Number	389	320	150
Value of above bursaries and scholarships	SBG	Rm	46.1	51.6	7.5

### GRADUATE PROGRAMME

Indicator description	Scope	Measure	2018	2017	2016
Number of graduates on the programme	SBG	Number	243	139	207
% of graduates employed for permanent positions	SBG	%	100		
Value of bursaries and scholarships	Scope	Measure	2018	2017	2016
Total number of bursaries awarded	SBG	Number	2 322	1 084	864
Value of all bursaries	SBG	Rm	97.9	74.3	na



## Gender equality

### GENDER EQUALITY

Indicator description	Scope	Measure	2018	2017	2016
Gender equality					
Number of females in the bank	SBG	Number	27 387	27 915	28 128
Number of males in the bank	SBG	Number	20 032	20 407	20 494
Percentage of women in:					
Executive management	SBG	%	32.2 <sup>✓</sup>	31.5	30.4
Senior management positions	SBG	%	39.4 <sup>✓</sup>	38.2	37.5
Middle management positions	SBG	%	44.9	44.8	45.0
Junior management positions	SBG	%	50.9	50.9	51.2
Percentage of men in:					
Executive management	SBG	%	67.8	68.5	69.6
Senior management positions	SBG	%	60.6	61.8	62.5
Middle management positions	SBG	%	55.1	55.2	55.0
Junior management positions	SBG	%	49.1	49.1	48.8

### LABOUR STANDARDS

Indicator description	Scope	Measure	2018	2017	2016
Freedom of association					
Percent of total number of employees covered by an independent trade union or collective bargaining agreements	SBG	%	40.17	na	na
Staff turnover and temporary staff					
Total employee costs	SBG	Rm	34 904	33 340	31 119
Defined contribution pension plan expense	SBG	Rm	4 483	na	na
Absenteeism					
Total number of person days lost due to absenteeism	SBG	Number	187 194	179 887	na





**CORPORATE SOCIAL RESPONSIBILITY (SBSA)**

Indicator description	Measure	2018	2017	2016
Education	Rm	<b>89.6</b>	82.6	59.5
Standard Bank 150 Bursaries	Rm	<b>7</b>	4.7	7.5
Provincial allocation	Rm	<b>2.9</b>	3.0	2.7
Staff matching	Rm	<b>1.1</b>	2.4	1.6
Employee community involvement	Rm	<b>12.4</b>	12.8	11.6
Executive discretionary fund	Rm	<b>0.8</b>	1.1	1.8
Humanitarian relief	Rm	<b>0</b>	0.0	0.0
Arts & culture and sports development	Rm	<b>17.2</b>	8.8	7.9
Global fund	Rm	<b>4.6</b>	na	na
Total administration & operational costs	Rm	<b>5.6</b>	6.6	5.6
Total CSI spend (South Africa)	Rm	<b>141.2</b>	106.0	95.7
CSI spend as a % of NPAT	%	<b>0.88</b>	0.8	0.67