

press release

Standard Chartered to substantially extend maternity leave to 20 calendar weeks

Additional staff benefits to create a family-friendly working environment

20 March 2017, Hong Kong – As a leading employer in the market committed to creating a people-oriented culture that embraces inclusion and work-life balance, Standard Chartered Bank (Hong Kong) Limited (“SCBHK”) today announced a couple of enhancements to its employee benefits in order to foster a more family-friendly and flexible working environment. These enhancements include:

1. **Extended parental leave** – To take care of the needs of parents with newborn babies, the fully paid maternity leave and paternity leave will be extended to 20 calendar weeks and two calendar weeks respectively (up from 12 calendar weeks and five calendar days currently). Meanwhile, parents who are making an adoption will be entitled to a fully paid adoption leave of two calendar weeks (up from five calendar days currently). The adjustments will come into effect on 1 April 2017.
2. **More flexible working arrangement** – To fulfill individual employees’ personal or professional goals, a new policy on Flexible Working Practices is put in place to provide options of “Working From Home”, “Flexible Time” and “Part Time” for the staff, subject to their individual roles and managers’ approval.

Chief Executive Officer of SCBHK, **Mary Huen**, said: “At Standard Chartered, our people are our greatest asset. We are dedicated to not only empowering our people to fulfill their professional aspirations, but also allowing them to better meet their family and personal needs. We are proud to be one of the leaders to substantially extend the maternity leave and promote greater flexibility and work-life balance in the workplace. By taking care of our employees’ well-being and adding some human touch to our

policies, we truly believe both our employees and Standard Chartered as an employer will enjoy intrinsic benefits, thus achieving a win-win situation.”

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Standard Chartered

We are a leading international banking group, with around 84,000 employees and a 150-year history in some of the world’s most dynamic markets. We bank the people and companies driving investment, trade and the creation of wealth across Asia, Africa and the Middle East. Our heritage and values are expressed in our brand promise, Here for good.

Standard Chartered PLC is listed on the London and Hong Kong Stock Exchanges as well as the Bombay and National Stock Exchanges in India.

The history of Standard Chartered in Hong Kong dates back to 1859. It is currently one of the Hong Kong SAR’s three note-issuing banks. Standard Chartered incorporated its Hong Kong business on 1 July 2004, and now operates as a licensed bank in Hong Kong under the name of Standard Chartered Bank (Hong Kong) Limited, a wholly owned subsidiary of Standard Chartered PLC.

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