

Type:	<i>Policy Summary</i>
Name:	<i>Discrimination in the Workplace</i>

Level: Group

Owner: Head: Employee Relations

Approved by: Group Risk Oversight Committee

Applicability: This policy applies to all employees of the bank, including temporary and contract employees. It also applies to applicants for employment. Where appropriate, countries may adapt this policy to meet local legislative requirements. However, the principles and provisions of this policy must be upheld.

Summary:

The purpose of this policy is to set out the Standard Bank Group's (SBG) position on unfair discrimination in the workplace, to enable countries to develop context appropriate procedures for managing complaints of unfair discrimination, and to ensure that the bank fulfils its responsibility to provide its employees with a safe work environment that is free from unfair discrimination. The policy also provides a definition of unfair discrimination.

We expect all employees in the Group to uphold the values of respect, fairness and courtesy, and to respect human dignity in their professional working relationships.

SBG forbids unfair discrimination, will take a zero-tolerance approach to unfair discrimination, and will take the necessary steps to investigate complaints of unfair discrimination.

SBG will put in place appropriate procedures for dealing with complaints. If any employee has a legitimate complaint of unfair discrimination, SBG will deal appropriately and sensitively with it. Employees will be educated about unfair discrimination and what procedures to follow when making and dealing with a complaint. The bank will not tolerate unfair discrimination against our employees by any person using our services or providing a service to us.

A climate will be created and maintained in which complainants will feel that their complaints are taken seriously and will not fear victimisation. We will take disciplinary action against any employees who do not follow this policy. If we find them guilty of harassment, they will be sanctioned. Possible sanctions include dismissal.

SBG will view false, malicious and frivolous complaints of unfair discrimination in an extremely serious light. Disciplinary steps may be taken against the complainant in such cases.