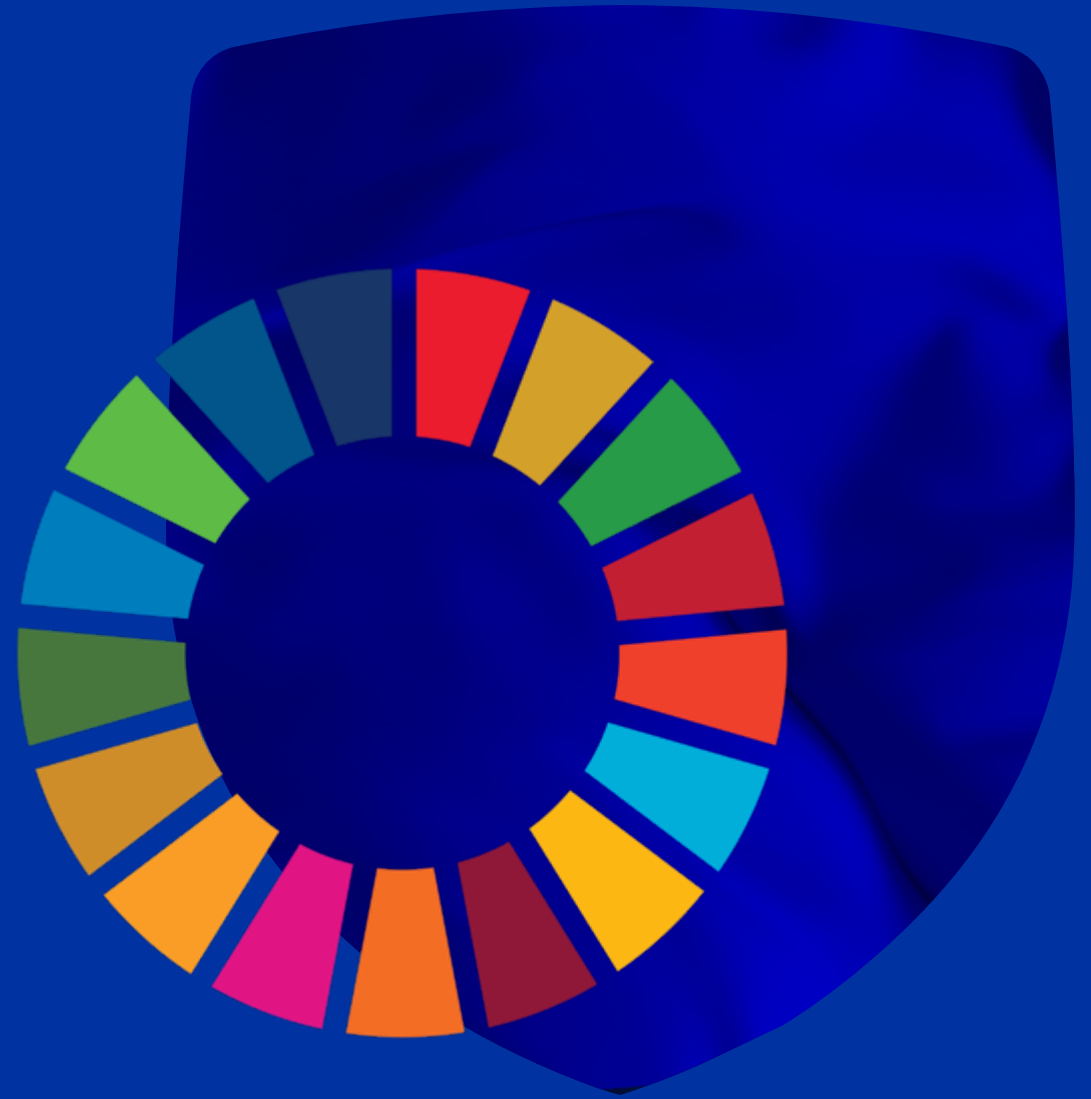




WORKING TOGETHER

For maximum impact

Introducing our strategic partners, the projects we support, and why we choose to partner with them to create positive impact in the communities we serve.



Agenda

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**Standard Bank
Offshore**

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and our employees**

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01

Standard Bank Offshore

Our group value drivers



We create value by living our purpose and achieving our vision through the diligent execution of our strategy. Our strategic value drivers measure our strategic progress, allowing us to focus on the value we aspire to create for all our stakeholders.



Our group value drivers

At Standard Bank Offshore, we take great pride in our commitment to creating **Social, Economic and Environmental (“SEE”)** Impact through our **Environmental, Social, and Governance (“ESG”)** practices and **Corporate Social Responsibility (“CSR”)**.

We firmly believe that financial institutions have a significant role to play in creating a sustainable future for both society and the planet, directly through their operations and indirectly through their financed projects, supply chain and strategic partnerships. Our approach to ESG scans our whole value chain for opportunities to reduce risk and generate positive impact.

This report focuses on one element of our SEE value driver, CSR strategic partnerships, and how we strive to make a positive impact on the world around us by collaborating with them to drive meaningful change. We actively seek out strategic partnerships with like-minded organisations, charities and community groups to amplify our impact. By joining forces, we can leverage collective expertise, resources, and networks to address complex social and environmental challenges. Our strategic partnerships enable us to tackle issues such as climate change, poverty alleviation, education, and healthcare, making a tangible difference in the communities we serve.

Information in this report is based on activities during the eighteen-month period of January 2022 to June 2023.





02

**CSR: Important to us
and our employees**

CSR: Important to us and our employees

Corporate Social Responsibility ("CSR")

Refers to the business philosophy of integrating environmental, social, and economic principles into an organisation's strategy and building sustainable practices into its operational framework.

At Standard Bank Offshore, CSR is a key driver of our organisational culture and is embedded within our standard practice. It aligns with our purpose and values, and as a principle, shapes many of our actions and decisions.



CSR:

Important to us and our employees

Guided by our Social, Economic, and Environmental (“SEE”) Programme, we set goals, make commitments, establish community partnerships, and involve stakeholders in enhancing the social and environmental accountability of our business.

We aim to deliver maximum impact towards the United Nations’ Sustainable Development Goals (“SDGs”) through various channels:

Volunteering

Each permanent employee may take up to two days Volunteering Leave each year, in lieu of work at the bank, and use this time to support and engage with our local communities. Throughout the year there are several volunteering opportunities organised with local charities for employees to participate in, with reoccurring favourites being tree planting, charity shop sorting, and community farm labouring.

Supply chain

We buy from local suppliers where possible and make a conscious effort to be mindful with our office consumption. In 2022 we offset our operating carbon emissions and in 2023 we are focusing on measuring our full supply chain emissions and making reduction plans.

Fundraising

Our employees support several local charities through payroll giving, and regularly host fundraising campaigns for a wide variety of local and global charities. Through our £for£ matching scheme, we encourage employees to raise funds for a charity of their choice. The bank will match every pound (or currency equivalent) raised and donated by an employee or group of employees up to a maximum of £250 and £500 respectively.

Strategic partners

Offshore builds long term strategic partnerships with suitable non-profit organisations, Government representatives and social enterprises in local and international communities, to create a positive social, economic, and environmental impact.

These partnerships all support initiatives aligned to achieving the SDGs.



Overall, engaging in meaningful initiatives fosters a sense of pride and purpose within our organisation, which helps create a fulfilling work environment where employees become active participants in driving positive change within our local communities and across Africa.

Why are strategic partnerships so important?

Our strategic partnerships with carefully selected charities and non-governmental organisations are crucial in achieving maximum impact against the United Nations Sustainable Development Goals (SDGs).

Whilst aligning to our vision and values, we understand the value of collaborating with these organisations:



Expertise

The charities we work with have specialised knowledge and experience in addressing social and environmental challenges. Their expertise designs effective strategies, projects, and reporting metrics that our financial support helps make a reality.



Relationships

Our strategic partners have established relationships with the communities and individuals they serve. Their direct connection allows insight into the specific needs of beneficiaries, ensuring that any interventions are tailored to be relevant and impactful.



Scale

The scale at which our strategic charities operate is much larger than what we can achieve individually. Through them and their extensive networks and resources, we can magnify the impact of our donations and reach a wider audience, driving positive change on a larger scale.

Engaging stakeholders with our CSR culture

Since 2022 we have used KindLink, a dynamic platform that empowers our organisation and employees to drive meaningful change by seamlessly managing, tracking, and showcasing our CSR initiatives. Through KindLink, we are able to align our values with our actions and make a difference in a transparent and impactful manner.



Scan the QR code to view our past and present CSR activity on KindLink

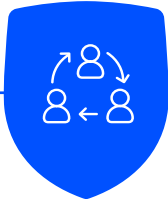


Visit KindLink to explore:



Our CSR projects

Discover the various projects and campaigns Offshore has undertaken to support social and environmental causes. From education and healthcare, to sustainability and community development, we have a diverse range of initiatives that reflect our commitment to creating a better world.



Employee engagement

Witness the passion and dedication of our employees as they actively contribute to our CSR efforts. KindLink provides a space where our employees can share their stories, volunteer experiences, and personal contributions. Their commitment serves as an inspiration and a testament to our collective impact.



Impact metrics

Gain insights into the tangible results of our CSR initiatives. KindLink enables us to track and measure the impact we are making, providing transparency and accountability. You can explore the quantitative and qualitative data that showcases the difference we are creating in the communities we serve.

The charities we partner with

We have five strategic partners, which we support through financial donations, awareness campaigns, fundraising initiatives, and employee volunteering.



Food & Trees For Africa

📍 South Africa

Addressing food security, environmental sustainability, and greening. Improving lives and landscapes towards healthy people on a healthier planet.



Ripple Effect

📍 Uganda

Teaching practical and sustainable farming approaches that help project participants grow more and sell more, so they can invest in their farms and their families' futures.



Beresford Street Kitchen

📍 Jersey

Where people with learning disabilities and / or autism can maximise their potential, be recognised for their skills and be regarded positively and with respect.



Isle Listen

📍 Isle of Man

Using education and early intervention to equip the Island's young people with the skills and resilience to navigate the mental health and emotional challenges of modern life.



Mifumi Primary School

📍 Uganda

Promoting the highest standards of teaching and learning, specifically encouraging the education of girls in rural Tororo District of Uganda.



03

The projects we support

Food & Trees For Africa

Trees For All programme

Standard Bank Offshore continues to support Food & Trees for Africa (FTFA), with our second-year donation facilitating the planting of 1094 trees at their Afforestation site in Stutterheim, Eastern Cape.

SBO's 2022 donation of 1094 indigenous trees is contributing to climate change alleviation and environmental awareness as well as a healthier environment for under-resourced communities around South Africa. Our 2023 donation of approximately the same number of trees will contribute further, when planted.



2022
Year of
funding

1094 Trees distributed

643.52 Tonnes of CO2 sequestered



Uplifting and empowering the most vulnerable members of society to reduce inequalities. The majority of FTFA project members are black women and youth. Consequently, their social development initiatives prioritise these groups who champion the projects within their communities.



Urban and rural tree planting initiatives, plus afforestation projects contribute to the fight against climate change.



FTFA's afforestation and tree planting in South Africa create greenbelts that support biodiversity. These programmes are rolled out across various landscapes and biomes. Additionally, they result in the regeneration of barren land and reverse land degradation.

About afforestation:

Afforestation refers to the process of planting trees in areas that previously had no trees. This can be done to combat deforestation, improve air quality, prevent soil erosion, and provide habitats for wildlife.

Afforestation can also have negative impacts if not done properly. Planting non-native species can disrupt local ecosystems, and monoculture plantations can reduce biodiversity, disrupting natural ecosystems. Careful planning and management are necessary to ensure that afforestation efforts have a positive impact on the environment.

Forests are the most productive, self-sustaining, terrestrial ecosystems on Earth and require little to no maintenance once established.



The afforestation project is carefully managed and monitored to ensure that the natural ecosystem is protected.

The project:



Is home to an incredible biodiversity of fauna and flora including several critically endangered bird species.



Uses a planting methodology unique to FTFA, geared towards maximising biomass and in the shortest timeframe for carbon sequestration.



Utilises next-generation technologies to map and monitor the progress of trees.



Trains and employs local community members to plant and care for the trees.



Plants indigenous trees only and is an ongoing, long-term initiative.

Afforestation site



The site area received good rainfall in 2022, a welcomed change to the recent drought the area has experienced in recent years. The best Spring rainfall in 11 years was recorded at 147mm, resulting in good tree growth.

Despite the good rainfall received, the site area also experienced a few challenges such as rats ring-barking trees, and the growth and spread of American Bramble, an invasive species. These challenges were successfully addressed, and the team has also focused on removing alien vegetation from nearby waterways. The challenge of the rats ring-barking the trees, was addressed by fitting pipes to areas affected by ring-barking.



Above: Afforestation Site; Tree trunks fitted with piping to prevent ring-barking.



Above: There are tangible signs that the local forest environment is restoring and stabilising the surrounding ecosystem. The afforestation has supported the regrowth of other indigenous vegetation, and a natural wetland has formed.



Above: Extent of the American Bramble invasion.

Above: The clearing of the American Bramble.

Ripple Effect

Push-Pull Programme

We have partnered with Ripple Effect (previously known as Send a Cow) since 2014, and our current sponsorship contributes to the three-year Kyotera Push-Pull project, which has goals of:

- Enhanced nutrition for humans and animals through the effective implementation of Push-Pull technology, which will lead to increased productivity of maize and nutritious livestock fodder.
- Enhanced and diversified household income from the sale of maize, fodder and animal products. Farmers will also develop knowledge and skills to establish small enterprises.
- Farmers in Kyotera will demonstrate the value of Push-Pull technology enabling knowledge transfer across Ripple Effect Uganda and external organisations.

Second year update:

2022 was the second full year of the project and saw fantastic results through the application of Push-Pull planting; enabling rural farming families to grow plentiful, nutritious food and earn a living from their land. Of the 400 households participating in the project, 252 are now practising Push-Pull on their plots. Project staff estimate that at least another 71 farmers in the surrounding area have also adopted the technique after seeing its effectiveness – clear evidence of the ripple effect in action.

Climate conditions proved particularly challenging in 2022 and the first half of 2023, with prolonged droughts heavily impacting production and slowing project progress. However, these difficulties have demonstrated both the urgent need for, and the effectiveness of Push-Pull in the region, as those farmers employing the approach have seen their crops fare significantly better than neighbouring farms which aren't.



Despite an additional
5 months
of dry weather

Participants harvested
65% of anticipated
maize yields

35
Milking
farmers

64 lts Average collective daily milk production

72% Households earning > \$2 a day

1 NO POVERTY	Farmers are encouraged to develop their farm as a business, to generate more income and have greater control over their futures. They diversify or specialise their micro-businesses according to their circumstances and local markets, coming together to form co-operatives for joint marketing, value addition and access to new and wider markets.
2 ZERO HUNGER	For over 34 years, Ripple Effect have supported farmers to fight hunger and food insecurity, whatever the circumstances they face. Starting with mandala gardens, families in rural Africa can cultivate a practical garden to grow plenty of food all year round, helping with food security and generating income.
5 GENDER EQUALITY	Ripple effect build confidence and hope, so women and marginalised people have greater voice and influence in their homes and communities. Men and women are encouraged to work together, sharing workloads and decision-making more equally – resulting in greater collaboration, respect and harmony. All participants receive training on gender-based violence.
13 CLIMATE ACTION	Using sustainable techniques, Ripple Effect helps farmers urgently adapt to erratic and extreme weather changes. They are also advocating for climate justice on behalf of some of the world's population who are hardest-hit by the crisis and have contributed least to the global heating that is causing it.

Ripple Effect

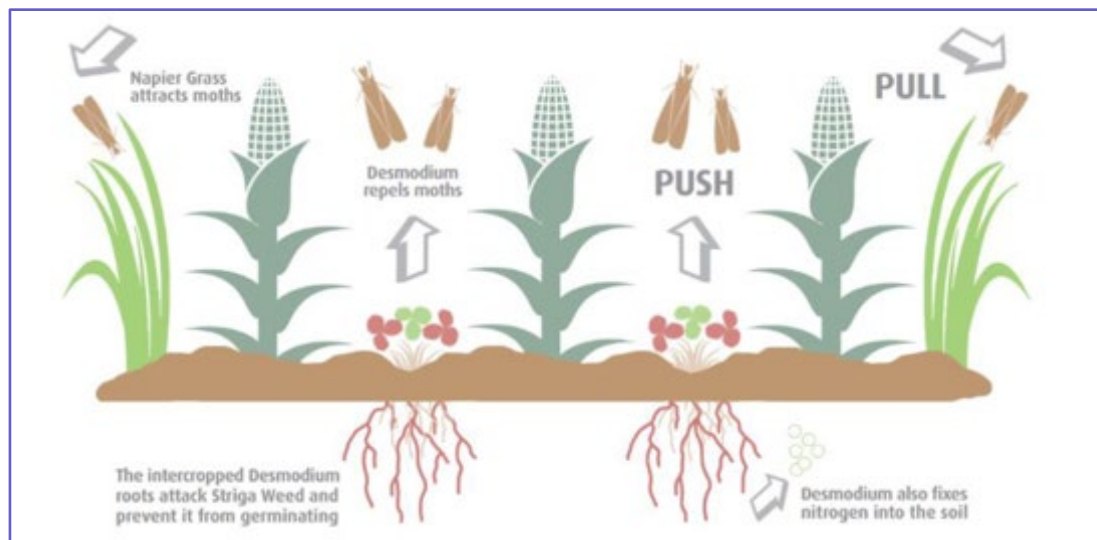
Push-Pull project highlights (2022 and mid-year 2023)

Enhancing resilience in maize production:

Through the implementation of Push-Pull farming, participating farmers showcased remarkable resilience in the face of climatic challenges. Despite enduring almost five additional months of dry weather, they were still able to harvest up to 65% of their anticipated maize yields. Notably, surplus crops that couldn't be used for human consumption were repurposed as valuable livestock and rabbit feed, preventing wastage.

Transforming arid land into thriving gardens:

To combat dry soil conditions, Push-Pull participants embraced the use of Zai pits for planting seeds. This labour-intensive technique involves creating basins for each plant, enabling access to locked-in moisture, and supporting crop growth even in arid conditions. By incorporating Biochar, an organic fertilizer that enhances soil moisture retention and nutrient levels, the farmers expect increased maize yields and improved resilience to drought shocks, mitigating the impact of poor yields in the previous season.



Empowering entrepreneurs and boosting incomes:

Through Income and Enterprise Development initiatives, Participants have witnessed the benefits of diversified incomes, with pilot ventures such as pawpaw growing and hay production proving to be particularly successful. Pawpaw trees have been transplanted, and the anticipated fruit harvest promises substantial dividends. The quality of participating farmers' hay has attracted the attention of local companies, resulting in regular bulk purchases. 20 farmers are breeding rabbits, using a hybrid species which is larger than those typically found in the area, producing better meat for cooking.

Strengthening livelihoods through dairy cooperatives:

The growth of the project's dairy cooperative has been remarkable, with 35 milking farmers collectively producing an average of 67 litres of milk per day. To facilitate milk sales, two aggregation centres have been established in strategic locations, streamlining the collection and delivery process. The addition of a large solar-powered deep freezer enables participants to preserve milk for longer periods, ensuring a steady supply according to market demand. These healthy milk yields can be partially attributed to the implementation of Push-Pull gardens and the availability of Desmodium, which serves as both the 'push' plant in the gardening process and a nutritious animal fodder. Many farmers are now choosing to grow more of the crop on their plots because of its popularity as a livestock feed and solid revenue stream. Overall, household income has increased significantly, and 72% of project participant households are now earning more than \$2 a day.

Elevating living standards:

Thanks to increased income and enhanced food security, participating households have been able to invest in lifestyle-enhancing goods. An impressive 72% of project participants now own a bike, while 97% possess a radio and 95% have a mobile phone. Additionally, the majority of families have been able to purchase comfortable mattresses, contributing to improved quality of life.

Inclusivity and community wellbeing:

Ripple Effect's commitment to inclusivity and community welfare is evident in their efforts to address crucial issues. All 400 project households have received training on gender-based violence, paving the way for a significant shift in the treatment of women within the area. They have also conducted training sessions on teenage health, focusing on mental health, substance abuse, smoking, nutrition, family planning, and HIV/AIDS prevention. By supporting women in avoiding unintended pregnancies, we strive to prevent mother-to-child transmission of HIV.

Project activities

Evidence of the Ripple Effect in action can be seen through wider community take-up. 71 farmers who are not direct project participants have been identified in the surrounding area as now practising Push-Pull on their land, having seen the benefits of this technology.

Community take-up of Push-Pull is further supported by the establishment of a demonstration Push-Pull garden on government land in the local area, which project staff have procured for Ripple Effect's use. Because of its public position outside the local government office, it can be easily accessed by the whole community and acts as a useful visual guide for other farmers not directly participating in the project.

Phoebe has described her Push-Pull plot as 'the mother of their household' because it serves as their primary source of food and income. They no longer need to spend money on food for their livestock as they use the Desmodium from the garden as fodder. They also profit from the additional sales that the crop generates. Phoebe's maize is healthy and pest-free, her grandchildren are thriving, and the family's livelihood is now resilient to climactic or economic shocks as a result of their diverse income streams.



Above: Phoebe and her cow.



Farmers readying the ground for the Push-Pull demo garden.



A farmer applying Biochar to his Zai pits.

Beresford Street Food

BSK Academy

Beresford Street Kitchen is a Charity founded in 2015 which aims to provide quality education, training and employment opportunities for people with learning disabilities and/or autism. Their vision is of an inclusive workforce, where people with learning disabilities and/or autism have the opportunity to maximise their potential, be recognised for their skills and be regarded positively and with respect.

BSK has grown significantly and now provides workplace training and employment for 55 people with learning disabilities and/or autism and 44 people are currently attending 2-year Learning for Life education courses.

In September 2021 BSK launched their Learning for Life education programme, and our 2022 donation was used to support the work of the BSK Academy.



11,000
Workplace
training
sessions a year

Training & employment for **60 +** people

42 On Learning for Life courses



The Learning for Life programme provides a structured, classroom based, approach to developing skills for independent living and employability skills. All learners are actively involved in co-creating the curriculum and content. Learners are also able to obtain certificates in Level 1 Food Safety & Hygiene, Food Allergy Awareness, and First Aid Primary Survey.



Since becoming a crew member 82% of members say they have more friends, and 79% feel that being a BSK crew member gives them the confidence to move into another role in the future. There was a 21% rise in life satisfaction for BSK crew members, with their life satisfaction score being 8.7, compared to scores of 6.8 for disabled islanders and 8.2 for non-disabled islanders*.

*data from Jersey Disability Strategy

The BSK Academy is a centre for lifelong learning for adults with learning disabilities and/or autism, where they deliver a holistic programme of support that focuses on education and workplace training. All crew will attend the Academy which consists of the BSK Training Programme and the BSK Engagement Hub, as well as having access to workplace training in one of their social enterprises.

Discover programme

A highly supported 12-week induction programme.

Ignite programme

Weekly workplace training sessions in one of our social enterprises as well as attending one classroom session a week.

Launch programme

A 2-year fixed term contract in one of the social enterprises with external work placements and a weekly classroom session before being supported into other employment.

Learning for Life programme

- The Base course – focus on developing independence skills,
- The Take Off course – builds on independence skills and introduces employability skills
- The Flight course – reinforces pre-existing independence and employability skills while introducing skills for preparing to find employment.

BSK Engagement Hub

The BSK Engagement Hub team ensures a smooth transition by coordinating the Discovery program, working closely with crew members to review goals and individual learning plans. They provide support to parents, caregivers, and family members when needed, connecting them to relevant services. Through Crew+, their holistic approach offers enrichment, social opportunities, and a voice in their user forums and social committee. Collaborating with agencies and employers, they provide work placements, transition support, and ongoing employment assistance, and strive to raise community awareness and change perceptions of disabilities across sectors through immersive training.

Project activities

The pandemic gave BSK the opportunity to pause, reflect and look to the future.

They measured their outcomes and used this data to guide how they could grow their impact for the crew. In September 2021 they launched a new 5-year strategy which included BSK Academy and the Learning for Life adult education programme. They run three training and employment programmes in the BSK Academy:



Discover

A highly supported 12-week induction programme. This programme runs 3 times a year, with a small cohort of 5. Most crew will spend 4 weeks in each of the social enterprise areas; Beresford Street Kitchen Café/ Catering Workshop / BSK Printworks as well as attending a weekly classroom session.



Ignite

All crew on the Ignite programme will have access to highly supported set weekly workplace training sessions within the BSK Enterprises, as well as the option of 2 education courses.



Launch

A fixed 2-year contract where crew are employed to work within one of the BSK Enterprises in specific roles with significantly less workplace support. Crew will also complete the Flight course and attend external work placements before being supported into other employment, co-ordinating with other services as appropriate.



Isle Listen

In schools and free low level mental health support for those up to the age of 25

As an early intervention and prevention initiative, Isle Listen supports with low-level mental health and wellbeing concerns. They offer a range of services to support young people with their mental health:

Education – Their Wellbeing Facilitators work within secondary and primary schools, with children as young as 7 years old, educating students about mental health through classroom-based sessions and assemblies.

Listening service – Within secondary schools they offer a confidential low level 1-to-1 listening service in which Wellbeing Practitioners help students to manage their feelings with concerns such as exam pressure, friendship worries, bullying, social media difficulties and low self-esteem.

Therapeutic support – For those that require a higher-level of support they have a team of experienced and qualified therapeutic professionals that can offer a broad range of psychological therapies.



74,961
student
interactions

1381 hours of mental health education
delivered in schools

936 supported with 1-to-1 listening service



Isle listen believe that every student should have access to effective mental health support at the point of need, not at the point of availability. As an early intervention and prevention initiative, Isle Listen supports with low-level mental health and wellbeing concerns, and in 2022 they received 1,337 referrals for Mental Health support.



Understanding that greater responsibilities continue to fall to educational and teaching staff, Isle Listen engage with teachers in the implementation of low-level education surrounding mental wellbeing and how to go about this practice effectively, and support teaching staff to be comfortable in raising conversations around mental health and in signposting to appropriate further specialist services.

Isle Listen have been working with secondary schools on the Island since 2019 to provide educational support services. In Primary schools, Isle Listen provide 8 mental health educational sessions with the aim of developing skills and resilience within pupils, to support them in managing their emotions. The educational programme in primary schools supports pupils' mental health and wellbeing in the following ways:

- ✓ **Classroom based group sessions:** 30 to 40 minute sessions exploring topics such as Emotional Literacy, Self Esteem, Positive Relationships and Coping Strategies in an age appropriate and interactive way.
- ✓ **Assemblies:** Short, focused presentations to remove the stigma surrounding mental health and highlight its importance as being equal to physical health.
- ✓ **Mental health up-skilling and facilitated discussions for teachers and parents:** To effectively support students, we need to engage with parents, carers and teaching staff, in order to create a wrap-around approach.
- ✓ **Therapeutic support:** The Isle Listen team of qualified therapists can provide a higher level of support if required.
- ✓ **Emergency response:** In the event of a serious incident, Isle Listen can provide responsive support in a variety of ways to support staff and students who have been affected.

Topics and worksheets covered in the group sessions for students aged 7-11:

Emotional literacy

- Dealing with Change
- Expressing our feelings
- Game of Emotions
- Worry Monster
- Mental Health Myths

Coping skills

- Journaling / Diary making
- Breathing Techniques
- Positivity jar
- Mindfulness Scavenger Hunt
- Calming Place – Guided visualisation

Positive relationships

- Teamwork wins
- Friendship soup
- Support system
- Your good qualities
- Boundaries

Self esteem

- Being kind to others
- My superhero power
- Shield of positivity
- Letting worries go
- I love being ME!

Isle Listen



Isle listen teams are now active in **29 of 33 primary schools on the island,** as well as **all secondary schools.**



Isle Listen's outstanding mental health support for young people is provided **free of charge.** To do this, **they rely on charitable fundraising and donations.**



Mifumi Primary School

Tororo District, Uganda

Empowerment for girls

Mifumi Primary School is a mixed day primary school with a current enrolment of over 700 pupils. The school aims to promote the highest standards of teaching and learning within the framework of the Ugandan National Curriculum and to encourage the education of girls, and to encourage them to match their aspirations to their ability.

Feeding programme

The school prioritises feeding all its pupils a porridge breakfast, in a bid to increase the level of participation in class. Most of the children attending Mifumi Primary School come from a home that has only one meal a day due to poverty. In most cases, the children do not have breakfast at home and without the feeding programme would wait until supper time for their daily meal. This puts a lot of strain on the child, and it affects their level of concentration and participation in class.



Library equipped with books and computers

15 Classes taught on campus

700 Students fed and taught daily



The school now has six classroom blocks comprising 15 classrooms, Community Hall, Staff Room and Administration block, as well as Teacher's accommodation of 11 units, 7 latrines, and 2 blocks of wash-rooms / changing rooms suitable for girls. The classes have been equipped with furniture, textbooks and educational resources, and the library has computers.



In a rural setting, girls' education is not a priority for most parents. Starting with the nursery which feeds into Mifumi Primary School, girls' enrolment is encouraged. Encouragingly, this has been warmly received by the community and the school has become popular among the parents and the children.

Standard Bank Offshore funded several programmes and projects for Mifumi Primary School during 2022 and 2023, including the following:



Feeding programme: The programme helps children concentrate in class after enjoying a filling breakfast. During 2022 porridge was served daily to all pupils during term time.



Teacher pay enhancement: In recognition of extra work, including conducting remedial classes, salary enhancement is a motivation package to attract and retain quality teaching staff. This has had a positive effect on academic performance.



Kitchen renovation: During 2022 Mifumi School embarked on a project of upgrading and expanding its kitchen, which could no longer serve the large number of students at the school. SBO employees fundraised £760 towards the project in 2022 and £1,640 so far in 2023.



Above: Kitchen building work

Left: Mifumi Primary School pupils



04

Other partnerships

Other partnerships social and environmental

In addition to charitable partnerships, our SEE programme collaborates with local providers and experts to deliver impactful Environmental, Social and Governance (“EGS”) initiatives with a focus on employee wellbeing, environmental impact and Diversity and Inclusion in the workplace.



Partnerships



See her thrive – women’s health

We partnered with **See Her Thrive**, experts in women’s health in the workplace, who specialise in solutions to create more inclusive and supportive work environments where women and people assigned female at birth can thrive. In 2022 all offshore employees were offered women’s health and menopause awareness training, and in 2023 Line Manager Menopause Training was delivered to all people managers. We are also a signatory to the **51 Employer Pledge**, signifying we are a Menopause Friendly Workplace.



We talk wellbeing – resilience

We also partnered with We Talk Wellbeing to offer a cohort of employees a six-week resilience course, using the Wraw® (Workplace Resilience And Wellbeing) framework, to increase resilience awareness amongst employees, teams and leaders, and create positive change in physical and mental health.



Isle listen – training

Isle Listen provided several employee training sessions throughout, covering a variety of mental health issues and topics, including:

- Managing Mental Health in the workplace
- Financial Wellness
- Winter wellness
- Mental Health Awareness
- Mental Health First Aid

Partnerships

Environment

Climate partner UK – net zero

In June 2022, Standard Bank Isle of Man and Standard Bank Jersey achieved certified carbon neutral status, which we celebrate as an important first step towards achieving our goal of becoming a Net-Zero organisation.

We partnered with climate action experts **ClimatePartner UK**, to calculate our carbon footprint, based on 2019 (pre-Covid) emission levels, using Jersey and Isle of Man as our pilot sites. As a result, we offset 2,287.84 tonnes of carbon emissions.

This initial achievement will be built upon by measuring the carbon footprint for all offshore entities, with the commitment to offset all Offshore emissions in 2023 as we work on our Net-Zero reduction plans. The offset project information and how these projects are fighting climate change and contribution to the other SDGs in a tangible way, [here](#).

Paragon impact – ESG impact

Towards the end of 2022, Offshore sought a collaboration with the team of sustainability experts at **Paragon Impact**, to deliver training, undertake an ESG impact assessment, and devise an impactful ESG and sustainability strategy.

Work commenced in early 2023 with:

- Product Review and Innovation
- All employee ESG Training
- Strategic Alignment with Sustainable Development Goals
- Governance and Framework implementation









Memberships and partnerships

In addition to our Strategic Partner engagements, we are active members of several schemes and partner with key vendors to make social and environmental improvements.

Please use these click-throughs to learn more:



Eco-initiatives	ESG impact	Diversity & inclusion	Wellbeing	Sustainability	Volunteering & fundraising
 	 	 	 	 	 



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