



## Press release

# Standard Chartered significantly increases fully paid paternity leave and adoption leave to 20 weeks

*Aligning with the current duration of fully paid maternity leave to promote family-friendly culture*

**30 August 2023, Hong Kong** – Committed to driving a family-friendly and inclusive corporate culture, **Standard Chartered Bank (Hong Kong) Limited** (“SCBHK”) announced that from 1 September 2023, it will extend the fully paid paternity leave and adoption leave for its employees from currently two calendar weeks to 20 calendar weeks, aligning with the duration of its fully paid maternity leave. Under the new policy, fathers and adoptive parents will have more time to welcome and enjoy the arrival of their newest family member.

**Mary Huen, Chief Executive Officer, Hong Kong, Standard Chartered**, said: “At Standard Chartered, people are our greatest asset. We have long been committed to creating a people-oriented culture that embraces diversity and inclusion, promotes work-life balance and helps our employees achieve their professional goals while taking care of their family. After substantially increasing our fully paid maternity leave to 20 weeks in 2017 as a local market leader, we are now taking a further step to increase the length of fully paid paternity leave and adoption leave to the same level, enabling working parents to spend more time with their loved ones when they welcome new family members. We believe that promoting a family-friendly and inclusive work environment is essential for attracting and retaining exceptional talent.”

As a family-friendly employer, SCBHK took the lead in 2017 to extend maternity leave from 12 calendar weeks to 20 calendar weeks, as one of the first employers in the local market to significantly increase parental leave at the time. Meanwhile, it also launched “Flexible Working Practices”, providing employees with more flexibility, including “Working From Home” and “Flexible Time”<sup>1</sup> to accommodate their family or personal needs. SCBHK supports the establishment of breastfeeding-friendly workplaces by setting up “Mother’s Rooms” in multiple office locations to provide a private lactation space for breastfeeding employees. As the pandemic recedes, SCBHK recently restarted its “Bring Your Kids to Work” event, which had been suspended for three years

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<sup>1</sup> subject to their individual roles and managers’ approval.

due to COVID. Employees were invited to bring their children to visit the offices located in Central and Kwun Tong to learn more about their parents' work and engage in a variety of fun activities.

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**Photos:**



Photo 1: "Bring Your Kids to Work" is one of the most popular staff events at Standard Chartered Hong Kong. On 18 August 2023, employees took their children to visit the Bank's offices in Central and Kwun Tong.



Photo 2: The "Bring Your Kids to Work" event is filled with fun activities, including bank tour, art and science workshops, as well as table tennis and singing contests.

## Standard Chartered

We are a leading international banking group, with a presence in 53 of the world's most dynamic markets and serving clients in a further 64. Our purpose is to drive commerce and prosperity through our unique diversity, and 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.

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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