

Bank Sarasin's social goals up to 2012

Goals in relation to ethics and corporate governance

All employees are familiar with the Bank's mission statement, key values, code of compliance and code of conduct. We promote these through active internal communication. We strive to ensure that these guiding principles are firmly entrenched in the day-to-day conduct of all employees.

Goals in relation to our employees

The Bank invests in professional development and training days for its employees. The training and development programme is to be redesigned and repositioned. The project involves the internationalisation and integration of sustainability within the training and development programme. The new training concept will become available in 2010 and will be implemented.

A holistic health concept promotes the health and well-being of employees. The encouragement of a healthy work-life balance forms a key part of this.

We carry out employee surveys on a regular basis and strive to ensure a high level of satisfaction among our employees. We conduct a snapshot survey every year and more in-depth employee surveys every three years.

The pilot project on increasing flexibility of working hours and work location (part-time working and teleworking) is to be implemented and evaluated. A training concept for managers concerning the handling of part-time working and teleworking will be developed and implemented on this basis. Questions relating to sustainability and the balance between professional and private life will be incorporated into staff appraisal interviews (SaraDialog).

A group-wide diversity strategy promotes and defines the general conditions for flexible workplace design, the balance between work and family life and equality of opportunity.

A project focusing on women and management at Sarasin will be implemented in 2010. In particular, a mentoring programme for women will be introduced in the context of this project. We foster a work climate that is built on equal opportunities and is free from any sort of discrimination or harassment. Every individual is treated with dignity and respect. These principles are set down within the framework of an appropriate directive.

A neutral Ombudsman's office will also be set up.

Aims in relation to social stakeholders

We play an active role in sustainable procurement and in relationships with our suppliers. Minimum environmental and social criteria and continuous improvement measures are defined in a group-wide procurement guideline. On concluding contracts with us, suppliers affirm that they will adhere to minimum standards in the area of sustainability.

Sustainability aspects play a fundamental part in our decisions concerning sponsoring activities, events and donations. These are likewise defined in a corresponding guideline.

As part of stakeholder management, we maintain contacts with social stakeholders and communicate openly and actively.



SARASIN

Sustainable Swiss Private Banking since 1841.

Achieving goals and monitoring success

In order to achieve our social goals, the Sustainability Committee draws up an annual plan of measures for the coming year. The measures planned for the implementation of our social goals are incorporated into the annual MbO process.

The Sustainability Committee monitors the achievement of these goals.

The MbO targets set are reviewed annually.

These social goals were approved by the CEO of Bank Sarasin & Co. Ltd on 1 December 2009.