

“Hello and welcome to the Summer 2017 edition of our quarterly Investor Relations Newsletter. The last few months saw one of the most significant events in our near-200 year history as our shareholders strongly supported the proposed merger with Aberdeen Asset Management. We outline this and other significant merger developments in this newsletter as we work towards an expected completion date of 14 August.

“A further development was the announcement of the proposed Investment Management Committee for the combined investment management business. We discuss the role of the IMC and introduce its members.

“We also highlight the continued demand from small and medium-sized defined benefit pension schemes for our Integrated Liability Plus Solutions, with AUM almost doubling since the start of the year. In addition we discuss recent developments on our Wrap platform and the growth of our Investment hub through the £4bn asset mark.

“Finally we discuss our fourth place ranking in the UK Social Mobility Index. We are proud to receive this ranking which recognises our initiatives for promoting social mobility in the workplace.

“We are now in a close period ahead of our half year results, which will be announced on 8 August 2017, so look out for updates on our website. If you have any questions or would like to arrange a meeting please contact a member of the team.”



Congratulations to the British & Irish Lions on their incredible performances in New Zealand. We're proud to be associated with such an inspirational team.

Click here to visit our Lions microsite

This quarter's features ...

Update on proposed merger between Standard Life and Aberdeen Asset Management

Shareholder, Financial Conduct Authority, Prudential Regulation Authority and Competition and Markets Authority approval of the proposed merger.

Investment Management Committee announcement

Proposed appointments to the Investment Management Committee of the combined investment management business following the proposed merger with Aberdeen.

Continued demand for ILPS

We have seen strong demand for our Integrated Liability Plus Solutions and recently launched a second solution.

Supporting the increasingly complex needs of advisers and their clients

The blurring distinction between wealth adviser and private client manager businesses and how our Wrap platform is helping both models adapt.

Standard Life ranked fourth in the UK for Social Mobility

Our fourth place ranking in the UK's first ever Social Mobility Employer Index as we continue to gain external recognition for our work in enabling employment.

Latest news

Announcements from the last quarter, including partnering with Sage on an integrated auto enrolment solution and our latest sustainability news.

Important notice: The material within this newsletter, including the web articles, is for informational purposes only and does not constitute an offer to sell, or solicitation of an offer to purchase any security, nor does it constitute investment advice or an endorsement with respect to any investment vehicle.

Investor Relations contacts



Jakub Rosochowski
Investor Relations Director

Tel: +44 (0)131 245 8028*
Mobile: +44 (0)751 135 8608*
Email: jakub_rosochowski@standardlife.com



Neil Longair
Investor Relations Manager

Tel: +44 (0)131 245 6466*
Mobile: +44 (0)771 135 7595*
Email: neil_longair@standardlife.com



Chris Stewart
Investor Relations Analyst

Tel: +44 (0)131 245 2176*
Mobile: +44 (0)752 514 9377*
Email: chris_stewart@standardlife.com



Jill McCabe
Investor Relations Consultant

Tel: +44 (0)131 245 6800*
Mobile: +44 (0)752 573 2147*
Email: jill_mccabe@standardlife.com

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Addresses

Standard Life plc
30 Lothian Road
Edinburgh EH1 2DH
Web: www.standardlife.com
 @sl_inrelations

Upcoming events

8 August 2017
Half year results 2017

9 to 11 August 2017
Half year results 2017 London roadshow

12 September 2017
Barclays Global Financial Services Conference, New York (Rod Paris and Bill Rattray)

27 September 2017
Bank of America Merrill Lynch Financials Conference, London (Keith Skeoch and Bill Rattray)

28 September 2017
Bernstein Strategic Decisions Conference, London

Financial calendar

8 August 2017
Half year results 2017

14 August 2017
Expected merger completion date

7 September 2017
Ex-dividend date for 2017 interim dividend

18 October 2017
2017 interim dividend payment date

[Click here to read Standard Life General Meeting documents](#)

- [General Meeting results](#)
- [General Meeting transcript](#)
- [General Meeting webcast](#)

Strong shareholder approval



Latest Investor Presentation

Creating a Diversified World-Class Investment Company

15 May 2017



Update on proposed merger between Standard Life and Aberdeen

On 6 March we announced that we had reached agreement with Aberdeen Asset Management on the terms of a recommended all-share merger.

The proposed merger will create the UK's largest active asset manager and the second largest active asset manager in Europe with pro-forma AUA of £670bn¹.

As discussed in our Spring 2017 newsletter, on 9 May we released a class 1 circular in relation to the proposed merger as well as a prospectus in relation to the new Standard Life shares that would be allotted and issued to the shareholders of Aberdeen.

Since this update, there have been several important announcements as we continue to work towards completing the merger. These include:

- Shareholder approval
- Announcement of the proposed Investment Management Committee
- Competition and Markets Authority unconditional clearance
- Financial Conduct Authority and Prudential Regulation Authority approval

The transaction is currently expected to complete on 14 August 2017, subject to remaining regulatory approvals.

Strong shareholder approval

At their respective General Meetings on 19 June the shareholders of Standard Life and Aberdeen Asset Management each approved the proposed merger between the two companies. Both companies received strong shareholder approval, with 99% of Standard Life votes and 96% of Aberdeen votes in favour.

Transaction Terms	
Key terms	<ul style="list-style-type: none"> • Recommended all-share merger • Commitment to leverage both brands • Exchange ratio of 0.757 New Shares for each Aberdeen share • Pro-forma combined market capitalisation of £12.8bn²
Corporate information	<ul style="list-style-type: none"> • Combined Group Board drawn equally from both companies • Keith Skeoch and Martin Gilbert to lead as Co-CEOs • Experienced executive management drawn from both organisations
Pro-forma ownership	<ul style="list-style-type: none"> • Existing Standard Life shareholders to own 66.7% of the Combined Group • Existing Aberdeen shareholders to own 33.3% of the Combined Group • Indications of support from Aberdeen's two largest shareholders, Mitsubishi UFJ and LBG
Value creation	<ul style="list-style-type: none"> • Approximately £200m annual pre-tax run-rate cost synergies, with track record of delivery • Full run-rate synergies to be achieved three years after completion • 75% of run-rate cost synergies expected to be achieved at the end of year two • Incremental revenue synergies expected from improved strategic positioning
Dividends	<ul style="list-style-type: none"> • Strong balance sheet and cash generation • Combined Group to maintain commitment to Standard Life's progressive dividend policy
Other terms	<ul style="list-style-type: none"> • Closing expected on 14 August 2017 • Subject to remaining regulatory approvals

Sir Gerry Grimstone, Chairman of Standard Life plc commented:

"I'm delighted our shareholders have voted to support the Merger today. Our Merger with Aberdeen will be one of the most significant events in our near-200 year history, creating a well-diversified world-class investment company."

"Proudly headquartered in Scotland, and employing some of the best talent in our industry, our new combined company will continue to put our customers and clients across the world at the centre of everything we do."

"There are still some approvals to be granted before the Merger can complete and I know the teams in both companies are working through these diligently. We are still on track for a completion date of Monday 14 August and will keep our shareholders informed of developments."

1. As at 31 March 2017. 2. As at market close on 26 July 2017.

“To create a world-class investment company, the investment team must be at the heart of our business. The combined Investment Management Committee (IMC) will play a vital role in achieving this. The combined businesses have strong, complementary investment capabilities which will deliver greater investment insight and more choice for clients and customers. Together we will be broader and more diverse, respecting different investment philosophies and processes, incorporating the best talent and capabilities from both firms.”

“By combining our capabilities across equities, fixed income, multi-asset and solutions, real estate, private markets and hedge funds, we are creating a world-class investment company, with over 1,000 investment professionals and a truly global perspective.”

Rod Paris
Chief Investment Officer

[Click here to find out more about new active solutions](#)



Announcing the combined Investment Management Committee

Standard Life Investments and Aberdeen Asset Management have announced the proposed appointments to the Investment Management Committee (IMC) of the combined investment management business. This ensures clear leadership and an aligned investment governance and control framework are in place when the merger completes.

Providing a strong and unified approach to our combined investment management capabilities

Comprising of global functional heads with broad leadership responsibility for asset classes and key enabling functions, the main responsibilities of the IMC will be to:

- Provide a strong and unified approach to our combined investment management activities
- Oversee investment process, performance, capabilities and investment talent
- Define and set investment culture, and the investment governance and risk framework across the business.

Depth and breadth of investment talent to deliver “new active” solutions

The investment approaches of Standard Life Investments and Aberdeen Asset Management are already closely aligned – long-term, research-based active management using a team approach – while the investment

capabilities across both companies are highly complementary.

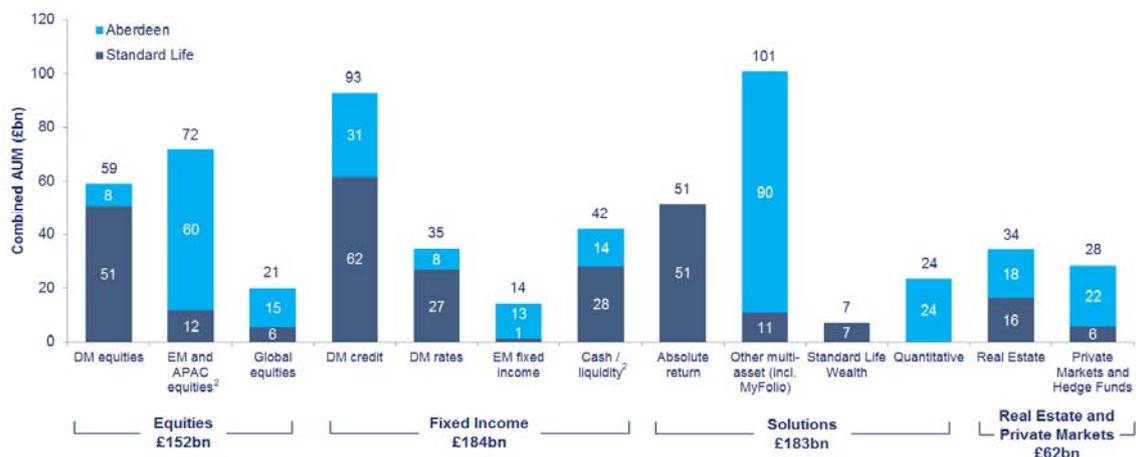
By bringing our investment capabilities together we are creating a world-class investment company with over 1,000 investment professionals.

This breadth and depth of talent and insight will deliver greater idea generation and more choice for our clients across market cycles. The combined business will also have increased scale to invest in the next generation, “new active” offerings that our clients are demanding and where we see market growth including Alternatives, Active Specialities and Solutions. The structure of the Investment Management Committee and the proposed appointments are aligned to these areas of growth.

Rod Paris, Chief Investment Officer, will chair the Committee and Keith Skeoch and Martin Gilbert, Co-CEOs, will have a standing invitation to meetings to maintain strong connectivity with our investment activities.

The Committee will be made up of the people on the following page from both Standard Life Investments and Aberdeen Asset Management. In addition, regular attendees will be Alan Coutts (Global COO, Investments), Ginny Richardson (Office of the CIO) and Euan Stirling (Global Head of Stewardship and ESG Investing).

Overview of combined capabilities: Combined AUM of £581bn¹



1. AUM/AUA data as at 31 December 2016. 2. Includes share of HDFC AUM: £7bn in EM and APAC equities and £4bn in cash/liability.

Introducing our proposed Investment Management Committee



Rod Paris
Chief Investment Officer

Rod started his career with Standard Life Investments as Head of Global Fixed Income in May 2002 and was appointed to Standard Life Investments' Board of Directors in June 2004. Rod has been Chief Investment Officer since 2007. He was previously a Managing Director in the Global Fixed Income team at Merrill Lynch Investment Managers. Prior to that, Rod worked at Mercury Asset Management PLC, where latterly he was a Board Director. He started his career at Chase Manhattan Bank as a Credit Analyst in 1981. He holds a degree in Philosophy, Politics and Economics from Keble College Oxford (1978-1981).



Brian Fleming
Global Head of Structured Solutions

Brian joined Standard Life Investments in 2002 as a quantitative analyst, working on a broad range of problems in fixed-interest, equities, FX, portfolio construction and risk. Moving to the Strategic Solutions Unit in 2004, he was responsible for the development of Standard Life Investments liability-driven investment (LDI) offering and subsequently the delivery of the desks' Multi-Asset risk capabilities to support the launch of the SLI GARS fund. He is currently Head of Multi-Asset Risk and Structuring, managing assets for Standard Life Group and third parties, covering numerous types of strategies including absolute return and LDI. Brian is a member of the Strategic Investment Group, Risk & Exposures Committee and the Board of Standard Life Wealth.



Devan Kaloo
Global Head of Equities

Devan started with Aberdeen Asset Management in 2000 as part of the Asian equities team in Singapore, before later transferring to London where he took up the position of Head of Global Emerging Markets Equities in 2005. In 2015 he was promoted to Global Head of Equities and joined Aberdeen's Group Management Board. Devan started in fund management with Martin Currie in 1994 covering Latin America, before subsequently working with the North American equities, global asset allocation and eventually the Asian equities teams. Devan graduated with an MA (Hons) in International Relations and Management from the University of St Andrews and has a postgraduate diploma in Investment Analysis from the University of Stirling.



Craig MacDonald
Global Head of Fixed Income (Credit, EMD and Aggregate Investing)

Craig McDonald joined Standard Life Investments as Investment Director in 2002. Craig has been heavily involved in developing and articulating the investment grade credit process as well as developing the credit matrix, a quant model for tracking credit quality of over 300 companies. Prior to joining Standard Life Investments, Craig was a team leader responsible for non-local government European public finance at Standard & Poor's, the credit rating agency. Craig has an MBA from London Business School, has the CIPFA professional accountancy qualification and received a 1st Class Honours Degree in Philosophy at Durham University.



Andrew McCaffery
Global Head of Client-Driven and Multi-Manager Solutions

Andrew joined Aberdeen Asset Management in 2011 from BlueCrest Capital Management, where he was a founder member of the Alignment Investors division. Before joining BlueCrest in 2008, he was Head of Absolute Return Strategies at Aberdeen Asset Management. Prior to that, Andrew was CEO of Attica Alternative Investments Limited in London, a fund of hedge funds business. Earlier, he had been a Managing Director at UBS overseeing global coverage of hedge fund investors, and held senior roles in fixed income and capital markets prior to joining UBS. Andrew is currently the Global Head of Alternatives based in Aberdeen's London office, responsible for the management of the Aberdeen Solutions, Multi-Asset, Quantitative Investment Strategies and Alternatives businesses.



Peter McKellar
Global Head of Private and Infrastructure Equity

Peter commenced employment with Standard Life Investments in 1999. Starting his career in investment banking at JP Morgan in 1987 and working in corporate finance, Peter moved into industry in 1995 as Corporate Development Director and then Group Finance Director of Clydeport plc, a London listed company and former Montagu buyout. Peter currently leads SL Capital Partners, the private equity and infrastructure equity arm of Standard Life Investments. He is also Head of Private Markets Solutions for Standard Life Investments. Peter is based in the Edinburgh office and has specific responsibility for SL Capital Partners' investment function, corporate strategy and governance. He has a LLB (Hons) degree in Law from The University of Edinburgh.

Introducing our proposed Investment Management Committee



David Paine
Global Co-Head of Real Estate

David joined Standard Life in 1982 and has been with Standard Life Investments since its inception. David currently leads the Standard Life Investments Real Estate team, comprising over 120 investment and real estate specialists based in Edinburgh, Paris, Boston and Hong Kong. With extensive experience in all aspects of real estate investment management and the development of real estate assets, David oversees portfolio establishment, development management, portfolio management and business development into new markets. David graduated from Aberdeen University with Bachelor of Land Economy.



Sean Phayre
Global Head of Quantitative Investing

Sean arrived at Aberdeen in 2014 as part of the SWIP transaction. Sean currently drives the development and management of quantitative strategies and structured product capabilities in both Equities and Fixed Interest. Sean began his investment career at Edinburgh Fund Managers which later became Aberdeen Asset Management. He established Quantitative Investment teams at both companies, and latterly was co-head of Quantitative Equities and Derivative Strategies. Sean holds a PhD in Statistics and Modelling Science, an MSc in Industrial Mathematics and a BSc (Hons) in Mathematical Sciences, all from the University of Strathclyde. Sean is an Associate of the UK Society of Investment Professionals (ASIP) and holds a PGD in Investment Analysis from the University of Stirling.



Mandy Pike
Global Head of Investment Execution

Since joining Aberdeen in 2001, Mandy has overseen the segregation of duties between fund manager and dealer, the centralisation of dealing in all listed asset classes, and has championed the Group's best practice procedures regarding investment execution. Prior to joining Aberdeen, Mandy worked as an Investment Dealer at F&C Investment Management and also has held roles in trading on the sell side. Before that, Mandy worked at BNP Capital Markets. Her city career began at Grieson Grant in the private client department. Mandy has a wealth of experience and is widely recognised across the industry as one of the most experienced and insightful dealing practitioners.



Guy Stern
Global Head of Multi-Asset and Macro

Guy joined Standard Life Investments in April 2008 as Head of Multi-Asset Management. Since he joined, Guy has been responsible for the day-to-day management of the Multi-Asset Investing Team that oversees asset allocation in our range of multi-asset portfolios. He has also been responsible for investment idea origination, portfolio construction and implementation. Guy previously worked as CIO, Multi-Asset Class Solutions, at Credit Suisse Asset Management for its UK and US divisions. Guy has over 30 years' experience, holds a BA from Rutgers University and is a Chartered Financial Analyst. Guy was appointed to the Board of Standard Life Investments in 2013.



Archie Struthers,
Global Head of Investment Governance and Oversight

Archie Struthers joined Standard Life Investments in 2017 taking up the position of Head of Investments. Archie moved to Standard Life Investments from Aberdeen Asset Management where in his role of Global Head of Investment Solutions he had overall responsibility for the growth and development of their Investment Solutions capabilities. Archie joined Aberdeen following the SWIP acquisition in 2014 where he was previously the Managing Director of Investment Solutions. Prior to joining SWIP, Archie was the global Chief Operating Officer of Multi-Asset Client Solutions at BlackRock where he was also an equity analyst and global equity fund manager from 1995 to 2000. Archie holds a MA Hons degree in English Literature from Edinburgh University.



Pertti Vanhanen
Global Co-Head of Real Estate

Pertti joined Aberdeen in 2000 with responsibility for the strategic development of Aberdeen's global property products and processes as Head of Fund Management – Property. Prior to this he held senior positions in several companies including Varma Mutual Pension Insurance Company subsidiary and Ilmarinen Mutual Pension Insurance Company subsidiary. Pertti began working in the industry in 1988 and has been a key driver in the launch of several non-listed property funds. Pertti holds an Executive MBA, is a Certified Real Estate Manager, a fellow of the Royal Institution of Chartered Surveyors (FRICS) and a member of the British Property Federation Policy Committee.

UK Pensions and Savings



David Tiller

Head of Adviser and Wealth Manager Propositions

“The post ‘freedoms’ world is well established and we are seeing more people in control of increasing amounts of pension wealth. As a result adviser businesses are adopting more of a ‘family office’ type approach and in turn are looking for more from their platform provider.”

“The best wrap platforms are clean, transparent and able to deal with multiple tax strategies, while the best private client platforms are great at supporting scalable portfolio management. This plan for Standard Life Wrap brings together the best of both disciplines.”

Supporting the increasingly complex needs of advisers and their clients

- Investable assets have grown significantly in a post-Pension Freedoms world
- Individual needs are becoming increasingly complex resulting in a greater need for wealth advisers and private client managers to work more closely together
- Launched in 2014, Standard Life’s Wrap Investment Hub now exceeds £4bn AUA

Investable assets have grown significantly

Flexibility of pension choices in the UK has significantly increased the number of individuals with substantial assets to invest.

There are now c1m households with more than \$1m assets (over and above their main property)¹. This trend is expected to continue with drivers of growth including:

- transfers from defined benefit to defined contribution pensions
- increase in income drawdown arrangements
- a rise in inherited assets

A recent survey² estimates that £400bn of assets will be passed down to the next generation over the coming decades.

Individuals’ needs are becoming increasingly complex

While this increase in investable assets, together with recent changes to pension rules, changes to savings limits and allowances, has increased the choice for individuals it also brings greater complexity. Pound cost ravaging and sequence of return risk can significantly damage client’s outcomes. Any deviation from an expected outcome could have an immediate impact so the importance of financial planning

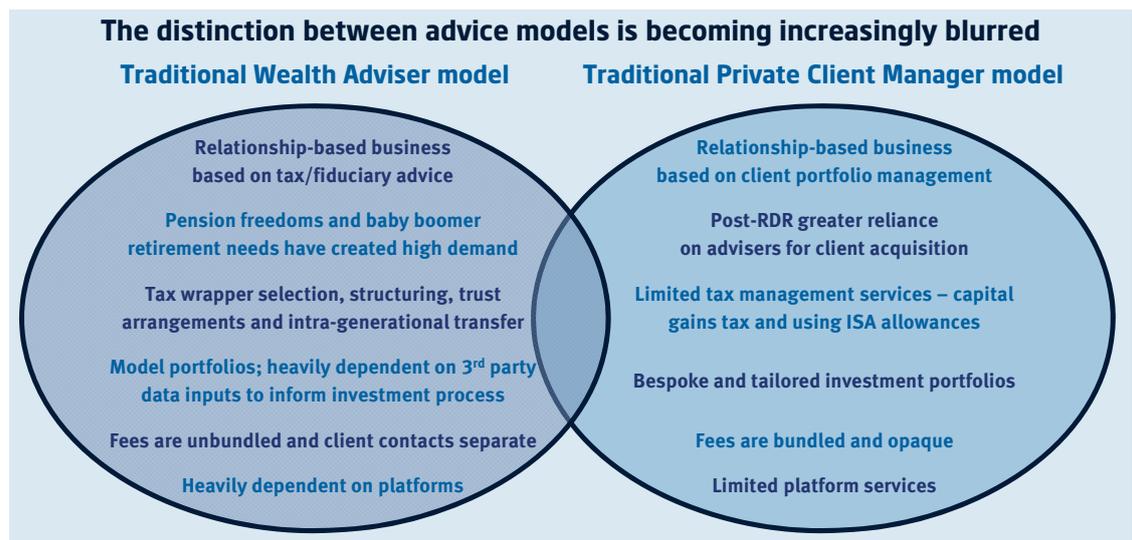
and investment expertise is critical to achieving the right result.

Since pension freedoms were introduced:

- Evidence suggests that five times as many people will opt for drawdown each year
- 78% of advisers have already seen an increase in demand for in-retirement advice³
- 81% of advisers expect to see continued growth in this demand³

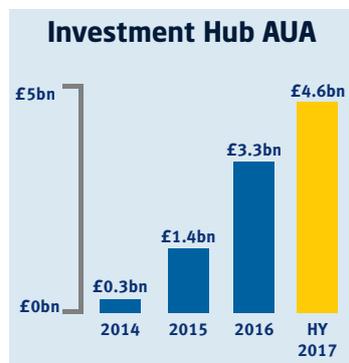
The distinction between advice models is becoming increasingly blurred

As a result, wealth advisers and private client managers are having to adapt their models to support the increasingly complex needs of individuals and the traditional models of the wealth advisers and private client managers are converging. This is driving advisers and private client managers closer together. This converging market is driving the need for better integration between the financial planning and investment management worlds. Leading to the creation of a ‘new model’ wealth management approach combining the tax/fiduciary service of the traditional wealth adviser model with the investment process support and asset coverage of the private client manager.



1. Source: BCG, June 2016. 2. Source: Royal London, April 2017. 3. Source: Defaqto Research for Standard Life, February 2016.

Standard Life's Wrap platform Investment Hub exceeds £4bn of AUA just 3 years after launch



Helping advisers and discretionary managers work together

Recognising the increasingly complicated requirements of individuals, our Wrap platform already supports the increasing need for advisers and discretionary managers to work closely together.

Our Investment Hub, launched in 2014, enables discretionary managers to create and manage portfolios on our platform. Clear segregation between activities carried out on the Wrap platform (advisory) and via the hub (discretionary) ensures full transparency in the charges disclosed to the end client.

In just three years, Hub AUA has grown to over £4bn with 81 discretionary managers offering more than 500 portfolio investment strategies.

David Tiller, Head of Adviser and Wealth Manager Propositions, commented:

“The support for our Wrap discretionary Investment Hub is outstanding, with assets now exceeding some platforms in the market. I am convinced that this success is all about advisers and discretionary managers’ focus on the client, with the Hub enabling much closer

coordination of financial planning and investment activities than was previously possible.

“In order to meet the needs of the new retirement market, advisers are demanding more from their platform. They are looking for fund houses, in-house administrators, and third party discretionary managers to be able to match specific mandates aligned to different client goals and for platforms to enable these to be combined as part of an overall client plan. The architecture underpinning our Wrap and Hub investment capabilities makes this a uniquely straightforward exercise.”

Building on the success of the Investment Hub

In April 2017, we announced that Standard Life Wrap will move towards a new fully integrated wealth platform model. This includes improving financial planning support, helping to deliver high quality advice and tax planning at retirement and beyond. As well as benefiting the end client, we also expect these developments to benefit advisers through creating greater efficiencies in back office technology and reporting.

Investment hub benefits	
Maximum flexibility	Making it easier to combine advisory models, discretionary portfolios and Multi-Asset fund strategies. Portfolios run across multiple tax wrappers and multiple portfolios within a single tax wrapper.
Supporting retirement income risk-management strategies	Enabling rebalancing between portfolio strategies as well as within them. Can generate client income from aggregate growth or restrict to dividends and yields for capital unit preservation.
Benefits of scale	Low cost dealing in securities, access to discounted fund share classes
Security	Providing complete segregation of roles/activities and separate permissions between financial planning and investment management
Choice	Access to more than 500 portfolio strategies from a range of discretionary businesses
Responsive	Operates 24/7 with no restrictions to frequency of rebalancing. Ability to automate rebalancing by frequency, tolerance, a combination of both or manually.
Controlled	Provides a full audit trail, permitted investment controls and COBS compliant statements

Standard Life Investments



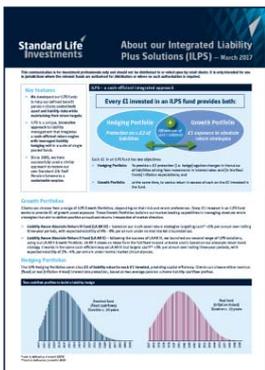
Mark Foster

Investment Director
Pensions Solutions Team

“The whole proposition has received a positive reception from clients and consultants and is considered an innovative product filling an important niche in the pooled LDI market.”

“ILPS was born from the experience of addressing our own Standard Life pension deficit. We believe you can generate returns whilst controlling liability risk, and ten years on from adopting a similar approach, our scheme has a funding surplus.”

[Click here to find out more about Integrated Liability Plus Solutions](#)



ILPS - strong demand and expansion of the fund range driving growth in AUM

- Integrated Liability Plus Solutions (ILPS) gives small and medium-sized DB pension schemes access to liability hedging and absolute return growth strategies in a single pooled fund
- ILPS AUM has almost doubled since the start of 2017 and is now over £400m¹
- Expanded ILPS range with second version targeting lower volatility

ILPS – a unique and innovative approach to liability management

In our Autumn 2016 IR Newsletter we looked in detail at our Integrated Liability Plus Solutions (ILPS) for small and medium-sized defined benefit (DB) pension schemes.



[Click here to read our Autumn 2016 newsletter](#)

Across the UK DB sector it is estimated liabilities total around £1.8 trillion with the majority of schemes still in deficit² and less than one-third of schemes having LDI in place³. This is particularly the case for small and medium-sized schemes.

Unique solution for small and medium-sized DB schemes

- Integrated solution
- Liability hedging (interest rate and inflation)
- Absolute return growth strategies
- Cash and collateral efficiency
- Pooled vehicle = low governance burden

Premium proposition for a premium price

The revenue margin of ILPS exceeds the average revenue margin on third party funds reflecting the sophisticated integrated nature of ILPS and the value it delivers for clients.

Strong demand from growing number of clients and investment consultants

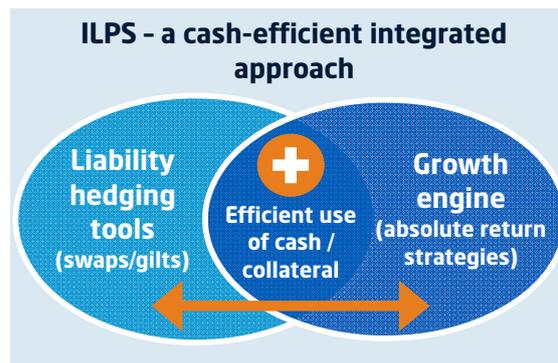
Since launch in 2016, ILPS has:

- Reached over £400m in AUM¹
- Almost doubled since start of 2017 (from £223m)
- 46 clients advised by 9 consultant firms

Continuing to innovate and expanding the ILPS fund range

We have recently expanded the ILPS range with the launch of lower volatility / lower return versions of the original ILPS funds. The new funds use a growth engine that draws ideas from across the broad fixed income universe to target returns of cash + 3% p.a., compared to cash + 5% p.a. for the original funds. Both versions offer a choice of either fixed or inflation-linked protection.

The new funds were launched to meet the needs of schemes with better funding positions or lower risk appetite. We expect to further evolve our suite of liability aware solutions to meet the varying needs of DB schemes.



“The largest percentage growth in mandates in 2016 came from Standard Life: showing that the LDI industry remains open for disruption.”

KPMG, UK LDI Market report, June 2017

1. As at 30 June 2017. 2. Source: PPF, June 2017. 3. Source: Standard Life Investments, PPF, KPMG, June 2017.

Sustainability

“Standard Life has made an on-going commitment to break down barriers to employment and to help support people into work, irrespective of background or the individual challenges they may face.

“We believe that building a diverse and inclusive workforce is crucial to our culture and our future business success, and building greater social mobility is also important to the communities where we operate.”

Sandy Begbie
Chief People Officer



[Click here to read more about The Social Mobility Employer Index](#)



[Click here to read our Sustainability Report 2016](#)

Standard Life ranked 4th in the UK for Social Mobility

- Ranked fourth in the UK’s first-ever social mobility index
- Promoting social mobility is aligned to our strategic and sustainability objectives
- Recognised for the quality of our work in enabling employment

External recognition of our social mobility initiatives

Standard Life has been ranked as one of the Top 50 employers in the UK’s first-ever Social Mobility Employer Index, entering the Index in fourth place. Aberdeen Asset Management was also included in the Top 50.

Improving social mobility in the workplace

The Index is a joint initiative between the Social Mobility Foundation and Social Mobility commission, in partnership with the City of London Corporation. It ranks Britain’s employers on the actions they are taking to ensure they are open to accessing and progressing talent from all backgrounds and showcases progress towards improving social mobility in the workplace.

Its aim is to encourage firms to share their initiatives and progress in becoming more inclusive employers and to reveal which sectors and companies are taking the issue of social mobility most seriously. Research has consistently shown that people from more affluent backgrounds take a disproportionate number of the best jobs and that employers tend to disproportionately employ graduates who went to private schools and elite universities.

Aligned to our strategic and sustainability objectives

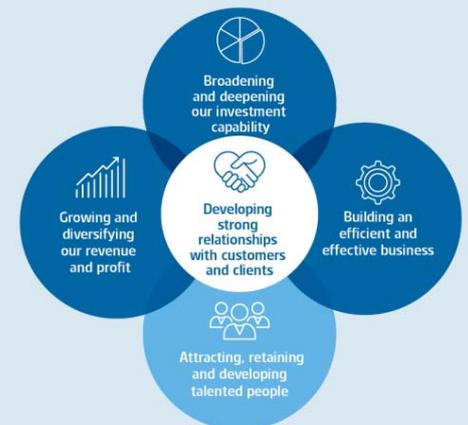
As discussed in our Spring 2017 newsletter, providing inclusive and meaningful employment is one of our sustainability priorities. In addition, attracting, retaining and developing talented people is one of the five strategic objectives which we outlined at our Full Year Results 2016.

Inclusion in this index marks further external recognition of our Social Mobility progress within these priorities, building on our accreditation in 2016 as one of only 11 UK Social Mobility Business Company Champions.



[Click here to read about our 2016 recognition as a Social Mobility Champion](#)

Attracting, retaining and developing talented people is a strategic objective



Recognised for the quality of our work in enabling employment

We have been ranked fourth in the Index for our work in tackling social immobility and enabling those from lower socio-economic backgrounds to succeed. Measures we have taken include:

- Expanding our recruitment network with organisations that support specific groups, such as veterans, school leavers, ethnic minorities or those with disabilities and building supported entry programmes to support the transition into the workplace
- Introducing structured internships and apprenticeships, along with new recruitment practices to break down barriers, for example having a qualification neutral approach for school leaver interns
- Paying a minimum of the voluntary Living Wage, regardless of age or experience, to all employees including interns
- Providing a network of support to help people reach their potential, through training, development, employee networks and mentoring
- Creating a culture that is open and supportive, that helps to build greater advocacy so Standard Life is known to be welcoming to minority groups and supportive of those who face difficult challenges.

RMS

Group

UK Regulatory Approval for Merger

25 July 2017

Standard Life and Aberdeen are pleased to announce that the Financial Conduct Authority and the Prudential Regulation Authority have confirmed their approval to enable the merger between the two groups to proceed.

[Read more](#)

RMS

Group

Announcement by HDFC

17 July 2017

Standard Life notes the announcement today by HDFC that the Board of Directors of HDFC Life, at its meeting on 17 July 2017, approved an enabling resolution for an initial public offering of HDFC Life by way of offer for sale by HDFC and Standard Life.

[Read more](#)

Sustainability

Group

Latest sustainability news

13 July 2017

Latest sustainability news including human rights policy, savings education and 20 years of pension excellence.

[Read more](#)

RMS

Group

Competition and Markets Authority announcement

22 June 2017

Standard Life and Aberdeen note the announcement today by the Competition and Markets Authority that it has completed its review of their proposed merger and has cleared the transaction unconditionally.

[Read more](#)

Press release

Group

Standard Life is a Top 50 employer for social mobility

21 June 2017

Standard Life has today been ranked as one of the Top 50 employers in the UK's first-ever Social Mobility Employer Index, entering the new Index in fourth place.

[Read more](#)

RMS

Group

Results of General Meeting

19 June 2017

The Board of Standard Life is pleased to announce that the resolutions put to its General Meeting held earlier today, Monday 19 June 2017, were duly passed.

[Read more](#)

Group

Possible Strategic Combination involving HDFC Life

8 June 2017

Standard Life notes the announcement today by HDFC with reference to the composite scheme of amalgamation and arrangement proposed by HDFC Life, involving HDFC Life, Max Life, Max Financial Services, and Max India.

[Read more](#)

RMS

UK Pensions and Savings

Standard Life's Wrap platform Investment Hub breaks £4bn mark in just three years

15 June 2017

Standard Life today announces its Investment Hub has broken through the £4bn milestone as it celebrates its third birthday. The Hub supports the increasing need for advisers and their discretionary managers to work in close harmony to deliver the best outcomes to their clients.

[Read more](#)

Press release

UK Pensions and Savings

Standard Life partners with Sage to simplify auto enrolment payroll process for employers

30 May 2017

Standard Life has fully integrated its auto enrolment solution with Sage, significantly reducing the administrative burden for employers who are setting up and running workplace pensions for employees. From today, employers who use Sage 50 payroll software will be able to send employee and pension contribution data securely, directly, and in one click to Standard Life.

[Read more](#)

Press release