

CORPORATE SUSTAINABILITY COMMITTEE

Terms of Reference

Membership

The Committee shall comprise not less than two non-executive directors.

The Chairman of the Committee shall be appointed by the Board.

The Board may from time to time appoint additional members to the Committee from among the non-executive directors and, subject to the Company's Articles of Association, such other persons as the Board considers to be independent.

The Committee may invite any executive(s) to attend any meeting(s) of the Committee as it may from time to time consider desirable to assist the Committee in the attainment of its objective;

Meetings and Quorum

The Committee shall meet with such frequency and at such times as it may determine. It is expected that the Committee shall meet at least twice each year.

The quorum for meetings shall be two Directors.

Objective

The Committee shall be responsible to the Board for overseeing the Group's CR (Corporate Responsibility and Sustainability) policies, principally environmental, social and ethical matters and for advising the Board, committees of the Board and executive management on such matters.

Responsibilities of the Committee

Without limiting the generality of the Committee's objective, the Committee shall, to the extent such matters are not dealt with by another committee of the Board have the following responsibilities, powers, authorities and discretion:

1. to oversee the effectiveness of HSBC's CR strategy, policies and practices that have the potential to materially affect HSBC's business, brand or reputation, including the policies on:
 - 1.1 health and safety;
 - 1.2 human rights;
 - 1.3 the promotion of equality of opportunity and diversity;
 - 1.4 handling internal complaints by employees other than whistleblowing procedures which are the purview of the Group Audit Committee;
 - 1.5 lending to industry sectors or customer segments; and
 - 1.6 any other matter of legitimate public concern.

And shall arrange, using such internal or external resources as the Committee may consider appropriate, for such assurance as the Board or the Committee shall consider necessary or desirable that the Group's policies are being implemented and applied.

2. to advise the Board on any proposed changes to the Group's statement of "Business Principles and Values" or Group Standards for reputational and environmental risks and the adoption of appropriate CR targets and measures;
3. to advise the Board on the adoption of international CR codes and principles, such as the United Nations Environment Programme's Statement by Financial Institutions on the Environment and Sustainable Development, the United Nations Global Compact and the Global Sullivan Principles, and other codes and guidelines, such as the Association of British Insurers' Guidelines on Responsible Investment Disclosure;
4. to oversee efforts to gain entry and maintain appropriate ranking in suitable ethical indices, including the Dow Jones Sustainability Index, FTSE4Good and Business in the Environment;
5. to review and advise the Board on the Group's CR reporting;
6. to advise the Board on the adoption of CR targets;
7. to examine the annual assessment of the Group's environmental performance and progress, to consider and approve methods of measuring, assessing or validating Group CR performance, and, where appropriate, to commission an external independent assessment of the direct and indirect impact of any aspect of the Group's operations;
8. to give guidance on the CR component of Directors' induction and training programmes and provide the Board with assurance that relevant executive training programmes, including credit officer training courses, contain appropriate CR training;
9. to oversee the Group's charitable activities including support of the HSBC Global Education Trust and the environmental partnerships;
10. to approve the appointment of not more than two of the trustees of the HSBC Global Education Trust from time to time and to authorise the execution of any deeds for the appointment of a trustee;
11. to appoint, employ or retain professional advisors as the Committee may consider appropriate. Any such appointment shall be made through the secretary to the Committee, who shall be responsible for the contractual arrangements and payment of fees by HSBC on behalf of the Committee.
12. to review annually the Committee's terms of reference and its own effectiveness and recommend to the Board any necessary changes.