

# Workforce Diversity Policy Statement

Diversity is a core HKEX value. We are committed to (i) cultivating and preserving a diverse and inclusive workplace where every staff is valued, respected, and treated fairly with equal access to opportunities; and (ii) fostering an open and dynamic working environment which allows our staff to thrive and reach their full potential.

## **Our Commitments**

We are dedicated to upholding diversity and inclusion in our employment-related practices, including without limitation the following:

- complying with all applicable equal opportunities legislation and good management practices in all employment-related decisions such as recruitment, performance and compensation evaluation, promotion, transfer, training, dismissal, as well as employment terms;
- promoting equal opportunities at work to all staff, eliminating discrimination, harassment and vilification in employment on the grounds of age, gender, gender identity, sexual orientation, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origin, nationality or religion – HKEX does not tolerate any form of discrimination, harassment, vilification or victimisation in the workplace and/or in any work-related circumstances;
- ensuring all employment-related decisions are made based on merits, free from any form of discrimination or bias – qualifications, experience, skills, potential and performance are the primary factors considered by HKEX in all employment-related decisions such as recruitment, performance and compensation evaluation, promotion, transfer, training, and dismissal;
- raising diversity and inclusion awareness among our staff through regular training – we rely on each staff to recognise and take seriously the need to ensure a safe and healthy workplace that is free from any discrimination, harassment or victimisation, and treat colleagues with respect;
- providing various mechanisms for staff to raise their concerns relating to the workplace, including through the grievance procedure or the whistleblowing channel; and
- taking appropriate actions (including disciplinary action) in cases of any act of discrimination, harassment, vilification or victimisation in the workplace and/or in any work-related circumstances.

Attaining and maintaining workforce diversity is a continuous journey. HKEX reviews its employment-related practices (including its diversity and inclusion initiatives) from time to time to ensure their appropriateness and compliance with the applicable laws and/or regulations.

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Notes:

This statement applies to HKEX and all other HKEX Group entities, except where local legal and/or regulatory requirements prescribe otherwise. For the avoidance of doubt, entities within HKEX Group may have local governing documents for compliance with the local legal and/or regulatory requirements. In the event of any conflict or inconsistency between this statement and any local governing document issued by an entity within HKEX Group, the local governing document applying to that entity shall prevail.

In addition to this statement, there are other HKEX policies in place which outline the steps we take to ensure that all staff are treated fairly, equally, and with respect. For further information, please refer to the HKEX Code of Conduct, and the Equal Opportunities & Anti-Discrimination/Harassment Policy as provided in Section 5 under Chapter X of the HKEX Human Resources Manual.

This statement is non-contractual and does not form part of any contract of employment of any employee of HKEX or any other HKEX Group entity. HKEX reserves the right to amend this statement from time to time at its sole discretion.

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