

OUTSTANDING
Equal Opportunity Employers
AWARD

Supporting Organisation:
Equal Opportunities Commission

The winning company must show firm commitment to providing a fair and equitable workplace where all individuals are treated equally in every aspect of their work or employment, regardless of gender, age, race, national or ethnic origin, disability, pregnancy, religion, family status and sexual orientation, through practices and policies which offer employee benefits beyond the statutory requirements. This award recognises efforts to create a welcoming work environment that dispels stereotypes and embraces diversity, in preventing harassment and discrimination, and also in encouraging a family friendly set-up.



AXA has been the platinum sponsor of PinkDot for the past few years, it marks an important milestone for us as we have gradually raised the awareness of Diversity and Inclusion in the organisation over the past few years.



As an equal opportunity employer, we support the hiring of differently-abled talents wherever possible. CareER is one of our NGO partner to provide source of candidates.

AXA Hong Kong and Macau is an equal opportunity employer. We are committed to promoting Diversity and Inclusion (D&I) by creating a work environment where all employees are treated with dignity, respect, and where individual differences are valued. We welcome and treasure diverse profiles to join our big family, and to build an inclusive

culture together which allows everyone to maximise their personal potential. We have sound equal opportunity policies and practices that is essential to cultivate an environment to ensure our people to feel valued and be able to bring their whole self to work and develop without fear or barriers of discrimination or harassment.



◀ Manulife regularly invites different organizations to give talks to our employees about equal opportunities. In July this year, our employees attended the racial diversity workshop by the Equal Opportunities Commission.



▲ In July 2019, Manulife announced a newly introduced Adoption Leave for employees – 16-week leave entitlement for primary caretakers; 10-day leave entitlement for non-primary caretakers – family-friendly beyond traditional marital status.

Manulife 宏利

At Manulife Hong Kong, we embrace equal opportunities by providing our employees with a fair playing field without regard to gender identity, age, family status, sexual orientation, disability or ethnic origin. As an international organization headquartered in Canada, diversity & inclusion is in our DNA. The company policies of anti-discrimination and anti-harassment remain the cornerstone of an equal opportunities workplace. We expect all our people to live the company's value of Share Your Humanity. Promotion and

education of equal opportunities at Manulife is multi-dimensional, jointly owned by our committed management, professional HR and our empowered Employee Resources Group (ERGs). Together we co-create an inclusive workplace that attracts, retains and develops talent with diverse background.

We're proud to be awarded the 2019 Hong Kong LGBT+ Inclusion Index Silver Standard by the Community Business, as well one of the first organizations to advocate as the EOC Racial Diversity & Inclusion Charter for Employers 2018.



▲ The Zurich Hong Kong team dressed in purple in support of International Women's Day 2019.



At Zurich Insurance (Hong Kong), we know that our future success depends on having the right people on board and giving them the freedom to use their abilities to do extraordinary things. Being part of Zurich means joining a company that strives to create the right environment for all our employees to grow and develop. It is a workplace that brings out the best in everybody where people feel welcome, valued and included, allows employees to achieve their full potential and perform at their best. We demonstrate these

commitments through a number of initiatives:

- EDGE certification (focused on improving gender equality)
- Employee Resource Groups (focused on providing personal and professional support and networking)
- Female Sponsorship@Zurich (focused on accelerating female staff's career trajectory)
- FlexWork@Zurich (focused on greater flexibility in where, when and how we work)
- SimpliFlex@Zurich (focused on meeting diversified needs)