

Diversity and Inclusion Statement

Diversity and Inclusion Statement

Our Statement

In 2019, the Bank has established Diversity and Inclusion Statement which has been approved by Chiefs and Board of Directors, stating the following commitment.

At the Bank, we recognize the importance of diverse and inclusive workforce and value individual differences. We believe such diversity is a critical enabler towards long-term sustainable growth in the ever-changing business landscape we operate in.

We embrace differences in age, gender, sexual orientation, race or ethnicity, nationality, country of origin or cultural background, religions, beliefs, cultures, and socio-economic background as these qualities contribute to creativity, innovation, and better connection with diverse customer groups and the society at large. As such, we are committed to nurture an inclusive workplace culture whereby all individuals, irrespective of who they are or what their background is, can grow and thrive.

Our commitment to diversity and inclusion applies to both board and employee levels and extends across the Bank's financial group. Diversity is incorporated into our board nomination and selection process to ensure a strategically diverse composition of directors, enabling effective supervision and guidance for the Bank. Equally important, we continue to build such commitment into our human resources management – including but not limited to recruitment process, equal employment opportunities, fair compensation, and inclusive working environment – to reassure our staffs that they can be themselves and voice different perspectives at work. This way, we believe, will allow our people to individually operate at their full potential and as a result, collectively as the Bank to continue to challenge status quo and make the difference.