

Hundred Fifty Plus Racial D&I Charter Signatories

Join the EOC in Commemorating IDERD 2021

Message from the Chairperson



Mr Ricky CHU Man-kin
EOC Chairperson

Events across the world over the last year have focused attention on racial equality as never before making the International Day for the Elimination of Racial Discrimination (IDERD) on 21 March this year more relevant than ever. While to many, racial inequality and the Black Lives Matter movement may seem half a world away, it has forced everyone to examine their own homes more closely. In Hong Kong, our racial minorities still face many hurdles in accessing equal opportunities in the most important areas of their lives including employment, education and housing.

It is important to recognise that racial minorities are contributing members to Hong Kong's economy, society and identity. A younger and growing non-Chinese workforce has to be valued as a vital Hong Kong resource, especially now, to help rebuild and revitalise Hong Kong after the ravages of the pandemic.

To give this talent pool an equal chance to contribute, it is imperative for all of us to denounce racial bias and discrimination. Business leaders can play an all-important role by helping to remove employment barriers

and encourage constructive interactions between their employees and the racial minority community. This is exactly what drove us to launch the Racial Diversity & Inclusion Charter for Employers back in 2018. We are pleased that the Charter recently crossed the 150 signatory mark, thanks in large to a surge in interest in the area of racial diversity and inclusion (D&I) across the business sector driven by the international attention to anti-racism actions in some parts of the world. With large multinational companies leading the way, we are also seeing an increasing number of smaller and also local businesses joining the D&I journey. This growing support for making workplaces more racially diverse and inclusive is an encouraging sign of change that can only bring benefits to businesses as well as employees and through that society at large.

This IDERD day, the Equal Opportunities Commission would like to thank its 150 Charter partners for joining hands in order to improve workplace racial D&I thereby helping us move closer to our objective of making Hong Kong a more equal, fair and inclusive place to be.



The Charter gained strong support from employers



Acknowledgement to Lewis Silkin

Acknowledgement to KPMG

The following organisations have signed the Charter:

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信德集團 SHUN TAK HOLDINGS	ACT AFRICA COFFEE & TEA	BDO	British Consulate-General Hong Kong	CATHAY PACIFIC	中國國際電訊CPC CITIC TELECOM CPC	Dow	ESCAPADE SPORTS	EY 安永 Building a better working world	FDM	GENERALI	Green Island Cement Company Limited 青洲英坭有限公司	HAECO	康樂服務有限公司 Hong Yip Services Company Ltd. HYSYS	HR Magazine	IRON MOUNTAIN
SWIRE	新世界發展 New World Development	PCCW	RS	Sensational Foundation	TURBOJET 捷航航空	South China Morning Post	SWIRE COCA-COLA	SWIRE PROPERTIES	AUSTCHAM HONG KONG A BRANCH OF AUSTRIAN CHAMBER COMMERCE	The Canadian Chamber of Commerce in Hong Kong 加拿大商會香港分會	HKMA The Hong Kong Management Association 香港管理專業協會	TMF GROUP Global reach Local knowledge	Walgreens Boots Alliance	WEDG GLOBAL 愛同行	aetna
AMERICAN EXPRESS	FREE DUTY Member of WEDG Holdings	ARCADIS	bam 竹boo 領 difference	中國銀行(香港)有限公司 BANK OF CHINA (HONG KONG) LIMITED	BEAUSKIN	bowers.law	BRAVO TRANSPORT	CITYBUS 城巴	新華新華	BRIDGE	Deloitte.	CPSL Cathay Pacific Services Ltd 香港航空客運服務有限公司	CH & Co.	中國國際航空公司 China Airline Services Limited 怡和實業有限公司 The I.C.A. of Hong Kong	奧園 25週年
citi	CGP O2O Powered by Top201data	CREDIT SUISSE	DALY 帝理律師行 & ASSOCIATES	DELICRON 得利龍	deliveroo 戶送	Eaton	Edelman	enrich	平義社 EQUAL JUSTICE	EWAVE	FELIZ	Freshfields	FUNG GROUP	未來照明 FUTURE LIGHTING	GATEWAY HONG KONG MARCO POLO HOTELS
GLORY SKY 海天國際士地產有限公司	点点綠 Green dot dot	Habitat for Humanity Hong Kong	Hallmark	HandsOn HONG KONG	HANG YICK 恒益 HANG YICK 香港國際貿易有限公司 HONG KONG INTERNATIONAL TRADE COMPANY LIMITED 怡和實業有限公司 The I.C.A. of Hong Kong and China	HERBERT SMITH FREEHILLS	HKP	HKEX 香港交易所	H-PRIVILEGE LIMITED 怡和實業有限公司	HUGILL & P SOLICITORS	J. LEBART & CO. JEWELLERS & GEMMERS	JLL	JUSTICE CENTRE HONG KONG BRINGING CHANGE FOR A FAIR AND JUST SOCIETY		
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National Australia Bank	neurum	NOWHERE DESIGN LIMITED	新創建 NWS	OTIS	Pacific Basin	融幼社 PathFinders	Pfizer	PRINCE HONG KONG MARCO POLO HOTELS	Calvin Klein	PVH	Ravenscroft & Schmierer	RESOLVE	Richmont	RPA	
SIAPARTNERS	SINO GROUP 信和集團	FREE DUTY	Soon Grow Enterprise Limited 綠島企業有限公司	金蘭集團有限公司 GOLDEN HOLLANDS LIMITED	Specsavers	stارانise	昇捷 SYNERGIS	synpulse solve-evolve	AmCham	CAPCO	WOMEN'S FOUNDATION WOMEN'S FOUNDATION WOMEN'S FOUNDATION WOMEN'S FOUNDATION	 <div>Come and join us as a signatory of the Charter to build a diverse and inclusive workplace</div> <div>Website : www.eoc.org.hk</div> <div>Hotline : 2511 8211</div>			
The Queen Foundation	天福道	TOMMY HILFINGER	とん吉 TONKICHI TONKATSU SEIPOO	tlc TOTAL LOYALTY COMPANY	tricolor	亞洲聯合財務 UA FINANCE	Uplifters	vtech	WCWP a Deloitte business	Yang Chan & Jamison LLP An independent Hong Kong law firm associated with Deloitte audit	YGM GROUP				