



EQUAL OPPORTUNITIES POLICY

The application of the Equal Opportunities Policy aims to eliminate discrimination, harassment, and vilification in employment on the grounds of age, sex, marital status, pregnancy, family status, disability, race, colour, descent, national or ethnic origins, nationality, or religion. It also aims to comply with equal opportunities legislation including Sex Discrimination Ordinance, Disability Discrimination Ordinance, Family Status Discrimination Ordinance and Race Discrimination Ordinance, to promote equal employment opportunities and to follow good management practices.

FIL's Equal Opportunity Policy advocates for employment decisions to be based on consistent and relevant criteria, emphasizing the assessment of individuals solely on their ability to perform the job. The policy also urges employees to create a respectful work environment and report incidents promptly. It encourages clear communication, provides support mechanisms, and emphasizes the importance of keeping records. Confidentiality is prioritized in handling complaints, reflecting FIL's dedication to fostering a fair and inclusive workplace.

We want to unequivocally convey that our organization not only has comprehensive guidelines in place to eliminate discrimination and harassment but also robust grievance procedures to address any concerns promptly and impartially. We emphasize that discriminatory behaviours will not be tolerated, and our disciplinary actions are firm and decisive. FIL is unwavering in its dedication to maintaining a workplace that is fair, inclusive, and free from discrimination, and we encourage all employees to utilize our established frameworks to ensure a working environment where everyone can thrive without fear of prejudice.

