

NEWS/ BUSINESS/ FINANCE/ LIFESTYLE EDITORS
[For Immediate Release]

2017 HONG KONG LGBT+ INCLUSION AWARDS AND TOP EMPLOYERS FOR LGBT+ INCLUSION ANNOUNCED

Hong Kong, 17 May 2017 – Community Business, a leading not-for-profit organisation advancing responsible and inclusive business practices in Asia, today revealed its **2017 Hong Kong Top Employers for LGBT+ Inclusion** and the winners of its **2017 Hong Kong LGBT+ Inclusion Awards**. The results were announced at a fundraising Gala Dinner held at the Island Shangri-La Hotel, in commemoration of the International Day Against Homophobia, Transphobia, and Biphobia (IDAHOT).

The Opening Video had become a spotlight of this prestige event. As a part of the #time4changeHK campaign, the video aims at showing the current progress on LGBT+ Inclusion made in the world and in Hong Kong and prompting businesses to think of how much more they can do to harness the power of business to drive social change. Thanks all influential LGBT+ figures in the videos and everyone is highly encouraged to share the video.

Opening Video Link: http://bit.ly/2017_time4changeHK

Photo Link: <http://bit.ly/2pLEgO1>

Launched in 2015, the **2017 Hong Kong LGBT+ Inclusion Index** is Asia's first benchmark on workplace policies and practices for creating inclusive workplaces for LGBT+ employees. The Index is offered every two years, while the Awards are made on an annual basis. This year, 51 multinational corporates and local small and medium sized enterprises (SMEs¹) participated in the Index across 10 different industries, including legal, financial services, recruitment, consulates, technology and media.

2017 Hong Kong Top 12 Employers for LGBT+ Inclusion

This year, 12 companies achieved a Gold Standard in the Index. Goldman Sachs received the 2017 Hong Kong Top Employer for LGBT+ Inclusion Award, ranking number one in terms of its performance in the Index, retaining its top ranking from 2015. The companies ranked as the 2017 Hong Kong Top 12 Employers for LGBT+ Inclusion are:

1	Goldman Sachs
2	HSBC
3	BlackRock
4	J.P. Morgan
5	Morgan Stanley
6	Australia and New Zealand Banking Group Limited
7	Credit Suisse
8	Commonwealth Bank of Australia
9	Nomura International (Hong Kong) Limited
10	Barclays Capital Asia Limited
11	Standard Chartered Bank (Hong Kong) Limited
12	BNY Mellon

¹ Small or Medium-Sized Enterprises (SMEs), defined as:

- Manufacturing firms with fewer than 100 employees in Hong Kong, or
- Non-manufacturing firms (including the branches or subsidiaries of global/regional companies) with fewer than 50 employees in Hong Kong.

2017 Hong Kong Top 3 SMEs for LGBT+ Inclusion

With the goal of engaging the local business community and smaller companies on LGBT+ inclusion, Community Business introduced a version for SMEs that is closely aligned to the structure of the main Index but seeking to make the questions and scoring more applicable to those with fewer employees. In 2017, eleven SMEs participated in the Index and based on their performance, the 2017 Hong Kong Top 3 SMEs for LGBT+ Inclusion are:

1	Walk in Hong Kong
2	Infinity Financial Solutions
3	European Union Office to Hong Kong and Macao

Bronze, Silver and Gold Standards

In addition to the Top Employer and SME rankings, Community Business assigned Gold, Silver and Bronze Standards to participating companies, which acknowledge the level of performance in the Index while protecting the anonymity of individual company scores. The following organisations, listed in alphabetical order, achieved Gold, Silver, or Bronze Standards. Please note that not all companies were willing to be publicly acknowledged, so this does not represent the complete list of companies.

 <ul style="list-style-type: none"> • Allen & Overy • Australian Consulate-General Hong Kong • Freshfields Bruckhaus Deringer • Hogan Lovells • Ove Arup & Partners • Ropes & Gray • Société Générale • UBS AG (Hong Kong Branch) • U.S. Consulate General Hong Kong and Macau <p>SME Index:</p> <ul style="list-style-type: none"> • Ambition Hong Kong • Gurkha International • PRDA • RFI Daylight • The Capital Company 	 <ul style="list-style-type: none"> • British Consulate-General Hong Kong • British Council Hong Kong • Citibank • Eversheds • EY • Fidelity International • Herbert Smith Freehills • Linklaters • Moody's • State Street Corporation • Telstra Corporation Ltd <p>SME Index:</p> <ul style="list-style-type: none"> • European Union Office to Hong Kong and Macao • Infinity Financial Solutions 	 <p>Top 12 ranked companies</p> <p>SME Index:</p> <ul style="list-style-type: none"> • Walk in Hong Kong
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Award Winners

To recognise the significant contribution made by companies, individuals and community organisations towards LGBT+ inclusion in Hong Kong, Community Business also announced the winners of its 2017 Hong Kong LGBT+ Awards, including:

Award	Winner
LGBT+ Network Award <i>Sponsored by Goldman Sachs</i>	PRIDE Hong Kong <i>J.P. Morgan</i>
LGBT+ Executive Sponsor Award <i>Sponsored by Herbert Smith Freehills</i>	Nicholas Collins Director, Global Sales Operations, <i>Telstra</i>
LGBT+ Inclusion Champion Award <i>Sponsored by HSBC</i>	Wally Suphap Vice President, Legal and Compliance, <i>Morgan Stanley</i> Co-founder, <i>HKGALA</i>
LGBT+ Ally Award <i>Sponsored by Credit Suisse</i>	Kent Wasson Managing Director, <i>Goldman Sachs</i>
LGBT+ Community Impact Award <i>Sponsored by Goldman Sachs</i>	LGBT Triple Zero by <i>AIDS Concern</i>
LGBT+ Unsung Hero Award* <i>Sponsored by Community Business</i>	Peter Sargent Executive Director, Employee Banking Sales Corporate Partnerships Retail Banking, <i>Standard Chartered Bank</i>

* A discretionary award from Community Business to recognise an individual from the business sector who has worked tirelessly behind the scenes to champion, progress and support the promotion of LGBT+ inclusion in Hong Kong.

“We extend our congratulations to the companies which have made it on to our 2017 Hong Kong Top 12 Employers and Top 3 SMEs for LGBT+ Inclusion rankings, as well as the winners of our LGBT+ Awards. In particular, we applaud Goldman Sachs for its outstanding performance and continued position as the number one ranking company on the main Index and Walk in Hong Kong for aptly taking the lead and setting the pace as the number one performing SME. However, we would like to acknowledge all the companies for taking part. Regardless of performance, all these companies have shown they are committed to creating inclusive workplaces for LGBT+ employees in Hong Kong. We thank you for being role models in Hong Kong and partnering with Community Business to lead the way for positive change,” said Mrs Fern Ngai, CEO of Community Business.

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About Community Business

Community Business is a not-for-profit organisation (Hong Kong Charity Number 91/6560) whose mission is to lead, inspire and support businesses to have a positive impact on people and communities. A recognised leader in advancing responsible and inclusive business practices in Asia,

Community Business facilitates networks, conducts research and events, leads programmes and campaigns and provides training and consultancy. Our focus on responsible business is aligned to 5 mission-led themes:

- Building responsible leadership
- Investing in local communities
- Tackling workplace inequality
- Ensuring employee wellbeing
- Promoting social inclusion

Founded in 2003 and based in Hong Kong with a presence in India and the United Kingdom, Community Business works with companies of all sizes and from diverse industries across Asia, harnessing the power of business to drive social change. For more information, please visit www.communitybusiness.org.