



Central Oceans

Diversity and Equal Opportunities Statement

1. Central Oceans is committed to promoting diversity and equal opportunities in employment, and to eliminating any form of discrimination or harassment against staff and other persons who have dealings with our company. Everyone, irrespective of their race, colour, sex, language, religion, political or other opinion, national or social origin, has the right to be respected and be treated fairly. Mutual respect and fair treatment are conducive to the creation of diverse and harmonious working environment. While recognising that promotion of diversity and equal opportunities can enable staff to achieve their full potential, we take proactive steps to advocate an equal opportunities workplace.
2. Central Oceans has zero tolerance for discrimination and harassment. We require all its employees, especially those who hold supervisory or evaluative responsibility, to strictly observe professional conduct at all times and declare conflict of interest where appropriate. They have to take all necessary steps to ensure that any employee of the company, or any other person who has dealings with the company is not subject to any discrimination or harassment.
3. The Equal Opportunities Policy of Central Oceans (“the Policy”) prohibits the following unlawful discriminatory acts in activities conducted in the protected areas namely employment and provision of goods, services and facilities. Such acts are unlawful under the anti-discrimination law in Hong Kong. The company will promptly handle any discrimination complaint and where appropriate, discipline staff and students for behaviours which violate the Policy. The unlawful acts under the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance and the Race Discrimination Ordinance are:
 - a. Sexual harassment
 - b. Sex discrimination
 - c. Marital status discrimination
 - d. Pregnancy discrimination
 - e. Breastfeeding discrimination and harassment
 - f. Disability discrimination, harassment and vilification
 - g. Family status discrimination
 - h. Racial discrimination, harassment and vilification; and
 - i. Victimisation
4. The policy also covers complaints concerning sexual orientation harassment, in addition to the 4 anti-discrimination ordinances. Other discriminations and harassments which are not covered under the Policy (for example, discrimination on the ground of age, religion, nationality, social origin and political inclination) will be handled under the staff grievance procedures. For enquiries about the Policy and other related matters, please contact our Equal Opportunities and Disability Access Officer, Miss Kamilah Mohd.

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