

# HSBC Diversity and Inclusion Policy

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## Introduction and Purpose

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At HSBC we believe that a diverse and inclusive workforce is critical to running a sustainable and successful business. The purpose of HSBC's Diversity and Inclusion Policy is to increase and leverage diversity of thought to build a sustainable business by:

- Employing a workforce that reflects the diverse customers we serve and the diverse communities within which we operate, and;
- Fostering an inclusive culture where people are valued, respected and supported.

Further information about diversity and inclusion at HSBC can be found within our [Strategic Report and Annual Report and Accounts](#), on our website at [Our Approach - Diversity and Inclusion](#) and on [HSBC's YouTube Channel](#).

## Policy

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All employees and workers are responsible for treating colleagues with dignity and respect and creating an inclusive culture free from discrimination, bullying, harassment and victimisation irrespective of age, colour, disability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief, or sexual orientation.

## Application

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At HSBC our approach to diversity and inclusion aims to increase and leverage diversity of thought to enhance our risk management capability, improve workforce agility, drive innovation, remove barriers to success and grow markets. Considering multiple viewpoints and perspectives ultimately helps us effectively anticipate and address the expectations of our customers, our people, our shareholders and our communities.

Our values help guide our diversity and inclusion agenda, making clear the requirement for all our people to be open to different ideas and cultures – this means listening to each other, treating people fairly, being inclusive and valuing different perspectives. Our 'Values-aligned Behaviour Guide' more specifically outlines the expectations of all employees in this regard.

Across HSBC all Group entities must have policies in place which demonstrate their commitment to equal opportunities for all employees, workers and applicants for employment ensuring that they will not be subject to any discrimination, bullying, harassment or victimisation on the grounds of age, colour, disability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief, or sexual orientation. Such policies must comply with the appropriate legislation within the countries and territories of operation and clearly articulate the Group's commitment to eliminating all forms of discrimination, bullying, harassment or victimisation in the workplace.

All employees and workers are responsible for treating colleagues with dignity and respect and creating an environment free from discrimination, bullying, harassment or victimisation on the grounds of age, colour, disability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief, or sexual orientation.

Accommodation and adjustments should be made where reasonable to enable people with a disability to perform their jobs focusing on their abilities rather than disabilities and valuing the contribution they make to the Group.

Breaches or alleged breaches of this policy will not be tolerated and will be fully investigated and dealt with under the disciplinary procedures where appropriate.