

NEWS/BUSINESS/FINANCE/LIFESTYLE EDITORS
For Immediate Release

Community Business announces seven award sponsors for 2016 Hong Kong LGBT Inclusion Awards

Nomination period ends on 26 February 2016

Hong Kong, 23 February 2016 – Community Business, a not-for-profit organisation promoting responsible and inclusive business and a thought leader on Diversity & Inclusion in Asia, today announces that its 2016 Hong Kong LGBT Inclusion Awards (the LGBT Awards) have received encouraging support from the corporate sector. Seven award categories have been sponsored by **Allen & Overy, Bank of America Merrill Lynch, BNY Mellon, Goldman Sachs, Herbert Smith Freehills, HSBC and J.P. Morgan**. These sponsorships will sustain Community Business' on-going work to promote LGBT inclusion in Hong Kong and Asia. The awards are now open for nominations until Friday 26 February 2016.

The Hong Kong LGBT Inclusion Awards are the only awards honouring and celebrating LGBT Inclusion in Hong Kong. Recognising the role of these awards in promoting LGBT equality and inclusion in the Hong Kong workplace and community, award nominations will be assessed based on the extent to which they are strategic, proactive, impactful and sustainable. To ensure impartiality, companies are not able to submit for any award that they are sponsoring and the winners of the 2015 awards are not eligible to submit for the same award in 2016.

“We commend these enlightened companies for demonstrating their leadership and commitment to promoting LGBT inclusion in Hong Kong,” said **Mrs Fern Ngai, CEO of Community Business**. “They recognise that the corporate sector has an influential role to play in changing mindsets of key stakeholders – including employees, customers, and the wider community. We are proud to be working in partnership with these sponsors to bring about change.”

Following a strong response in the first year of the launch of the Hong Kong LGBT Workplace Inclusion Index and Awards in 2015, Community Business has introduced a number of important new awards for 2016.

CORPORATE AWARDS

1. LGBT Network Award

- To recognise an employee network that has played a proactive role in promoting strong engagement with and commitment to local Hong Kong LGBT employees

2. LGBT Workplace Inclusion Initiative – Corporate ^{NEW!} sponsored by BNY Mellon

- To recognise an initiative introduced by a company that has had a significant and positive impact in promoting LGBT workplace inclusion in their workplace in Hong Kong.

Steve Lackey, BNY Mellon's Chairman of Asia Pacific said, "BNY Mellon is pleased to join Community Business to champion the increasingly important role businesses play in cultivating safe and inclusive environments for talent. We believe diverse and inclusive environments that foster an open workplace and encourage creative thinking provide a

competitive edge for global talent. Through this award we celebrate LGBT-inclusive workplace leaders in Hong Kong."

3. LGBT Workplace Inclusion Initiative – SME ^{NEW!} sponsored by Herbert Smith Freehills

- To recognise an initiative introduced by a small and medium-sized enterprise (SME)* that has had a significant and positive impact in promoting LGBT workplace inclusion in their workplace in Hong Kong.

Will Hallatt, Senior Registered Foreign Lawyer (England and Wales) at Herbert Smith Freehills said, "Small business is the traditional lifeblood of Hong Kong commerce. In sponsoring this award we hope to find strong nominations which demonstrate that LGBT initiatives are not only possible for small businesses in Hong Kong, but can also be as effective and innovative as those undertaken by larger corporations."

*According to the Hong Kong SAR government's definition, an SME is a manufacturing business which employs fewer than 100 persons in Hong Kong or a non-manufacturing business which employs fewer than 50 persons in Hong Kong.

INDIVIDUAL AWARDS

1. LGBT Ally Award ^{NEW!} sponsored by Allen & Overy

- To recognise an ally who does not identify as LGBT based in Hong Kong who has taken proactive and effective steps to promote an LGBT inclusive culture in the organisation

2. LGBT Executive Sponsor Award sponsored by J.P. Morgan

- To recognise a senior executive sponsor based in Hong Kong who has used his/her influence to promote LGBT inclusion internally and/or externally

Hannes Hofmann, Managing Director and Head of the Asia Global Investment Opportunities Group at J.P. Morgan Private Bank, said, "Leadership that understands differences, embraces diversity and fosters inclusion can create an environment of trust and respect in which people speak their mind. That in turn will empower people to realize their full potential in a workplace."

3. LGBT Inclusion Champion Award

- To recognise an employee based in Hong Kong who has taken proactive and effective steps to create an LGBT inclusive culture in their organisation

4. LGBT Youth Champion Award ^{NEW!} sponsored by Bank of America Merrill Lynch

- To recognise a young person who has taken proactive and effective steps to promote LGBT inclusion amongst young people at their place of study, in their community or in their organisation (not private sector) in Hong Kong

"Providing an inclusive workplace for all employees is essential. We support a business environment that enables everyone to be themselves at work and gives them the freedom to achieve their goals for successful, impactful careers," said Steven Victorin, executive sponsor of the LGBT Pride and Ally network and head of Asia Pacific Corporate Banking and Global Corporate Banking Subsidiaries at Bank of America Merrill Lynch. "Our sponsorship of the LGBT Youth Champion Award reflects our commitment to diversity as a responsible company."

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5. Transgender Inclusion Champion Award ^{NEW!} sponsored by HSBC

- To recognise an individual/ organisation who has taken a proactive role in raising awareness and championing transgender issues in Hong Kong

Kevin Martin, HSBC Group General Manager, Regional Head of Retail Banking and Wealth Management Asia-Pacific, said, "Our fundamental belief that inclusion for everyone is at the heart of all good businesses and societies underlies how we, at HSBC, conduct our business. We are proud to support the Community Business Transgender Inclusion Champion Award and look forward to recognising those who push for greater inclusion in Hong Kong and beyond."

COMMUNITY AWARDS

1. LGBT Advocacy Award ^{NEW!}

- To recognise an individual / organisation that has advocated for legal and/or social change and progress around LGBT inclusion in Hong Kong

2. LGBT Community Impact Award sponsored by Goldman Sachs

- To recognise a community-based LGBT initiative that has had a significant positive impact in promoting LGBT inclusion in Hong Kong in 2015

"We are honored to sponsor the LGBT Community Impact of the Year Award for a second year. Participation from all sectors of society is needed to drive change, and we are pleased to work with Community Business to recognize the work done by local organizations, NGOs and community groups," said James Houghton, Head of Asia Pacific ex-Japan Fixed Income, Currency and Commodities Distribution and Sponsor of the Hong Kong LGBT Network at Goldman Sachs

3. LGBT Marketing Campaign Award ^{NEW!}

- To recognise a marketing campaign in mainstream or social media which has incorporated and/or promoted LGBT inclusion in Hong Kong

The shortlisted finalists will be disclosed in April 2016 and the winners of the awards will be announced at the 2016 Hong Kong LGBT Inclusion Awards Gala Dinner on Tuesday 17 May 2016 in commemoration of the International Day Against Homophobia and Transphobia (IDAHOT). The Gala Dinner will also be a fundraising event to ensure the ongoing sustainability of Community Business' work to promote LGBT inclusion in Hong Kong and across the Asia region.

For details about the 2016 Hong Kong LGBT Inclusion Awards, including sponsorship and the nomination process, please visit: <http://bit.ly/HKLGBTa16>, contact Ivy Wong (ivy.wong@communitybusiness.org) or follow the hashtag #time4changeHK.

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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. Recognised as a thought leader in corporate responsibility and diversity and inclusion in Asia, Community Business conducts research, facilitates networks and events, leads campaigns and provides consultancy and training. With a focus on Responsible Business, our work is aligned to 5 mission-led themes:

- Investing and supporting local communities
- Tackling inequality in the workplace
- Ensuring happy, healthy, and engaged employees
- Promoting social inclusion
- Building responsible business leadership

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 <http://www.communitybusiness.org>.

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