

**John Swire & Sons (H.K.) Limited**  
**Equal Opportunities and Diversity Council**

1. This paper records the formation by John Swire & Sons (H.K.) Limited of an Equal Opportunities and Diversity Council (to consist of the Board of John Swire & Sons (H.K.) Limited) and sets out the proposed objectives of the Council.
2. The Swire group believes in equal opportunities for all its employees. We recognise that our businesses (which are themselves commercially diverse) benefit from the diversity of our workforce. So it follows naturally that we encourage diversity and its concomitant, equal opportunities. We believe that people should be recruited and promoted on merit.
3. We will be fully compliant with applicable employment and other laws and will not tolerate unlawful discrimination, harassment or other breaches of applicable law. We provide training on equal opportunities. In our approach to equal opportunities and diversity, our aim is to develop and make best use of the skills of all our employees. We do this both because it benefits them and because it is in the best interests of the Swire group and its businesses.
4. In order to achieve our equal opportunities and diversity aims we will focus internally on the ways in which we recruit, train and develop our people. Externally, we will improve and extend our links with educational institutions and the wider community, so as to demonstrate effectively the range and quality of careers available in the Swire group.
5. The proposed objectives of the Equal Opportunities and Diversity Council are as follows:
  - a. To formulate equal opportunities and diversity policies for all Swire group employees.
  - b. To seek the best internal and external advice in order to support the formulation of such policies.
  - c. To encourage and advocate equal opportunities and diversity within the Swire group, including in the ways in which we conduct ourselves towards external parties.
  - d. To monitor and measure our equal opportunities and diversity achievements.
  - e. To communicate within the Swire group our achievements in providing equal opportunities and diversity and our consequent attractiveness as an employer.
  - f. To create, monitor and oversee an appropriate organisational framework within the Swire group in order to facilitate the achievement of the foregoing objectives.

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