



# Sailability Hong Kong Limited



Registered Charity No. 91/15775

## Sailability Hong Kong Limited Equity Diversity & Inclusion Policy

Sailability Hong Kong Limited is committed to eliminating discrimination and encouraging diversity amongst our staff, sailors and volunteers. Our aim is that everyone will be truly representative of all sections of society and each person feels respected and able to give of their best according to their abilities.

To that end the purpose of this policy is to provide equality and fairness for all involved with Sailability Hong Kong Limited and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We oppose all forms of unlawful and unfair discrimination.

All staff, sailors and volunteers, whether disabled or able-bodied, will be treated fairly and with respect. Everyone will be helped and encouraged to develop their full potential and their talents and resources will be fully utilised to maximise the enjoyment and safety of the group.

### **Our commitment:**

- To create an environment in which individual differences and the contributions of everyone at Sailability Hong Kong Limited are recognised and valued.
- Everyone is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training and development opportunities are available to all according to their needs and abilities.
- The Board of Directors will consider what action to take in the event that breaches of this policy are reported.
- This policy is fully supported by the Board of Directors and is accepted as an integral element of the success of Sailability Hong Kong Limited.
- The policy will be monitored and reviewed annually.

**Reviewed:** December 2025

**To be reviewed:** December 2026