

DEACONS
的近律師行

**Diversity,
Equity and
Inclusion**

Report 2023



Welcome to our 2023 Diversity, Equity and Inclusion Year in Review

At Deacons, we understand the importance of combining different perspectives and talents to drive excellent solutions and services for our clients. Last year we launched our ESG webpage as part of our commitment to fostering an inclusive and equitable workplace. We believe diversity, equity and inclusion (DEI) is at the soul of Deacons, shaping our business strategy and embedded in our culture and values.

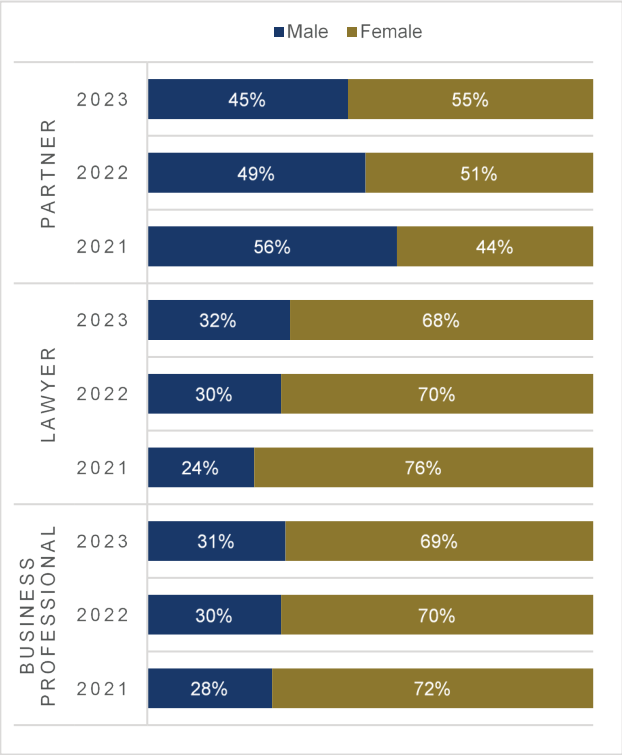
We are delighted to publish our first DEI annual report to signify our dedication and responsibility to accelerate our diversity, equity and inclusion efforts within our Firm and the community. In this report, we share our statistics to show where we stand. We also highlight a variety of activities across the firm to support our commitment to inclusion. While this is not a comprehensive list, it is indicative of the efforts that we are putting in to drive change in the firm, in the legal profession, and the community.



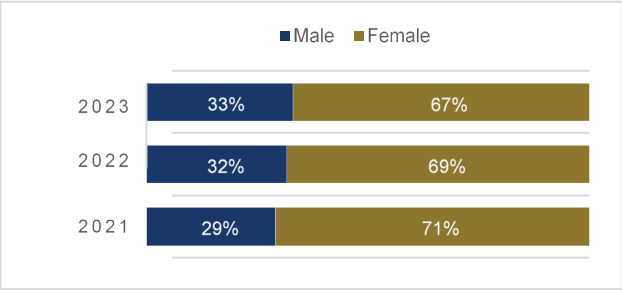
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Gender Diversity Statistics

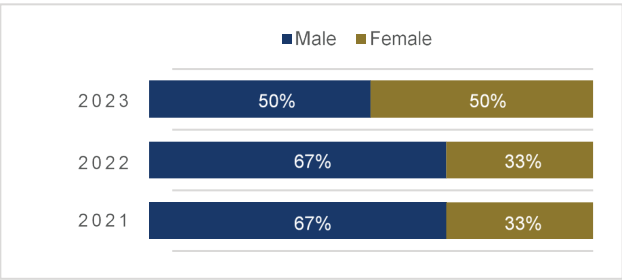
Gender balance – by category



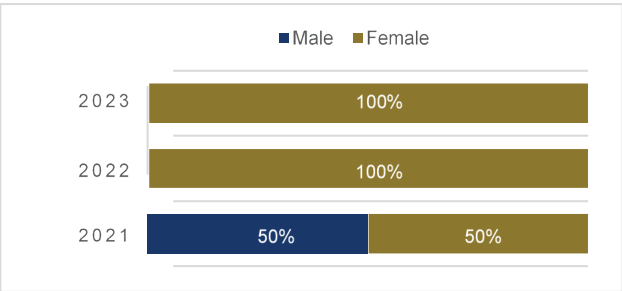
Gender balance – firmwide



Gender balance – firm leadership



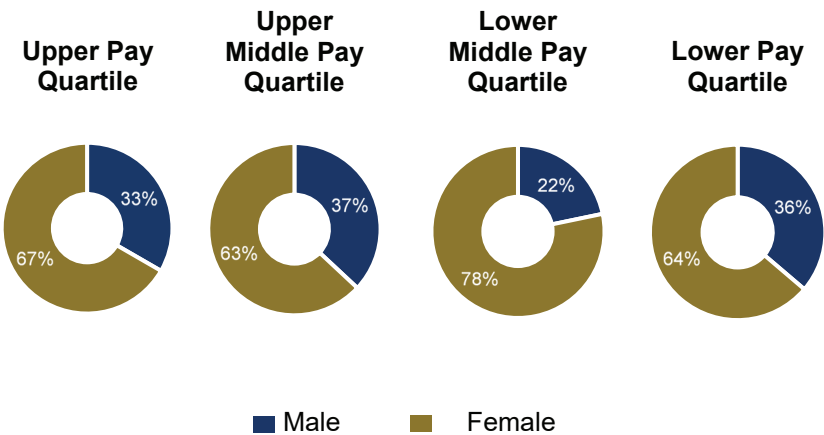
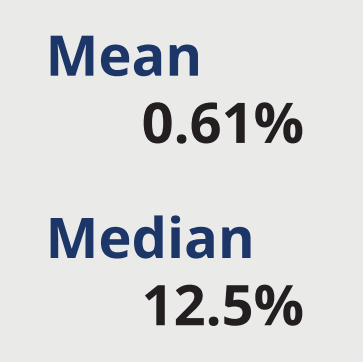
Gender balance – partner promotion



We have seen progress on our gender balance in both firm leadership and partnership levels. In firm leadership level, the percentage of women has increased from 33% in 2021 to 50% in 2023. The increased numbers (and percentage) of women being promoted to partner constitute the increased representation at the partnership level. Both of these settings ensure the voices of both genders are heard, and that diverse viewpoints are considered, leading to gender-equity decision-making. This also reflects our continuous commitment to create an inclusive workplace where everyone is assessed on merit to enable them to achieve their potential.

Gender Pay Gap

Pay Quartile

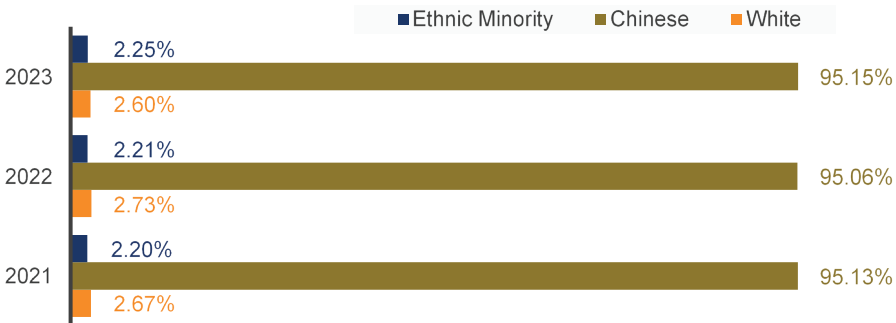


The mean pay gap has been decreasing from 8.28% in 2021 to 0.61% in 2023. This indicates the salary earned by men and women is almost at the same level. However, the median is weighed down by the larger volume of women in relatively lower-paying roles. The extent to which women are represented within these roles appears to be the main force behind the gender pay gap, as indicated by the median pay gap.





Racial Diversity Statistics



Our long-term commitment to diversity, equity and inclusion

Although we have achieved 50%+ of women representation at the partnership / firm leadership level in 2023, and an increasing number of promotions of women partners in the past 3 years, we continue to put effort into advocating gender equity. Our Deacons' women network provides a platform that brings together women for the purpose of professional development, support and networking. The network aims to address specific challenges and opportunities that women may encounter in the workplace and create a supportive environment for their advancement. Outside our firm, we take an active role in the **30% Club**, a group of business leaders committed to achieving better gender balance in the community. We also have four representatives from our Hong Kong office who joined the **Male Allies Program** of **The Women's Foundation**. The aim is to support workplace gender equity and break gender bias.





We also believe an employee wellbeing strategy is a critical part of building an inclusive culture, where everyone can contribute and excel. In recent years, we have been accelerating the pace to create an open, non-judgemental and inclusive communication about mental health at all levels of the firm. Last year, we partnered with the **Mental Health Association of Hong Kong** to train 17 certified **mental health first aiders** who are equipped to provide initial support for colleagues experiencing signs or symptoms of mental health issues and encourage them to seek more appropriate care if necessary. Together with a number of wellbeing programs and events, such as the **24/7 Mental Health Employee Assistance Program**, which offers counselling with licensed professional counsellors for our colleagues and their immediate families for stress, depression and other work / life balance issues, and **in-house Sound Healing Programs** that run across the firm, we want everyone to have a good experience working at Deacons. We are committed to helping everyone be their best selves to drive positive change in their work, in the firm and the wider community.



We signed up to the **Racial Diversity & Inclusion Charter for Employers** of the **Equal Opportunities Commission (EOC)** last year. This reaffirms our dedication to championing racial diversity and fostering a culture of inclusion within the firm. We have also been partnering with The **Zubin Foundation**, an NGO for Hong Kong's marginalised communities, offering opportunities to nurture talents from all racial backgrounds and initiatives to empower their financial sustainability. Our partnership with the **EOC**, such as providing the seminar on **"Preventing Sexual Harassment in the Workplace"** to the community, also stands as a testament to our shared vision of transforming Hong Kong into a thriving and inclusive workplace.





Our next steps

We will continue to share our data statistics and progress openly and transparently, celebrating what we have achieved together and being open about how we can improve our diversity and inclusion efforts on our journey. We believe targeted initiatives and engaged employee networks help to build our inclusive workplace and culture. We have made progress, but we know we still have more to do.

We know we must continue learning from people with different life experience. In the coming year, we will conduct an internal DEI survey to listen to the perspectives and needs of our colleagues.



The survey will serve as a comprehensive assessment of our current state, allowing us to continue developing our initiatives and strategies to further enhance diversity, equity and inclusion within the firm.

Our Diversity networks will continue to play a key part in shaping our workplace culture, provide our people with support and a forum to meet others with common interests.

We invite you to learn more about our diversity, equity and inclusion initiatives. Visit us at:
<https://www.deacons.com/our-firm/environmental-social-and-governance/>

Want to know more?



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