

Equal opportunities

HSBC India is an equal opportunities employer. We work hard to ensure that we have a diverse workforce and inclusive working environment. We have signed the Confederation of Indian Industry's and ASSOCHAM's Code of Conduct for Affirmative Action, which requires companies to:

- ◆ Recognise that their competitiveness is closely linked with the wellbeing of all parts of Indian society
- ◆ Acknowledge that equal opportunity in employment for all sections of society is a component of their growth and competitiveness, and that such inclusive growth contributes to India's development
- ◆ Recognise that diversity to reflect socially disadvantaged sections of society in the workplace has a positive impact on business
- ◆ Avoid practising or supporting conscious discrimination in any form
- ◆ Avoid treating job applicants from disadvantaged sections of society less favourably if they possess the skills and credentials for the job as advertised
- ◆ Select business partners based solely on normal business parameters. Where these are equal, they will choose a partner belonging to a socially disadvantaged section of society
- ◆ Have a written policy statement on affirmative action in the workplace
- ◆ Place an employment policy in the public domain
- ◆ Provide training that enables employees from socially disadvantaged sections of society to improve their capabilities and skills
- ◆ Form partnerships with educational institutions to support students from socially disadvantaged sections of society
- ◆ Have a senior executive, accountable to the CEO, to oversee and promote affirmative action policies and programmes and present a biannual report on them to the company's board
- ◆ Have a policy to maintain records on affirmative action
- ◆ Share their knowledge and experiences of affirmative action with other companies that want to adopt such policies