Golden Phoenix
Global Limited

多元、平等與共融政策

政策承諾（COP 22、23）

GOLDEN PHOENIX GLOBAL LIMITED（「本公司」）致力建立尊重、多元、平等及共融的工作環境，確保所有僱傭及發展決定以職位的內在要求、能力、表現及合法業務需要為依據。

平等機會及反歧視（COP 22）

- 不因種族、膚色、族裔、國籍、宗教、殘疾、性別、性傾向、婚姻或家庭狀況、懷孕、年齡、工會會籍、政治立場或其他與工作無關的個人特徵作出歧視；
- 在招聘、薪酬、培訓、晉升、留任、紀律及終止僱傭等方面提供平等機會；
- 在合理可行範圍內為有需要的員工提供合理便利。

多元及共融（COP 23）

本公司尊重不同背景、經驗及觀點，並透過培訓、員工參與及年度覆核，持續評估政策及相關程序的有效性。

申訴及反報復（COP 18.4、18.5、2.6）

任何員工、求職者或其他相關人士均可透過本公司公布的申訴及舉報渠道提出歧視、騷擾或不公平待遇的關注。公司會以保密、公平及不報復的原則處理。

認可及生效

職銜：總經理｜生效日期：2026 年 9 月 24 日

本政策會定期覆核，並在適用法例、RJC 要求、業務範圍或主要風險出現重大變更時作出修訂。

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Diversity, Equity and Inclusion Policy

Policy Commitment (COP 22, 23)

GOLDEN PHOENIX GLOBAL LIMITED (the "Company") is committed to a respectful, diverse, equitable and inclusive workplace, and ensures that all employment and development decisions are based on the inherent requirements of the role, capability, performance and legitimate business needs.

Equal Opportunity and Non-Discrimination (COP 22)

- Do not discriminate on the basis of race, colour, ethnicity, nationality, religion, disability, sex, sexual orientation, marital or family status, pregnancy, age, trade union membership, political opinion, or any other personal characteristic unrelated to work;
- Provide equal opportunities in recruitment, remuneration, training, promotion, retention, discipline and termination of employment;
- Provide reasonable accommodation for employees who need it, where reasonably practicable.

Diversity and Inclusion (COP 23)

The Company respects different backgrounds, experiences and perspectives, and continually evaluates the effectiveness of this Policy and related procedures through training, employee participation and annual review.

Grievances and Non-Retaliation (COP 18.4, 18.5, 2.6)

Employees, job applicants and other relevant persons may raise concerns about discrimination, harassment or unfair treatment through the Company's published grievance and whistleblowing channels. Matters will be handled confidentially, fairly and without retaliation.

Endorsement and Effective Date

Designation: General Manager | Effective date: 24 September 2026

This Policy is reviewed periodically and revised when there are material changes to applicable laws, RJC requirements, the scope of the business or key risks.