

Dear Sir/ Madam

**Responding to Consultation Question 15**

I agree with the proposal of HKEx to incorporate gender disclosure at all levels of a company in Subject Area B under the sub-heading "Employment and Labour Standards".

Diversity is no longer a side issue. It is a mainstream business issue as evidenced by reputable research and increasing good practice around the world. Gender diversity, in particular, is good for business performance and thus critical to Hong Kong's competitive advantage. Hong Kong employers must be able to access the widest possible talent pool. In addition, the current percentage of women on boards of Hong Kong's listed companies is far too low in relation to Hong Kong's place in global business and more needs to be done to increase the pace of change.