

# DIVERSITY AND INCLUSION

## Embracing Diversity Within and Beyond the Industry

In an increasingly interconnected world, the CIC recognises that diversity and inclusion are essential to fostering a vibrant and innovative workforce. The CIC's commitment to inclusivity ensures that all individuals, regardless of background, have opportunities to contribute and thrive in the construction industry. This section highlights the CIC's efforts in promoting a culture that values diverse perspectives and experiences within and beyond the company.

### Fostering an Inclusive Workplace

The CIC is dedicated to cultivating a supportive work environment that prioritises diversity and inclusion. Throughout 2024, the CIC organised a variety of staff engagement activities, including the Family Fun Carnival, Movie Days and the Annual Dinner, strengthening camaraderie among employees as well as with their families. Employee assistance programmes, such as EmPower article sharing and regular wellness workshops, contributed to employee well-being, creating a sense of belonging and appreciation within the workforce. The CIC Education Support and Scholarship for Staff Children has also been enhanced to provide financial assistance and scholarships for the education of staff members' children.

### Caring for Workers and Their Families

Deep commitment to supporting the vitality of construction workers and their families is evident in CIC initiatives. In 2024, the Construction Workers Carnival was hosted in celebration of the vital contributions of frontline workers, which honoured workers in the presence of their families and fostering a sense of pride in their essential roles, as well as provided a fun-filled day for workers and their families while emphasising the importance of a safe working environment. The Outreach Medical Examination Scheme on Construction Sites provided registered workers with on-site health examinations, while the Construction Workers Professional Development Scheme incentivises workers to enhance their skills and pursue trade qualifications, building a culture of continuous development.



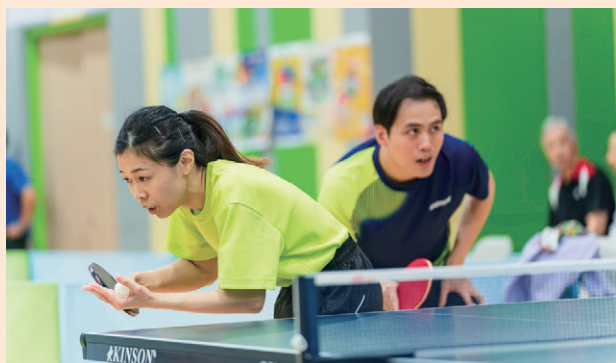
### Engaging the Next Generation

To nurture future talent, the CIC launched the Graduate Trainee Programme, designed to provide high-calibre graduates with comprehensive training and mentorship in the construction sector. This year, a Career Fair at Huaqiao University was also organised to encourage students from diverse backgrounds to explore careers in construction.

Organised by the Construction Industry Council Youth Affairs Committee, the Construction Youth Exchange Programme in Greater Bay Area (GBA) 2024 facilitated mutual exchange between Hong Kong and Mainland students. This 10-day programme allowed participants to visit significant construction projects and technology firms across the Greater Bay Area, broadening their understanding of the industry and strengthening connections that inspire future career paths.

### Community Engagement and Public Awareness

The CIC places a strong emphasis on community engagement and social responsibility. Our Construction Industry Sports & Volunteering Programme (CISVP) promotes a healthy lifestyle and instils a caring culture among industry practitioners via diversified events and activities, some of which raised funds to support families affected by construction incidents. Sports activities also created opportunities for practitioners to engage in physical exercise while building a sense of community. Our commitment to inclusion ensures that all participants feel welcomed and valued, regardless of their gender, ethnicity and background.



The CIC-Zero Carbon Park (CIC-ZCP) has actively engaged with both the industry and the community to promote green construction and sustainable living. Throughout the year, a variety of initiatives such as the New Energy Bus Carnival, ZCP Easter STEAM Carnival and garnered enthusiastic participation from the public. In continuous collaboration with the Development Bureau, the “Design for Future, Build for Life” Campaign has also been spearheaded to enhance public understanding of the construction industry.



### Way Forward

The CIC is determined to embrace diversity and inclusion throughout the construction industry through active engagement with students, support for workers and their families, and the creation of a welcoming environment for all. Looking ahead, the CIC will continue to implement innovative programmes that promote inclusivity, building a brighter future for the CIC, the construction industry as a whole, and society at large.