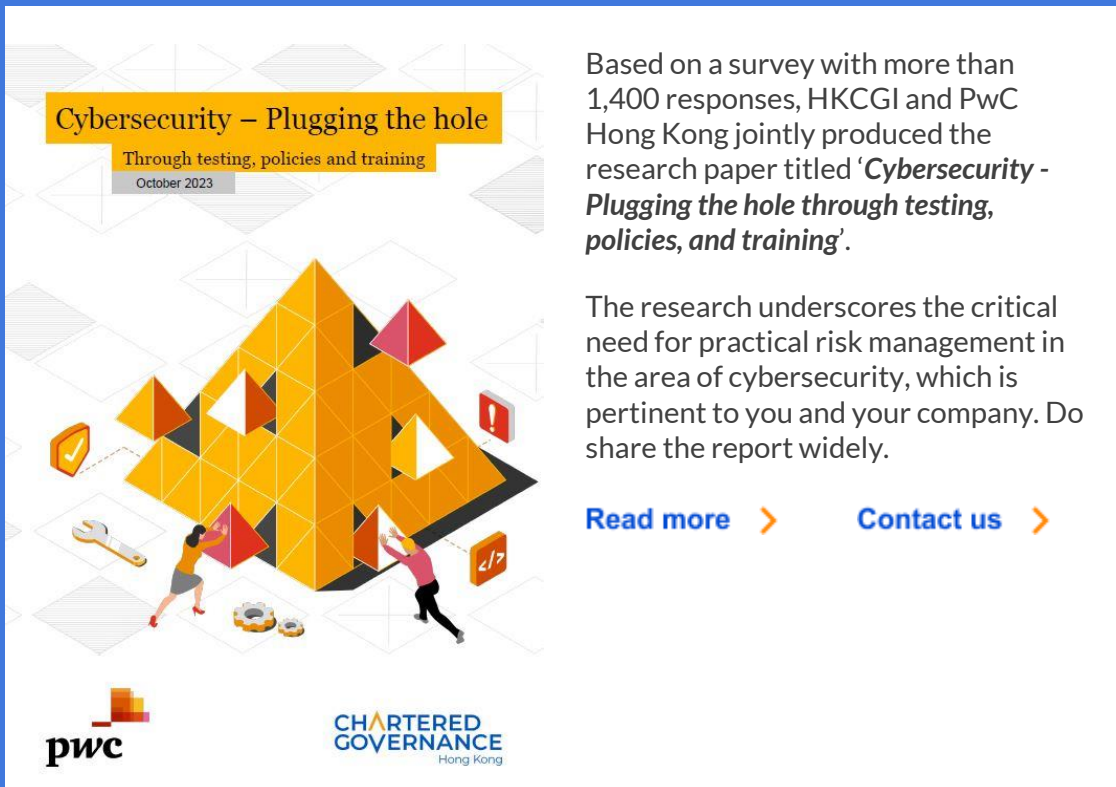


Institute News





The graphic features a large, 3D yellow pyramid with several holes. Two stylized human figures are shown plugging these holes with red and yellow blocks. Surrounding the pyramid are various icons: a checkmark, a key, a gear, a warning sign, and a code symbol. The background consists of a grid of white and grey triangles.

Cybersecurity – Plugging the hole
Through testing, policies and training
October 2023

Based on a survey with more than 1,400 responses, HKCGI and PwC Hong Kong jointly produced the research paper titled '*Cybersecurity - Plugging the hole through testing, policies, and training*'.

The research underscores the critical need for practical risk management in the area of cybersecurity, which is pertinent to you and your company. Do share the report widely.

[Read more >](#) [Contact us >](#)

The October Edition of CGj is now available!



October 2023
Better Governance.
Better Future.
卓越治理 更佳未來
The Journal of the Hong Kong
Chartered Governance Institute
香港公司治理公會會刊

Building bridges
Mainland edition 2023

Connected transactions
Board secretary role
Dual listing compliance

[Read more >](#) [Contact us >](#)





Issue 12 • October 2023

HKCGI Ethics, Bribery and Corruption Guidance Note (Twelfth Issue) – Sexual Harassment & EOC Code of Practice on Employment

Introduction

In the wake of the #MeToo movement, sexual harassment has become a significant international concern. In Hong Kong, sexual harassment is a civil tort created under the Sex Discrimination Ordinance (SDO), and applies to all genders. Victims can claim damages against harassers, and their employers may become vicariously liable. Importantly, employers may suffer reputational harm. As a defence, employers should document an anti-sexual harassment policy and related employee training. There should be zero tolerance for sexual harassment in the workplace.

Further, employers should also have a whistleblower policy to ensure that sexual harassment victims can safely come forward for appropriate investigations

and escalations of sexual harassment accusations to demonstrate their commitment to anti-sexual harassment practices. Whistleblowing has been covered under an earlier guidance note¹, and this guidance note is intended to provide relevant information to the governance professional in advising on the related risk management, where required.

Preliminary matters

Sexual harassment in the workplace is unlawful and includes unwelcome sexual advances, solicitations for sexual favours, unwelcome sexual behaviours, and fostering a sexually hostile work environment. A victim of sexual harassment can seek help from the Equal Opportunities Commission (EOC), which can provide conciliation and legal assistance. A victim

Our latest guidance note on 'HKCGI Ethics, Bribery and Corruption Guidance Note (Twelfth Issue) – Sexual Harassment & EOC Code of Practice on Employment' has now been published.

Read more >

Contact us >

¹ http://chartered.gov.hk/zh/content/download/attachment/4226/inline-5611_WhistleblowingGuidance.pdf

The Institute's Ethics, Bribery and Corruption Interest Group members are Dr. Brian Lo FCG HKFCG (Chairman), Jeremy Birch, Mary Lau, Michael Chan, Ralph Sellar and William Tam ACCJ HKACCG, Mrs April Chan FCG HKFCG, the Institute's Past President, is Chairman of the Institute's Technical Consultation Panel with oversight of the Institute's Interest Groups. Makin Daband FCG HKFCGPEI, Institute Deputy Chief Executive, serves as Secretary to the Institute's Interest Groups and is the author of this guidance note. If you have any comments and/or suggestions relating to the Institute's thought leadership, please contact work@charter@hkgcg.org.hk.

4th AML/CFT Conference – AML/CFT Regulations, Topical Issues, and Practical Sharing

Friday 24 November 2023
2.15 pm – 5.30 pm



Anti-money laundering and counter-financing of terrorism (AML/CFT) is a global compliance concern.

Please register for the 4th AML/CFT Conference for practical sharing on current issues and updates to trust and company service provider regulations.

Mr Joseph H. L. Chan JP, Under Secretary for Financial Services and the Treasury, Hong Kong HKSAR will be the keynote speaker and the Companies Registry is our supporting organisation.

The registration deadline is **23 November 2023 at 5:00pm.**

[Read more >](#) [Contact us >](#)

The banner features the Charter of Governance Hong Kong logo in the top left corner. The central image shows a hand holding a small globe with a cityscape and greenery on top, set against a background of a city skyline. The text on the right side of the banner reads: "ESG Reporting Certification Course (Chinese Version - Oct & Nov 2023)" and "ESG 报告证书课程 (中文版 - 2023年10月至11月)".

CHARTERED GOVERNANCE
Hong Kong

**ESG Reporting Certification Course
(Chinese Version - Oct & Nov 2023)**

**ESG 报告证书课程
(中文版 - 2023年10月至11月)**

Enrolment for the ESG Reporting Certification Course (Chinese Version) is now open.

Join us to have a comprehensive understanding and competencies in ESG reporting. The registration deadline is **31 October 2023 at 2:00pm.**

[Read more >](#) [Contact us >](#)



Governance Professional Mentorship Programme 2024

Nurturing Young Professionals for a Better Future

Recruitment of mentors and mentees

The Institute is now recruiting mentors and mentees for its 10th run of the Governance Professional Mentorship Programme 2024. Join the Programme to learn from each other through participating in a range of peer to peer and group activities. Please apply by **3 November 2023**.

[Read more](#) > [Contact us](#) >

CGQP November 2023 Examinations

Pre-released case studies for CGQP Part Two modules, Risk Management, Strategic Management and Boardroom Dynamics were emailed to candidates this week.

The latest video-recorded examination technique online workshops are available for subscription to assist with preparing for the CGQP examinations.

[Read more](#) > [Contact us](#) >

Recruitment – Examiners/Reviewers of CGQP

We are now looking for experts who are willing to contribute to and uphold the standards of the Institute’s qualifying programme as Examiners/Reviewers for the Chartered Governance Qualifying Programme (CGQP) examinations.

[Read more](#) > [Contact us](#) >

[See all news](#)

Forthcoming Activities

Professional Development

31/10/2023

Hong Kong Tax Update – Certificates of Resident & Re-domiciliation Regime

[Enrol](#)

10/11/2023

Company Secretarial Practical Training Series – Non-Hong Kong Company – Practice and Application

[Enrol](#)

15-17/11/2023

第七十三期公司治理專業人士強化持續專業發展講座

[Enrol](#)

Upcoming ECPD webinars/seminars

ECPD Videos on Demand

Contact us >

Membership

27/10/2023

Community Service – Dress Pink Day

Details

28/10/2023

Joint Professional Indoor Wargame (Co-organised with HKICPA and LSHK)

Enrol

17/11/2023

Wellness series – Hatha yoga workshop (Re-run)

Enrol

18/11/2023

Fun & Interest Group – Day-tour at Lai Chi Wo, Kat O (荔枝窩, 吉澳)

Enrol

[Contact us](#) >

[See all activities](#)

Reminders

Learning support for CGQP examinations preparation

[More](#) >

Examination Technique Online Workshops and student seminars

[More](#) >

Update on CPD policy

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Practitioner's Endorsement Application 2023/2024

[Apply](#) >

Election to [Associateship](#) and [Fellowship](#) application deadline in 2023



Fee schedule in 2023/2024
[Studentship, Membership, Graduateship and
Affiliated Person](#)

Special discounts and benefits offered by external
merchants

[More](#) >

Other News and Activities

The Hong Kong Polytechnic University (PolyU) Foundation Appreciation Reception 2023

On 6 October 2023, Mr Ernest Lee FCG HKFCG(PE), Institute President and Technical Partner, Deloitte China attended the PolyU Foundation Appreciation Reception 2023 as a distinguished guest.



Hong Kong Investor Relations Association (HKIRA) 15th Anniversary Summit cum Cocktail Celebration

On 15 December 2023, HKIRA will organise its 15th Anniversary Summit and Cocktail Celebration from 2.00pm to 7.00pm at the Connect Hall of Hong Kong Stock Exchange. HKCGI members can attend the Summit and/or Cocktail Celebration at the preferred rate for HKIRA members.

For more information, please click [HERE](#).

Joint Institutes Webinar

On 25 October 2023, the Hong Kong Institute of Certified Public Accountants (HKICPA) will host two webinars:

From 10.00am to 12.00noon: ***'Minority Shareholder Protection: Unfair Prejudice, Statutory Derivative Actions and Reflective Loss'***

From 2.00pm to 4.00pm: ***'The Limits of Independent Directorships'***

HKCGI and The Law Society of Hong Kong are the Supporting Organisations.

For more information, please click [HERE](#).

Bulletin Board Updates (BBUs)

[BBU No. 101 \(2023\)](#) - CR News Update: United Nations Security Council Sanctions Against Libya

[BBU No. 100 \(2023\)](#) - IRD News Update: Taxation on Foreign-sourced Disposal Gains

[BBU No. 99 \(2023\)](#) - IRD News Update: Foreign-sourced Income Exemption (Update)

Join our Online Community

We are on [Facebook](#), [Twitter](#), [Weibo](#), [Instagram](#), [LinkedIn](#), and [WeChat](#). Follow us and give your 'Likes'!

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