



Power Assets
電能

Nurturing an Engaged Workforce

May 2013



Nurturing an Engaged Workforce

Our Belief : Build Individuals + Bring Families into the Company

Our People Strategy

“ SHINE”

Synergy

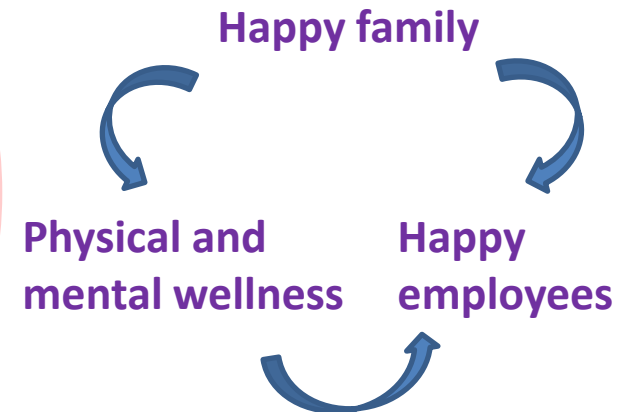
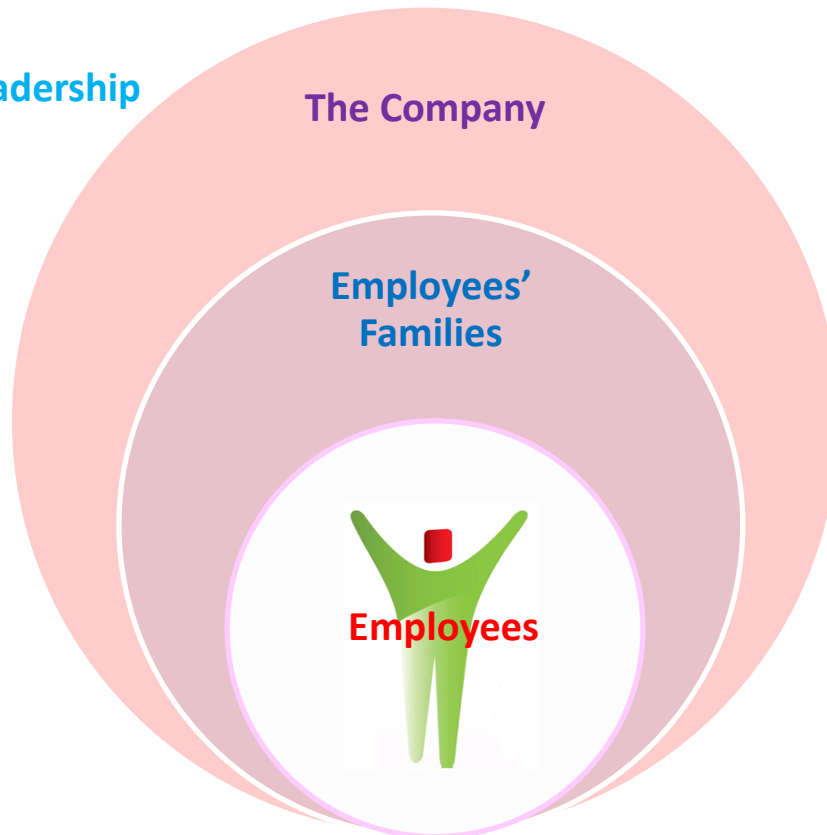
Holistic Development

Ideal Workplace

Nurture Future Leadership

Excellence

= Beneficial to Both
Employer &
Employees



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Employee Wellness Programme

We have launched an Employee Wellness Programme in 2008 which focuses on 4 aspects of the well-being of our colleagues:



Physical Wellness



Emotional Wellness



Intellectual Wellness



Social Wellness

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Physical Wellness

- Physical Exercise (10 minutes every day)
 - 5 exercises rolled out and widely practised
- Weight Management Programme
 - Both weight loss and weight gain
- Healthy Diet
 - healthy meals are provided in staff canteens
 - health talks, health tips, fruit distribution, etc.
- Sports Teams & Interest Groups
 - from football, hiking to calligraphy
- Fitness classes
 - yoga, pilates, taichi, gym, etc.



Weight Management Programme



Healthy Meals

Sports Teams



Fruit Distribution



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Emotional Wellness

- A series of talks on 「奇幻逆緣，豐盛人生路」
 - topics include managing relationships with family members, people of different ages, e.g. spouses, elderly, young children, etc.
- Training workshops on mental health
 - In 2011 & 2012, 11 workshops conducted and certificates issued to those who attended full course
- Employee Assistance Hotline
 - Open to employees and family members
 - Upgrading our Employee Assistance Programme to provide round-the-clock counselling services to employees and family members



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Intellectual Wellness

- Theme Talks
 - Celebrities Talks - various topics
 - “Best Management Practices” training series
 - Retirement workshops
 - Retirement investment education



Training Series



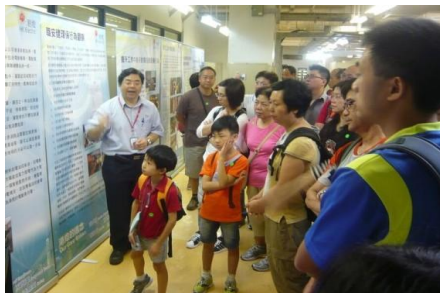
Celebrities Talks

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Social Wellness

- **Good Neighbour Fund Programme**
 - Encourage Social Responsibility among colleagues
 - Small funding to start community programmes
- **Power Assets Volunteers**
 - More than 50% of employees have registered
 - About 4,000 service hours per year on green and elderly services
- **Family-based Social Activities**
 - Family Day, Annual Dinner, Christmas Party, etc.
 - Tours and visits to company facilities

Good Neighbour Fund Programme



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Family-friendly policy

- Education Subsidy & Scholarship
 - Scholarship for employees' children
 - Education subsidy for employees' children
- Marriage leave
- Maternity and paternity leave
- Examination leave
- Compassionate leave
- Medical benefits for dependents



Scholarship for employees' children

Thank You !