



Best Workplaces for Women in Greater China™ 2022



Introduction

Under the special circumstances in the past two years, companies have gradually adapted to the hybrid work model, and have become more experienced and confident in creating a trusting and efficient workplace environment. Dedicated in helping companies in shaping better working environment, Great Place to Work® announced the 'Best Workplaces for Women in Greater China™ 2022 list, recognizing the effort of various organisations to create a more women-friendly work environment.

The award is based on analysis result of anonymous survey feedback representing female employees covering the Greater China region which companies from different fields and industries are involved. A total of 22 companies located in mainland China, Hong Kong and Taiwan met the award criteria and stood out from the crowd based on employees' feedback. All of these award-winning units support "workplace equality, diversity and integration" with practical actions. The list of award-winning companies (the list is published in alphabetical order) are as follows:

Accenture (China) Co., Ltd.
Baxter (China) Investment Co. Ltd.
Beam Suntory Spirits Trading (Shanghai) Co., Ltd.
Cisco
DHL Express Hong Kong
DHL Global Forwarding, China
Fonterra
GEP (Shanghai) Consulting, Ltd.

Hilton
Ipsen Consumer Healthcare
Maersk China
Mastercard
Medtronic
Meijer Trading Ltd.
PayPal China
Pfizer Limited (Taiwan)

PPD part of Thermo Fisher Scientific
S.C. Johnson
Stryker China Commercial
Shanghai Totole Food Ltd.
Volvo Financial Services
Shanghai Suran Fashion Co.,LTD.

Best Workplaces for Women in Greater China™ is a accreditation standard which recognizes those top organizations that, while providing a great work environment to all employees, are also creating positive and supportive workplaces for women, in particular developing and promoting practices that make sure women in the workplace have a fair and positive work experience, and have the opportunity to contribute to the success of the business while they develop their talents personally and professionally.

The objective of publishing the list is to acknowledge organisations and Great Workplaces from diverse industries and sizes that deliver and establish great workplace cultures for women and among the colleagues and associates, to sustain and enhance the competitive edge of the region.

Congratulations to all awarding companies and please join us in applauding their achievements!



CEO Message

Not done yet with the planet, COVID pandemic, has been the starring happening of the past 2 years and it seems will continue for a while.

What have we learned? So many deep changes in our workways, challenging disruptions for the way we normally did things, resilient adaptations of our working locations and schedules, plus many more consequences.

Among many important learnings we have compiled at the Institute, key successful initiatives have been:

- Inspirational leadership
- Human touch for the adapted practices to handle the challenge
- Revamped and reinforced wellness to manage the situation
- How 'lateral' have been the strategies to foster the innovation
- FOR ALL considerations that keep making the 'extra mile' for performance
- And for the matter of this particular event, I have to point out clearly the benefits of Diversity and Inclusion strategies, specifically empowering women at the workplace.

It is evident the particular advantage of the feminine side being so good -among other things- to capture the systemic situation better, or the amazing empathetic skill they can use as leverage for leading or the fact based situation that they're simply more productive. To mention just a few of the outstanding contributions they bring to the equation.

We celebrate how some workplaces, fully aware of these benefits and with the clear objective of balancing fairly FOR ALL genders, they stretch to offer plenty of regular and creative practices and policies to ensure everybody will find a fair ground to develop and thrive.

Even when the headlines point to other matters, Persistence in what matters, is the way to go to raise the level of trust of a team. Compromise along this makes Great Workplaces and we will keep learning and recognizing them.

Make some noise for the outstanding Best Workplaces™ for Women in Greater China 2022 and learn to build yours!

Best wishes

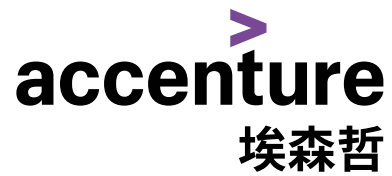


Mr. Jose Bezanilla
Chief Executive Officer
Great Place to Work® Greater China

Best Workplaces for Women™

Best Practices 2022





Strong career support for women

Accenture has set gender mix targets for all employees and senior management across the globe, and Accenture Greater China has performed well over the years. Gender mix, recruitment mix and attrition data across all service groups every month are actively tracked. The Managing Directors also encourage the leadership team to actively support and participate in various projects to attract and retain female employees, supporting their career development at Accenture. In relation to promotion, a zero-gender-difference principle was imposed, requiring that the proportion of promoted male and female candidates be equal.



There are also three tailor-made training programs for women to advance their career:

- 1) Women's Executive Leadership program;
- 2) Insights program (an interactive program to encourage female leaders to plan ahead and equip them with the skills to be successful in their future career)
- 3) Women Mentorship program.





Women Caring

Baxter has a number of people care practices specifically for female employees, such as Flexible Workplace where employees can flexibly choose when and where they work, assisting women in balancing work and family; Nursing room equipped with a comfortable sofa, a special refrigerator, disinfection cabinet of nursing equipment, and French Windows for viewing, to

care the physical and mental health of nursing female employees; Paid sick leave made available for family members; Maintain pay equality of female employees, and paid maternity leave for 1st child and 2nd child, etc.





Women Employee Club

The women employee club launched by female leadership organize different activities for women employees, such as ballet practice, flower arrangement, etc to improve their physical and mental health.





Women's Inventor Network (WIN)

The WIN program, open to all female engineers, was created by Cisco to increase the number female inventors gaining patents for unique ideas. They are assembled into small teams of four members, with each team assigned a mentor who has substantial experience in innovation and patent applications who can encourage, validate, and help refine their ideas. The teams

meet weekly initially to define a problem statement, then with the mentor's assistance at subsequent meetings to develop the idea into a unique solution. The goal is to submit a patent proposal into the Cisco Patent Online (CPOL) system for review by subject matter experts in the various patent committees.





Lactation Room (one for each work premise) & Lactation Accommodation Policy

DHL Hong Kong is committed in making the company a mother-Friendly Workplace. To support breastfeeding mothers at work a lactation accommodation was launched for our female employees and a refrigerator in the room that is exclusively used to store the breast milk. There are lactation rooms and facilities in all 6 work premises in Hong Kong, ensuring all female employees can use the facilities whenever they

need. Externally, we received a Certificate of Appreciation from the UNICEF for our support of breastfeeding in 2015 and were recognized by the Home Affairs Bureau and Family Council with an Award for Breastfeeding Support in 2018. The family friendly was also awarded to DHL Hong Kong for several years as well up to 2021.





Fairness in career opportunity and pay

Fairness is important in workplace that people should be respected regardless of gender. All job openings are posted internally so that employees of all gender can apply based on their career aspiration. Qualifications, experience as well as competencies are the major criteria for selection and all employees are treated in the same pay band, and merit increases based on performances.





Dairy for life

Sustaining female representation of 50% or above among people managers as part of our strategy

A 50% or higher female representation among people managers and incorporate this into our strategic goal of Healthy People. The actual percentage for female representation remained stably above 50% every month.





Awareness sessions: women health, mental wellness, safety and finance

Programs such as yoga sessions, gynecological talks by a doctor and health check-ups are designed specifically for women employees, raising their awareness and providing supporting to them on health and well-being. Sessions like how to manage your financial assets, women reproductive system seminar and taking care of cervical vertebra and lumbar vertebra seminar was held.



Unconscious Bias Training

To raise the awareness of unconscious bias in the workplace, online learning for Diversity and Inclusion and unconscious bias was launched through Hilton University, which all training content provided by Harvard University. Training covers definition on unconscious bias, create awareness of the different types of unconscious bias, address

unconscious bias amongst males, how it affects their decision-making process in the workplace and how to guard against unconscious bias



Women's day celebration

On Women's Day, male colleagues will deliver the flowers to every female colleague at the front door. Small games will be held and small gifts will also be distributed to female colleagues, they are also entitled to a holiday that afternoon, spending a pleasant leisure time.





MAERSK

Return to Work

Employees are eligible to the Return to Work program after the maternity leave with working hours pro-rated at the contracted hours. For FCA full time employees, an equivalent of 1 day per week or 1.5 hours per day leave was granted,

he/she will receive full pay even as worked for 80% of the contracted hours when Return to Work program applies.





Women Leadership Network

The women leadership network (WLN) focused on enhancing Mastercard by creating a powerful global community of women and men, to empower and encourage strong female leadership in the technology and financial industry. China also launched its WLN initiatives this year, a survey was conducted to identify female employees' needs and interest such as

balance work, career development, community activities. In 2021, CPR training workshop, senior female leaders' sharing sessions and career developments consultation and CSR activities were organized. Female employees are able to connect with different network and grow for a better self.



Medtronic

Medtronic Women's Network and GC I&D Hub

The Medtronic women's network (MNW) delivers transformative business results by cultivating and sustaining a culture where women lead at all levels. It aims improve the ability to attract, develop, retain and accelerate the advancement of women.





100% Maternity Leave Pay

In 2020, the amendment of the Employment Ordinance in Hong Kong increased statutory maternity leave to 14 weeks from 10 weeks. To provide a supportive workplace for working mothers, 100% maternity leave pay are provided to team members.

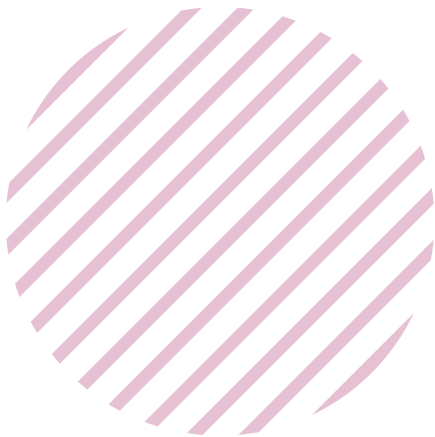




Unity unveiled our new logo

Unity unveiled a new logo on 3 Aug 2021 to reflect their mission, illustrating their commitment in bringing women of different generations, races and orientations together to ensure progress made is progress for all. The new tagline – Women + Allies – conveys their commitment in inclusivity and collaboration with everyone through education and action. The new color scheme selected represented a breakaway from

traditional gender stereotypes. Paypal also announced a more than \$100 million commitment will be used to advance financial inclusion and economic empowerment for women and girls around the world over the next five years on 30 June 2021 during UN GEF, a global gathering on gender equality convened by UN Women and co-hosted by the government of Mexico and France.





Breakthrough Benefits

Pfizer TW provides different employee benefit, supporting colleagues to take time-off for key life events throughout their lives. While colleagues pursue their aspiration of work, Pfizer TW are also dedicated to their health and well-being. Activities like wellness day, and focus week are being held, when options of leaving work 1 hour early on every Happy Friday and 60 days of family care leave for both male and female colleagues when having a new child are also available.





Women's Empowerment Network and Pride Group for LGBT+ employees in PPD

The Women's Empowerment Network (WEN) is a global PPD Business Resource Group (BRG) run by employee voluntarily. WEN are committed to supporting women at PPD by connecting, developing, and providing learning opportunities centered on issues related to women. Various events, for example mentorship programs, afternoon tea, career experience sharing, webinars etc, are organized to create a culture of inclusion by working to impact female colleagues.

The Business Resource Group called Pride in PPD aims to connect LGBT+ employees and Allies to create a safe, inclusive, and supportive network bringing education, visibility, and awareness to our communities. The group is open to share personal experiences and grow authenticity around the world as well as developing a set of employees and manager resources which will be accessible in internal website.





Women Business Council

The Women Business Council in S.C. Johnson organized different activities based on women personal and professional needs. Activities like Women Career Forum, Yoga Club, Life salon like flower, coffee, painting, parenting etc was held for female employee development.

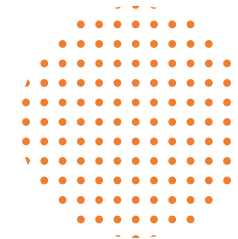




Choose To Challenge

In the month of this year's international women's day, more than 100 employees of Stryker China joined #ChooseToChallenge, echoing IWD's call for gender equality. They expressed diverse views on successful women and challenged stereotypes imposed on them. During the event, the management team and employees identified the

successful women around them, recognized the value of women in workplace, and encouraged different types of success.





高品质 好滋味

Summer nursery school and little CEO training camp

Totole cares for not only female employees but also their children. Considering that working mothers are unable to take care of their children at home during the summer vacation, a summer care class was set up and the children can commute with their parents every day. Employee formed a group of summer school volunteers and take care of children during working hours,

carrying out various activities such as the Little CEO Training camp. Children can explore the delicious taste of Totole and can dialogue with the president of the company. While the summer nursery class solves the concerns of employees, it also provide extra chances for them to get along with their children, a security guarantee for their summer vacation life.



V O L V O

APP (Academic Partner Program) – Career Coach for female university students

The Volvo Group China launched a joint program in 2 partner universities, Tsinghua University and Tongji University, supporting female students career exploration. During the program, Volvo senior female leaders are invited to share their stories and dialogue with students. Career coaching are also provided to the female students on recruitment interviews and career suggestions etc.



**ZUC
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Breastfeeding leave

To ease the pressure of new mothers, female employees can legally enjoy breastfeeding leave, which they can choose to go to work one hour later or leave work one hour earlier.



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