

## **Family Council**

“Family-friendly Workplace” Promotional Video –  
Wyeth (Hong Kong) Holding Company Limited

### **Prologue**

Kandy Wong: Surely we all know what’s work-from-home.  
Here in Wyeth Nutrition Hong Kong, to cater for its staff’s needs  
of looking after their families, for each week,  
1 day of home office and 4 in the office is arranged,  
so that employees may allocate their time flexibly  
for caretaking and family bonding enhancement.  
Let’s hear a Wyeth Nutrition employee out!

### **Work-from-home Arrangement**

Doris Lau: With the company’s new home office arrangement,  
we can pick 1 day to work from home each week  
and work in the office for the remaining 4 days.  
We’re all given computers set with VPN connection  
to log on, from home, to the company’s system  
and access data as usual.  
Headsets with microphones are also provided  
for us to join meetings regardless of locations,  
hence we’re closely connected with our workmates.  
Working from home definitely helps me  
strike a balance between work and family.

For working parents, raising children is no easy task.  
My mum helps pick up my two kids after school,  
but as she's ageing,  
she's worn out when their classes end too closely.  
Home office allows me to wait at home for one of my kids,  
while my mum can take her time to pick up the other one.  
In particular, when my kids get sick,  
I can attend to them instantly during home office,  
whereas I'd be unsettled if I were in the office.  
I'd monitor their condition via home security cameras  
to see if they're taking medicines on time,  
and would make calls to check on them.  
When I requested for more days to work from home,  
the company was most willing to make arrangements,  
which made me feel much trusted.  
This work-from-home measure undoubtedly shows  
how considerate and supportive the company is.  
Attaching great importance to our needs,  
the company eases our minds for work,  
and helps us strike a balance between family and work.  
To me, the company is not all about business,  
it's a warmhearted employer.

### **Interlude**

Kandy Wong: Getting married is a milestone in life.

It takes time to plan for a wedding,  
as well as getting use to a married life.

Wyeth Nutrition has thus introduced marriage leave  
as a thoughtful wedding gift for its employees.

Let's see how its employee views this measure!

### **Marriage Leave**

Jacky Chan:

The company offers 5-day marriage leave,  
which I think is an awesome benefit.

It allows us to set aside worries at work  
and put every effort into wedding preparation.

My wife was happy about my 5-day marriage leave.

While I counted on her to liaise with the hotel  
and make arrangements for our big day,

I managed to reduce her burden with my 5-day leave.

I'd say the company values our life events  
and treats us with respect.

The 5-day marriage leave helps reduce our work pressure,  
makes us calm and focused on wedding preparation.

In return, when we newlyweds are back in the office,  
we spare no effort in catching up on work.

### **Company Policies that Benefit All**

Traci Chow:

Home office not only helps our employees

strike a balance between work and family,  
but also brings greater happiness to them  
while daily office operation is maintained.  
Home office hasn't affected our costs either.  
As we're constantly upgrading office equipment  
to meet operational needs anyways,  
home office has been introduced along with the upgrades.

In addition, family-friendly policies  
establish our company as a good employer,  
hence making us more appealing in the job market.  
We offer 180-day maternity leave to working mums  
for breast-feeding and caretaking of families,  
and 4-week full-paid paternity leave for working dads  
to look after their newborns and spouses.

We strongly encourage our employees  
to enter the next stage of life,  
i.e. get married and raise children.  
For work-from-home arrangement  
and other family-friendly measures to succeed,  
the management's mindset and perspectives are crucial.  
We respect our employees' work styles  
and support their work-life integration.  
With their work satisfaction boosted,

both their senses of belonging to the company  
and devotion to work are strengthened.

Wyeth Nutrition hopes to thrive with our employees,  
and together we build a long-term collaboration!

## **Epilogue**

Kandy Wong: Wyeth Nutrition takes various family-friendly measures  
that enables employees to enjoy more family time,  
making them more focused and energetic at work,  
so efficiency is enhanced for sure!

For more family-friendly employment practices,  
please visit the Family Council's website.