



優質人生

**ENHANCING
LIFE QUALITY**

「平衡」於《辭源》中，本指衡器兩端所承受的重量相等，而處於水平的狀態；後來被引伸形容事物得以保持穩定及健全。而孔子《論語》亦非常重視「中庸之道」，認為這是人類道德的標準之一。

人之所以能保持穩定、健全的發展，表現出敦厚仁愛，流露平和的心境，並對社會有所貢獻，實有賴人各個範疇都能取得平衡。

我們期望每位員工能在事業、家庭、個人發展和健康上等得到適當的照顧，活出優質人生。因此，我們致力營造美好的工作環境，提高員工工作與生活平衡的實踐性，讓他們成為「快樂員工」！

“Balance” refers to equal weight on both sides of the scale in a level position. It describes wholeness and healthiness of an organism. In his analects, Confucius strongly advocates “moderatism” (or balance) and considers it one of the ethics.

In many cases, the importance of “balance” or “moderatism” to people’s life has been proved. When people attain balance in their different life aspects, they become all-round, benevolent and healthy and more likely to make significant positive contributions to society.

We hope each colleague can have balanced development in their career, family, health and other aspects for enhanced life quality. Different initiatives have been implemented to promote good working environment and work-life balance.

全面關懷 締造快樂工作間

平衡生活 公司有法

為了落實工作與生活平衡的政策，我們早於2006年重新制訂人才管理措施，實施5天工作週，設立侍產假，渴望跟每位員工共同度過人生每個重要的里程，讓男同事安心迎接家庭的新成員。

我們非常鼓勵員工積極進修學習。為支持員工應付考試，我們特設考試假期。此外，員工更可因應自己需要，申請長達一年的無薪假期，期間仍可享受員工福利，讓同事無後顧之憂，追求更高的目標。

健康工作間 由我們做起

香港人患關節勞損的個案與日俱增，與長期使用電腦、坐姿不正確或坐椅不符合健康標準，有莫大關係。因此我們購買根據人體工學設計的健康椅給恆亞中心辦公室之全體員工使用，幫助減少員工的身體不適。

我們亦全面更換液晶顯示屏幕，提高員工的生產力。另外，我們在辦公室中配以令同事眼前一亮的色調，如裝修及地氈的顏色等，希望能令員工感到舒適悅目。

我們銳意為員工提供一個舒適自在的環境，因此在2006年11月，一個具多功能的員工飯堂—Free Zone誕生了。Free Zone除了提供高質素和價錢相宜的膳食服務外，更是每位員工鬆弛神經的好地方。員工如欲了解集團的最新資訊或利用工餘時間充實自己，可享用Free Zone內的上網及閱讀圖書等服務。

ALL ROUND CONCERN

Work-Life Balance Policy

The fundamental of work-life balance promotion is policy coordination. We regularly review and redesign our Human Resources Policies to further enhance work-life balance. In 2006, we were one of the first private companies to adopt a five-day work week. Further promoting work-life balance, we implemented Paternity Leave for husbands to welcome their newborn; Examination Leave to support colleagues' continuous education; and Sabbatical Leave up to 1 year for their personal development.

Healthy Working Environment

The increasing number of arthritis and other health problems is closely related to computer usage over prolonged periods, incorrect sitting postures, and low quality chairs. With a focus towards improving colleagues' health, we invested in company-wide upgrade to LCD monitors and ergonomic chairs, at all administrative talents at our main TransAsia office location.

Besides the above investments, we pay special attention to interior decoration such as carpets and wall paints for cultivating a comfortable working environment. In November 2006, a Free-Zone Multi-Purpose Staff Canteen was established. Colleagues not only can enjoy quality freshly prepared food at reasonable prices, but also have access to Internet and read books for knowledge enhancement and energy recharge from hectic schedules.



▲ 根據人體工學設計的健康椅
Ergonomic chair for each employee

Free Zone是員工鬆弛的好地方 ▶
Free Zone, a multi-purpose staff canteen
was established



▲ 手工藝班
Handicraft class

烹飪班 ▼
Cooking class

扭氣球班 ▶
Balloon twisting class



多元化興趣培訓 活出繽紛人生

我們非常著重員工的精神生活，透過開設多元化的興趣班，如瑜珈班、扭氣球班、手工藝班、烹飪班、魔術班等，有助培養員工各類型的嗜好，建構多元化的工餘生活；至於財務管理課程，則期望每位員工能學會妥善管理自己的財務，從而培訓他們能作好自己的生活規劃；近年大熱的紅酒品嚐班，亦可讓員工接觸其他範疇的知識，提升他們的生命質素。

Diversified Interest Class

Psychological and mental health is essential to one's happiness and success. Through interest classes such as Corporate Yoga, Balloon Twisting, Handicraft, Cooking and Magic, colleagues could develop hobbies for fruitful leisure. We also organize financial management workshops for their future planning and other classes like red wine tasting to increase their different life knowledge and experience.

舒展筋骨 齊做運動

根據醫學報告，做運動可以使人紓減疲憊，減輕壓力，感到活力充沛，甚至帶來一種抗抑鬱的效果。故此，我們定期為員工舉行不同的健康講座、運動班、籃球及羽毛球比賽等，還鼓勵同事參與渣打馬拉松及港鐵競步賽，幫助同事鍛鍊身體、培養運動習慣及建立團隊精神。

關心你的家人

我們深明員工的家庭得到妥善的照顧，員工才能快樂地工作，以及有空間作個人發展。因此我們除了訂立家庭友善僱員政策外，還舉行家庭同樂的活動，如在父親節，不論是已為人父的員工或是其父親，均可免費參加父親節旅行；在情人節裏，我們送贈精心炮製的「情人節禮物」給每位員工，他們不但感到欣喜和甜蜜，更願意將禮物轉贈他們的伴侶和家人朋友，與他們一同分享「愛意」。

Regular Exercise

Regular exercise helps ease fatigue, releases tension and prevents depressions. In addition to regular health seminars, physical exercise classes and sports competitions, we encouraged colleagues to participate in the Standard Chartered Marathon and the MTR Hong Kong Race Walking to strengthen their health and develop an exercising habit and team spirit.

Family Care

Colleagues work happily and pursue their personal development only when their family is well taken care of. As part of our Family Friendly Policy, we regularly launch activities for colleagues' family. An example is the sponsored trip to Ngong Ping 360 for colleagues' family members on Father's Day. During Valentine's Day, we gave each colleague a personal gift and many of them shared this love with their partners and family.

With our strong emphasis on "person", we have made significant contributions to enhancing colleagues' life quality, and we would continue our efforts on person development in all life aspects.



◀ 籃球比賽
▼ Basketball competition



港鐵競步賽 ►
MTR Hong Kong Race Walking



◀ 母親節蛋糕製作
Mother's Day cake workshop



父親節旅行，到昂坪360一日遊 ►
Trip to Ngong Ping 360 on Father's Day

