

13th Meeting on 22 July 2025



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The 13th HR Roundtable Workgroup (WG) meeting took place on 22 July 2025 at the Jardine Matheson Corporate Office, bringing together 30 HR professionals and WG committee members. Ms. Maureen Ting, Head of Employee Relations at Jardine Matheson, and Ms. Kandy Mak, Director of People & Culture at Zung Fu, a member of the Jardine Matheson Group, provided an in-depth sharing of their companies' employee wellness initiatives.

Jardines launched the Group wellness program in 2019, designed to foster a sustainable culture of health and wellbeing across its companies. The program structured around a **CALM** strategy—Culture, Access & Learning, and Motivation to Live Healthier—to embed wellbeing into company culture, providing access to wellness resources and education, and motivating employees through various health initiatives.

The wellness program emphasizes a holistic approach to employee wellbeing – **Physical, Mental, Social, and Financial Wellness** through strategic initiatives and collaborations among corporate and portfolio companies. This is realized through several key pillars:

- **Corporate Culture and Leadership:** Promoting a caring culture by developing inclusive leadership and providing mental health training to equip business leaders on their own wellbeing and that of their teams.
- **Awareness and Mindset Enhancement:** Providing mental health training and certified Mental Health First Aiders, organising series of activities during the annual Jardines Mental Wellness Month.
- **Community Engagement:** The Colleagues Volunteering Programme fosters a culture of volunteering and promotes community inclusion through collaboration with portfolio companies and NGOs.
- **Organisational Infrastructure Development:** Continue to promote flexible working arrangements, flexible and inclusive benefits policies, organize year-round sports and recreation activities for employees including retirees.
- **Adaptability, Innovation and Program Sustainability:** Through a data-driven approach, alongside the integration of innovative adaptations to maintain engagement and momentum in all circumstances, with effectiveness measured by employee retention, engagement, and employer branding.

During the exchange session, participants actively engaged and shared their innovative wellness initiatives, providing valuable insights into different practices and a platform for cross-learning. The next meeting is scheduled for 12 September 2025 sharing by HKRSA GBA Taskforce on “Retirement Options in GBA”. If you are interested in participating in this enriching and interactive platform, please do not hesitate to reach out to the Secretariat of HKRSA at events@hkrsa.org.hk. We look forward to welcoming you as part of this vibrant Roundtable Workgroup!

13 次會議 – 2025 年 7 月 22 日

香港退休計劃協會人力資源圓桌小組（WG）第十三次會議於2025年7月22日在怡和集團辦公室舉行，匯聚30位人力資源專業人士及WG委員會成員。怡和集團員工關係主管丁婉儀女士，以及集團成員公司仁孚人才及文化董事麥昕忻女士，深入分享了公司推行的員工健康及福祉計劃。

怡和集團於2019年推出集團員工健康福祉計劃，旨在聚集旗下公司一起推動可持續的身心健康與福祉文化。該計劃以「CALM」策略為核心——即文化（Culture）、資源資訊與學習（Access & Learning）、以及激勵健康生活（Motivation to live healthier），將健康福祉融入企業文化，為員工提供健康資源及教育，並透過多元活動激勵員工健康意識與實踐。

該健康福祉計劃強調**身體、心理、社交及財務健康**，透過集團及旗下公司之間的策略性合作，致力實現全方位的員工福祉。計劃涵蓋多個重要支柱：

- **企業文化與領導力**：推動關愛文化，發展高效包容性領導力，並為管理團隊提供心理健康培訓，使其能支援自身及團隊的健康福祉。
- **意識與心態提升**：提供心理健康培訓及認證心理健康急救員，並於每年舉辦「怡和心理健康月」系列活動。
- **社區參與**：企業義工計劃鼓勵員工參與義工服務，貢獻社區，並透過與旗下公司及非政府組織合作，推動社區共融。
- **政策及基礎建設**：持續推動彈性工作安排、包容性及彈性福利政策，為員工（包括退休人員）舉辦體育及康樂活動。
- **靈活、創新及計劃可持續性**：以數據為本，結合創新措施，確保在各種情況下維持員工參與及動力，並以員工留任率、參與度及僱主品牌效益作為成效指標。

在交流環節中，與會者積極參與、分享各自的健康福祉創新措施，實踐不同寶貴見解的交流和跨界學習。下一次會議定於2025年9月12日舉行，由香港退休計劃協會大灣區研究小組分享「大灣區的退休選擇」。如果你有興趣參與這個內容豐富的互動交流平台，請隨時聯繫香港退休計劃協會秘書處，電郵地址為 events@hkrsa.org.hk。我們期待你成為圓桌小組的一員！