

Towngas was honoured with the “Distinguished Family-Friendly Employer Award”

(9 November 2011) The Hong Kong and China Gas Company Limited (Towngas) was honoured with the “Distinguished Family-Friendly Employer Award” by Family Council on 3 November at “Family-Friendly Employers Award Scheme 2011” award presentation ceremony in recognition of its remarkable performance in implementing family-friendly employment policies and measures, as well as its continual dedication to raise awareness of family core values.

The judging criteria for the award include the company’s family-friendly employment policies and practices, benefits to the company and employees, as well as the rationale for family-friendly employment policies and commitment of the top management. A total of 163 large corporations took part in this first-ever “Family-Friendly Employers Award Scheme”. Towngas was among the 41 companies which won the “Distinguished Family-Friendly Employers Award (Corporation)” and also the only public utility presented with the award.

Mr James Kwan, Executive Director and Chief Operating Officer of Towngas was delighted with the award, “As a good employer, Towngas caters to the needs of our employees in every aspect because we consider our employees as the most valuable asset of the Company. Over the past years, the Company has formulated family-friendly employment policies and measures with an aim to establish a family-friendly and caring culture and working environment within the Company, and to help keeping the balance between work and family life of our employees.”



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The five-day work week came into effect in two stages from 2008 to 2009. As a public utility, Towngas has to provide the customers with a safe and reliable

supply of energy round the clock. The introduction of a five-day work week was not a simple task. After effective communication between the employees and the management, this initiative that enabled employees to spend more time with their families could be implemented eventually.

A series of measures have also been introduced for helping employees to take care of their families, including three-day marriage leave for newly married employees, and from January 2009, three-day paternity leave for male employees with new-born babies. Flexible working hours can also be arranged for employees who have to attend parent activities organized by their children's schools within office hours.

Furthermore, Towngas offers company-subsidized medical and dental care schemes for better health care for employees and their families. Children education allowance such as "Towngas Scholarship" and "AFS Scholarship" have also been provided for employees.

The Staff Recreation Club of Towngas was established to organize a variety of recreational, sports and charity activities for the well-being of the employees and their families. In 1999 and 2005, the "Towngas Volunteer Service Team" and "Towngas Customer Volunteer Team" were formed to render different kinds of volunteer services, including distribution of soup, rice dumplings and mooncakes to the needy, and the English workshop "Cooking For Fun" which helps the children of new immigrants to learn English. These Teams encourage the employees and customers to help the needy and strengthen the ties among the Company, employees and customers.

Towngas' family-friendly employment policies and measures not only improve the work-life balance of employees and raise awareness of family core values, but also enable employees to be more concentrated on their work that will further enhance the service quality, bringing benefits to the Company,



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employees and customers. Towngas will make persistent efforts in fostering a family-friendly culture through relevant policies and measures in order to raise the morale of the employees, establish closer relations between employers and employees, and promote harmony in the society.



Chief Secretary for Administration Stephen Lam Sui-lung presented the Distinguished Family-Friendly Employer Award to Senna Cheung, Towngas Senior Corporate Human Resources Manager.

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