



十EN
YEARS



卓越职场®大中华区年度研讨会暨 2021年大中华区最佳职场™颁奖典礼

Great Place to Work® Greater China Annual Conference &
Best Workplaces in Greater China™ 2021 Awards Ceremony



CEO Message

Hello everybody, greetings from Hong Kong!

I'm so happy to be having a live event finally after so many virtual events. This is so good and I'm sure your feeling super excited to be having such an event. Regretfully, I could not make it, due to restrictions and peace of mind. It was complicated. But I'm very much looking forward to shaking your hands in person and celebrating with you. In the awards celebration of 2021 we're acknowledging a big number of companies that made it to the Greater China list. And it's even more special, because this is our 10th year anniversary list! Can you believe it?! We're celebrating 10 years this year and we are very excited and very happy. I hope you can join us celebrating this throughout the 2022 year with lots of events, different initiatives, publications, interviews, etc. I'm so looking forward that you will be raising your hand to participate; we are going to be giving better exposure to all of you, because you deserve it and because we want to 'ring the bell' about your achievements. We want to get everybody to learn what an amazing job you've been doing and we are very happy for you.



We are going to kick-off the celebrations with a big event in March, celebrating the 10 years together along with the 'Best Workplaces for Women in Greater China™ 2022'. This event will have great invitees, sponsors and a good deal of surprises. We're going to reveal a lot of very interesting initiatives and upgrades so it's going to be fully packed with good times, celebration, great content, and amazing learnings. I really hope you can already block the time. You cannot miss it!

Coming back to the amazing and brave 'Best Workplaces in Greater China™ 2021', I want to extend special congratulations to each and every one of you in your teams, for HR, the leadership and all the people that participated to make this happen. I know it's hard work, I know you've been putting a lot of passion into it, and today we are celebrating that!

This event is about you, it's about your accomplishments, about learning from others, looking at who else is pushing hard to do this and who else already knows that being in the level of a 'Best Workplace, means a 'never-ending-story'. It means that you have to keep the continuous improvement process. We never know what life will bring ahead, which circumstances we'll be facing. These past 2 years along have been very challenging in so many ways. So many things have changed. What lies ahead? Nobody knows. But I'm pretty sure that companies like you, teams like you, leaders like you will keep Trust as part of your key strategy and as a cornerstone of your culture. If you keep the people at the center, you are going to thrive, no matter what comes, and that is what we are celebrating today!

My big congratulations to all of you, keep the celebration BIG! I hope to see you soon in an interview, in an event, or in the press. We celebrate you!

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



前言

大家好，来自香港的问候！

我很高兴在经历了这么多线上活动之后，终于能够再次举办现场活动。实在太好了，我相信您们对这样的活动也感到非常兴奋和期待。遗憾的是，由于交通限制和安全理由，我无法亲身参与，在高兴的同时也实在有点遗憾。但我非常期待亲自与你们握手，一起庆祝、一起欢呼。在2021年的颁奖典礼上，我们希望感谢所有荣登大中华区榜单的公司。而且更特别的是，这已是我们发布榜单的第十个年头！你能相信吗？！庆祝十周年的大日子，实在非常兴奋和高兴。我希望在2022年，您能与我们一起庆祝这件盛事，一起举办更多活动和不同的议题、创作出版刊物和采访等等。

我非常期待您们的踊跃参与，也承诺会将更精彩的内容呈现给你们，因为你们都值得，因为我们想为你们的成就“敲响成功的钟声”。想让每个人都知悉你们所做的一切是多么的了不起，为你们感到非常自豪。



在3月，我们将举办一场盛大的庆祝活动，并与“大中华区女性最佳职场™2022”一起庆祝卓越职场的十周年。该次活动将邀请很多嘉宾、赞助商和为大家带来更多惊喜。我们将为您提供许多有趣的项目，也希望这活动能为大家带来美好快乐的时光、精彩独到的内容和更多的学习机会。让我们提早约定你们，机不可失！

回到令人惊叹和杰出的“2021年大中华区最佳职场™”，我谨此祝贺你们团队中的每一个人，人力资源、领导层和所有参与实现这一目标的每一个人。我知道这是一项艰苦困难的工作，也知道你们投入了无数的汗水和努力，今天正是我们享受成果，一同庆祝的好时机！

这次的活动关于您，关于您的成就，关于向他人学习，看看还有谁也正面向相同目标努力，又有谁已经达到“最佳职场”的水平，这是一个能“无限续写的故事”。这意味着您必须持续保持和改善。我们永远不知道生活会带来什么新挑战，而我们又将面临怎样的情况。在过去的两年里，在很多方面都非常具有挑战性。很多事情都改变了。我们将迎接怎样的未来？这一点没人知道。但我很确定像你们这样的公司、像你们这样的团队、像你们这样的领导者，会将信任作为关键战略的一部分，并成为文化的基石。如果您以人为本，无论发生什么，您都会蓬勃发展，而这就是我们今天将要庆祝的！

我谨此向所有人表示衷心的祝贺，让我们让这个活动变得更热闹！我希望很快能在采访、活动或媒体中见到您。恭喜大家！



白合赛先生
卓越职场大中华区首席执行官

Introduction 背景

All businesses have their own stories, but what makes them uniquely different is their people. In the past two years we have been through the worst threat in recent history and we have stayed strong together and survived the global pandemic. And how did we do it? The answer is “our people”. Our respective teams helped to build and create wonderful unique cultures.

No matter what sizes of business or industry you are in, the formula to stay successful today is the same – listen to your people. Listening helps to reflect, awaken and unlock the potentials. This year we are going to find out which companies are being selected as the Best Workplaces in Greater China™ – companies that are always “listening to their people” and providing high-trust cultures.

Our conference, "Growing the People's Brand", will share examples and discuss the power of employer branding that influences your organization's position, as well as how to attract job seekers among other organizations. Experts and HR leaders from different industries will share their insights to equip attendees with the latest knowledge, practical examples and cases.

Join us on 30 November, 2021 for the conference with senior HR leaders and to unveil the Best Workplaces in Greater China™ 2021 list.

And this year, we kick off the celebrations for our 10th year anniversary in Greater China. Expect great events, learnings, exchanges and celebrations. Let's celebrate Great workplaces!

所有企业都有自己的故事，但让企业脱颖而出与众不同的是企业的员工。在过去的两年里，所有的企业都面临了史无前例的挑战，也正在经历和延续仍未恢复到以往正常生活的威胁，但我们仍团结一致，因此在全球疫情持续的态势中依旧生机勃勃，并且乘风破浪傲立船头。这是如何做到的呢？答案就是“您的团队”。因为各自企业的团队创建了妙不可言且独树一帜的企业文化。

无论您从事任何行业或者您企业的规模如何，今天要保持成功的秘诀都是相同的一倾听员工的声音，聆听有助于反思、唤醒和释放潜能。本年度我们将揭晓入选大中华区最佳职场™的名单究竟花落谁家，只因为他们一直“倾听员工的声音”并提供高度信任的企业文化。

请加入我们于2021年11月30日于上海，与各个行业的企业领导人，以及高级人力资源管理者举行的年研讨会，同时我们也会公布2021年大中华区最佳职场™的榜单。

研讨会主题：「雇主品牌，核心在“人”」- 我们将分享示例并讨论雇主品牌如何影响您的企业定位，以及如何在与其他企业的竞争中更吸引求职者。来自不同行业的专家和人力资源负责人将与您分享最新知识、实例和案例。

同时，今年也是卓越职场大中华区迈入的第10个年头，我们也热烈庆祝大中华区成立10周年。敬请期待精彩的活动、学习、交流和庆祝活动，让我们一起积极推动优秀的职场文化！



PayPal 中国

赋能个人及企业参与全球经济并繁荣发展

PayPal是全球领先的科技平台和数字移动支付企业
为全球范围的个人用户和企业用户提供数字和移动支付产品及服务

秉持“普惠金融服务大众”的企业理念

公司致力于提供普惠金融服务

赋能个人及企业参与全球经济并繁荣发展

PayPal力求帮助个人用户和企业用户在
全球任何地点、任何时间、使用任何设备都能轻松实现资金管理



包容

我们尊重个性，崇尚多元思维。PayPal相信归属感可以激发更丰富的想法和更强的执行力。



创新

打破思维定势、换位思考，为客户创造极致体验。



协作

倡导团队协作，尽职尽责，互信互助，携手共创辉煌。



关爱

关爱彼此，创建一个充满活力的工作场所，使员工获得身心平衡，激发潜能。



全球超过4亿用户使用的开放式电子支付平台



关于 PayPal

PayPal是全球领先的科技平台和数字移动支付企业，为全球范围的个人用户和企业用户提供数字和移动支付产品及服务。PayPal提供全方位支付解决方案，以灵活、多样、安全、便捷的方式，帮助各种类型及业务规模的从商者更高效地接收多渠道收款，包括来自商家网站、移动设备端、应用程序和线下实体店的款项支付。

秉持“普惠金融服务大众”的企业理念，公司致力于提供普惠金融服务，赋能个人及企业参与全球经济并繁荣发展。PayPal力求帮助个人用户和企业用户在全球任何地点、任何时间、使用任何设备都能轻松实现资金管理。公司全方位支付解决方案包括了 PayPal、PayPal Credit、Braintree、Venmo、Xoom、iZettle产品系列以及PayPal专属支付平台。

PayPal于1998年在美国加利福尼亚州成立，2002年被国际贸易电子商务平台eBay收购，成为其全资子公司；2015年7月PayPal从eBay拆分，并在美国纳斯达克独立上市，股票代码：PYPL，目前市值约2695亿美元（2021年11月09日数据）。PayPal在2021年财富美国500强排名中位列第134位，在2020年“BrandZ全球最具价值品牌100强”中位列第23位。

目前，全球范围内超过4亿消费者与商户正在使用PayPal的服务，在世界各地开展电子商务和实体贸易。通过技术创新与战略合作相结合，PayPal为资金管理和移动创造了更好的方法，为人们转账、付款或收款提供更多灵活选择。PayPal支付平台遍及全球200多个国家和地区，支持用户接收100多种货币付款，56种货币提现，以及在PayPal账户中持有25种不同货币的余额。2020年，PayPal全年共处理超过154亿笔支付交易，同比增长25%，交易规模达9,360亿美元。

公司总部位于美国加利福尼亚州圣何塞，国际总部位于新加坡，并在全球范围内设有包括上海在内的七个运营中心。

PayPal中国

PayPal致力于在中国市场长期发展。2004年，PayPal在中国投资成立了美银宝信息技术（上海）有限公司，提供市场信息与咨询服务。2015年，PayPal成立美银宝网络信息服务（上海）有限公司，提供后续相关客户服务。两家法人实体的注册地均为中国（上海）自由贸易试验区，并均以承接包括PayPal Pte. Ltd及PayPal Inc.在内的PayPal海外公司外包服务的方式运营。

获中国人民银行批准收购国付宝信息科技有限公司之后，PayPal成为了第一家获准在中国市场提供在线支付服务的外资支付平台以及首家在中国拥有全资子公司的外资支付企业。深耕全球支付产业20年余年，凭借在跨境支付和风险控制等方面极为领先的流程、技术优势和丰富的行业经验，PayPal将不断加大投入，助力中国企业，尤其是中小企业及个人用户拓展全球商机，并为中国跨境电子商务和支付产业的健康持续发展贡献力量。



欲了解更多Paypal相关信息，请访问<https://www.paypal.com/about>。

欲了解Paypal财务信息，请访问<https://investor.paypal-corp.com>。

Great Place to Work® Greater China
Annual Conference “Growing the People’s Brand”
& Best Workplaces in Greater China™ 2021 Awards Ceremony

卓越职场®大中华区年度研讨会
雇主品牌，核心在“人”暨
2021年大中华区最佳职场™颁奖典礼

1:00pm	Registration 登记
1:30pm	Event Starts – Opening 活动开始
1:35pm	Welcome Speech by CEO, Great Place to Work® Greater China 卓越职场® 大中华区首席执行官 - 欢迎致辞
1:40pm	10-year Workplaces Trend in Greater China (2012-2021) 2021年大中华区职场文化的综合分析及10年趋势
1:45pm	1st Keynote Speech 主题演讲1
2:15pm	Industry Insight 行业洞察
2:30pm	Best Practices Relay 企业「最佳实践」车轮战
3:05pm	Coffee Break 茶歇
3:30pm	Panel Discussion Environment, Social, Governance (ESG) 圆桌讨论 - 环境、社会、公司治理 (ESG)
4:15pm	2nd Keynote Speech 主题演讲2
4:45pm	Going Forward in 2022 卓越职场® 大中华区2022年展望
4:55pm	Closing 闭幕致辞
5.00pm	End of Conference 研讨会结束
6.00-9:30pm	Best Workplaces in Greater China™ 2021 Awards Ceremony 2021年大中华区最佳职场™ 颁奖典礼



主题演讲者
Keynote Speaker

黄卫红女士

埃森哲大中华区人力资源总裁
埃森哲大中华区管理委员会和全球领导力委员

Ms. Catherine Huang

Managing Director & Human Resources Lead of
Accenture Greater China
Member of the Accenture Greater China
Management Committee and
the Global Leadership Committee

黄卫红 (Catherine) 女士拥有20多年丰富的从业经验。作为埃森哲大中华区管理委员会和全球领导力委员会的成员，Catherine是人力资源的领航人，制定人才战略和推动整体人才议程的发展。

加入埃森哲前，Catherine曾任电通安吉斯中国区人力资源集团总监，领导人力资源转型，在公司的并购与整合过程中发挥了核心作用。

Catherine is Accenture Greater China Human Resources Lead, a member of the Accenture Greater China Market Unit Council and the Global Leadership Council. With more than 20 years of experience in the HR field, Catherine partners with the leadership teams to enable the growth ambitions of our business and drive all aspects of our talent agenda. Before joining Accenture, Catherine served as the Group Director of Human Resources of Dentsu Aegis Network China, leading the transformation of human resources and playing a leading role in M&A and integration.



苏华博士

英飞凌科技全球高级副总裁、大中华区总裁

Dr. Su Hua

Senior Vice President & President of
Greater China Infineon Technologies

主题演讲者
Keynote Speaker

苏博士于2015年加入英飞凌，他拥有北京大学物理专业学士学位以及电子工程专业博士学位。

苏博士在电子行业超过20年的工作经验，足迹遍布美洲大陆、中国内地和台湾地区。

因著职业生涯在半导体行业的深耕，他对市场趋势和公共政策有非常深刻的理解。

Dr. Su joined Infineon on 9th Feb 2015 President of Infineon Technologies Greater China.

He holds a doctoral degree in Electronic Engineering and a bachelor degree in Physics from Peking University
Worked in the electronics industry of America, mainland China and Taiwan markets for 20 years.

And is very familiar with semiconductor industry, and has deep understanding of the market trends and public policies

Environment, Social, Governance (ESG) 环境、社会、公司治理 (ESG)

Hilton



钱进先生

希尔顿大中华区及蒙古总裁

Mr. Qian Jin

President, Greater China & Mongolia, Hilton

演讲者 Panel Speaker

钱进先生于2017年4月加入希尔顿并担任希尔顿大中华区及蒙古总裁一职，将该职位提升为总裁是希尔顿最近几年所实现的快速增长和对未来发展战略的充分认可。他将常驻上海，负责领导希尔顿在集团内的第二大市场（按开业和在建酒店计）持续发展，并向希尔顿亚太区区域总裁Alan Watts汇报工作。

钱进先生在酒店管理方面拥有逾30年的资深工作经验，曾先后在中国、斐济、马来西亚和新加坡等地服务并在业内享有盛誉。在加入希尔顿之前，他于喜达屋酒店集团度过了职业生涯的大部分时光且最终出任大中华区总裁，而后他也曾担任万达酒店及度假村总裁。今后，钱进先生将带领希尔顿，向成为中国旅客在国内外住宿时的首选酒店管理公司而迈进。

钱进先生拥有澳大利亚邦德大学（Bond University）工商管理硕士学位以及维多利亚大学（Victoria University）博士学位。

Qian Jin joined Hilton in April 2017 as the company's first area President for Greater China and Mongolia. Bringing extensive experience in the hospitality industry to this newly elevated position, Mr. Qian is responsible for leading Hilton's continued growth and development in what is already the company's second largest market in terms of hotels open and under development.

With over 30 years of hotel management experience, Mr. Qian has cultivated a strong reputation in the industry in China and Asia, having held leadership positions in China, Fiji, Malaysia and Singapore. He will now be responsible for driving Hilton's goal of being the hospitality company of choice for Chinese travellers both domestically and overseas. Based in Shanghai, Mr. Qian serves on the regional executive committee and reports to Martin Rinck, area President of Asia Pacific, Hilton.

Prior to his current role, Mr. Qian served as President of Greater China at Starwood, and later as President of Wanda Hotels & Resorts, where he oversaw the company's domestic and international growth strategy.

Mr. Qian received an MBA from Bond University in Australia and a Ph.D. from Victoria University.

Environment, Social, Governance (ESG) 环境、社会、公司治理 (ESG)



柯安素女士

马士基亚太航运运营中心总裁

Ms. Anne-Sophie Zerlang Karlsen

Head of Operations, Maersk,
Asia Pacific Ocean Customers Logistics

演讲者 Panel Speaker

柯安素女士于 2021 年 10 月出任新成立的马士基亚太航运运营中心总裁一职。该部门负责亚太地区的所有航运运营操作业务，总部位于上海。

柯安素女士在马士基任职超过 18 年，曾在多个业务单位担任领导职务。此前，柯安素女士任特为 (Twill) 公司首席执行官。特为 (Twill) 是马士基旗下的初创公司，旨在为市场上的小型企业提供数位化增值服务，为普及贸易活动提供数位技术支持。

在此之前，柯安素女士曾负责马士基全球冷藏货品业务，并在多个国家及地区，包括新加坡、香港、曼谷等地，担任财务、运营和产品管理等不同职务。

柯安素女士对人际沟通与互动、增进客户体验、推动技术创新及发展全球贸易充满热情，并将积极参与和推动马士基在数位资讯化、综合物流、提高全球供应链透明度等领域的努力。

柯安素女士现年 38 岁，丹麦籍。她于 2003 年毕业于哥本哈根商学院，2017 年获瑞士国际管理发展学院高级管理人员工商管理硕士学位。

Anne-Sophie Zerlang Karlsen was appointed as Head of the newly merged Ocean Customer Logistics function for Maersk in Asia Pacific, which covers all operations across the region. She will be based in Shanghai and took her position since October 2021.

Anne-Sophie has worked for Maersk for 18 years and has held various leadership positions. Latest she was CEO of Twill – a Corporate Start-up, which aims to build Maersk's first digital value proposition for the smallest companies in the market – as such working to democratize trade through digital technology.

Prior this, Anne Sophie was responsible for the refrigerated cargo for A.P. Moller - Maersk globally, and had held positions in Finance, Operations and Product Management across regions and trades. She has spent 7 years in several locations across Asia: Singapore, Hong Kong and Bangkok and is excited to now be living in Shanghai.

Anne-Sophie is passionate about people, customers, technology and global trade – as well as the role Maersk plays – and will play – in digitizing and integrating logistics, as well as creating true transparency into the global supply chains.

Anne-Sophie is Danish and is 38 years old. She graduated from Copenhagen Business School in 2003, and holds an Executive MBA from IMD International Business School from 2017.

Environment, Social, Governance (ESG) 环境、社会、公司治理 (ESG)



吴正锐先生

国际 WELL 建筑研究院

TM (IWBITM) 亚洲区 副总裁

Mr. Zhengrui (Robert) WU

Vice President, IWBI Asia WELL AP, WELL Faculty

演讲者 Panel Speaker

吴正锐先生在国际 WELL 建筑研究院™ (IWBI™) 亚洲区 副总裁。

IWBI是一家公益企业，正在全球推动这场在建筑与社区、中提升人们健康与福祉的运动。IWBI 提供国际地位领先的 WELL 建筑标准™ (WELL)。WELL 是全球第一个专注于人类健康与福祉的建筑标准。WELL 建筑认证是一套基于建筑的实际行动而对建筑的健康属性进行衡量、检验及监控的建筑认证体系，以此来评估室内环境对人体健康与福祉的影响。

吴正锐有著多年在亚洲从事健康及绿色建筑咨询工作的经验。在加入 IWBI 前，他已是这一领域最成功的业务拓展人士之一，同时也是中国最早获得 WELL AP 的人员之一。并且在 WELL 的推广和普及中起到了重要先锋作用。

他所参与的项目涉及新建及既有建筑，包括高端办公，企业总部，展厅，零售，酒店，住宅，以及工业设施等。专业覆盖了包括健康建筑及可持续设计及规划，微环境分析，绿色建筑设计支持及咨询等。并与诸多大型企业建立了良好的业务关系。

在 IWBI 团队中，他负责东亚地区的相关业务，具体包括中国大陆东区及日本。他将帮助客户更深入地了解 WELL 的核心价值，并确保每个项目获得必要的支持，以此使客户在 WELL 中获得最大的回报。他也热切期望通过这些工作，使我们能够共同创造出更好的建筑环境，为人类健康带来更大的福祉

Zhengrui (Robert) Wu is Senior Director at IWBI Asia. International WELL Building Institute™ (IWBI), a public benefit corporation with a mission to improve human health and well-being through the built environment. IWBI administers the WELL Building Standard® (WELL), the world's first building standard focused exclusively on human health and wellness.

The WELL building certification program is an evidence-based system for measuring, certifying, and monitoring the performance of building features and other aspects of the built environments that impact the health and well-being of the people in the spaces we create. Robert has years of experience in healthy and green building consultancy in Asia. Prior to joining IWBI, Robert has had a solid background in business development in the industry. He was among the first group of professionals to become a WELL AP in China, playing a pivotal role to pioneer WELL for influential clients and enormous market potentials.

His project experience spans across new and existing facilities, ranging from high-end offices, corporate headquarters, showrooms, retail stores, hotels, high-density residential to industrial campuses. He has had a track record of bringing together experts from diverse professional.

Environment, Social, Governance (ESG) 环境、社会、公司治理 (ESG)

Great
Place
To
Work®



佟欣時女士

大中华区卓越职场研究机构首席营运官

Ms. Alicia Tung

COO, Great Place to Work® Greater China

主持人

Panel discussion Moderator

佟欣時女士，大中华区卓越职场研究机构首席营运官，是组织行为、人力资源和职场文化方面的专家。从1999年到2018年，佟女士在跨国酒店、奢侈品零售和专业咨询公司担任高级领导职务。

在2020年和2021年，佟女士与微软亚太区、英国广播公司（BBC）、英国《金融时报》（Financial Times）和彭博社商业周刊中文版（Bloomberg Businessweek Chinese）以及其他许多知名的全球媒体合作，分享了关于卓越职场研究机构在大中华地区的研究结果和市场洞察。

佟女士具有法律背景，并且拥有欧洲工商管理学院（INSEAD）的全球行政高管MBA学位。

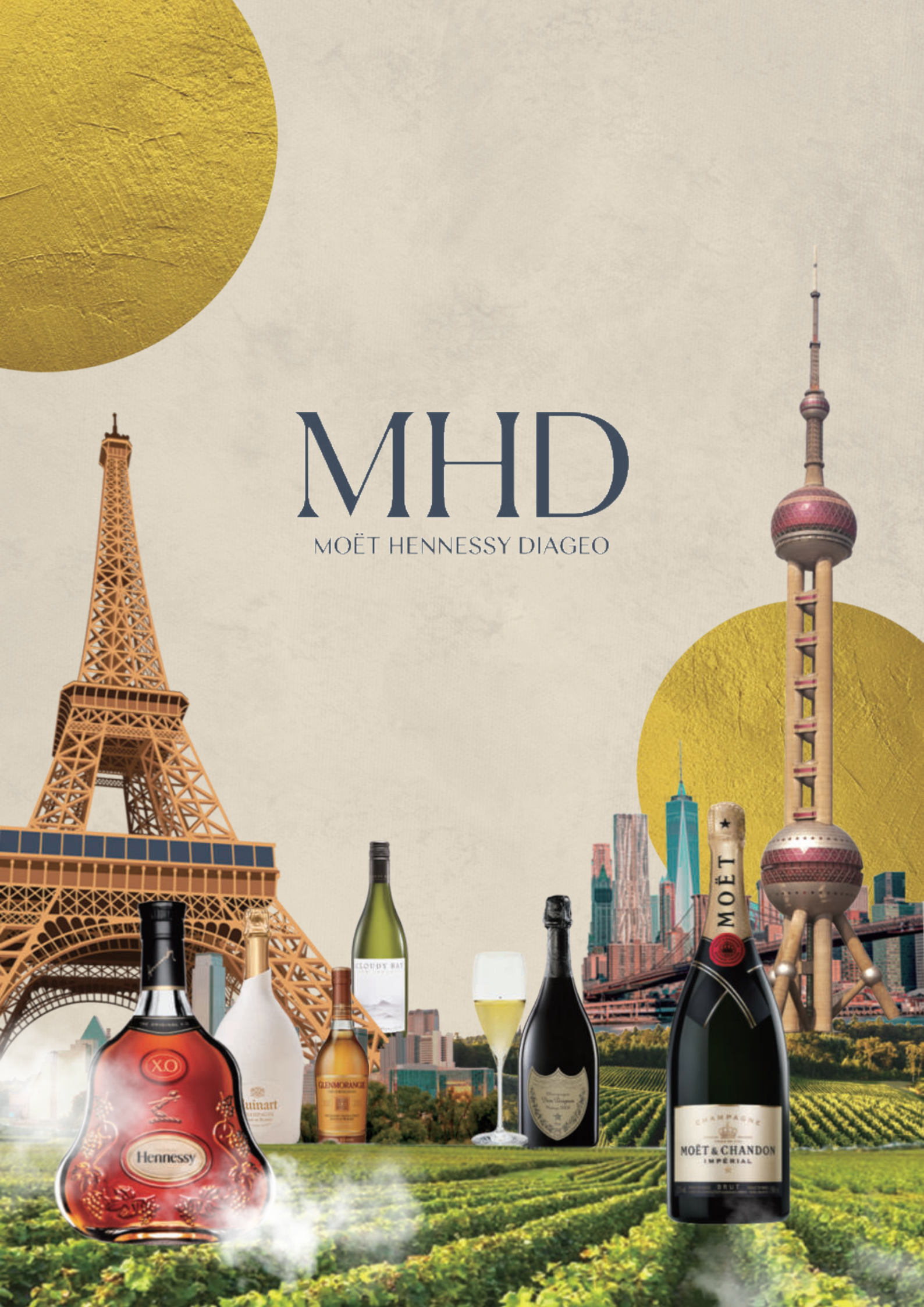
Alicia Tung, COO of Great Place To Work, Greater China, is an expert in Organization, People & Culture. From 1999 to 2018, Alicia worked as senior leadership roles in MNCs of Hospitality, Retails and Consultancies.

In 2020 and 2021, Alicia works with Microsoft, BBC, Financial Times and Bloomberg Businessweek (Chinese), and many more reputable global medias and offered the market insights out of Great Place To Work, Greater China's studies and Analysis.

With a background in Law, Alicia also holds a Global Executive MBA of INSEAD.

MHD

MOËT HENNESSY DIAGEO

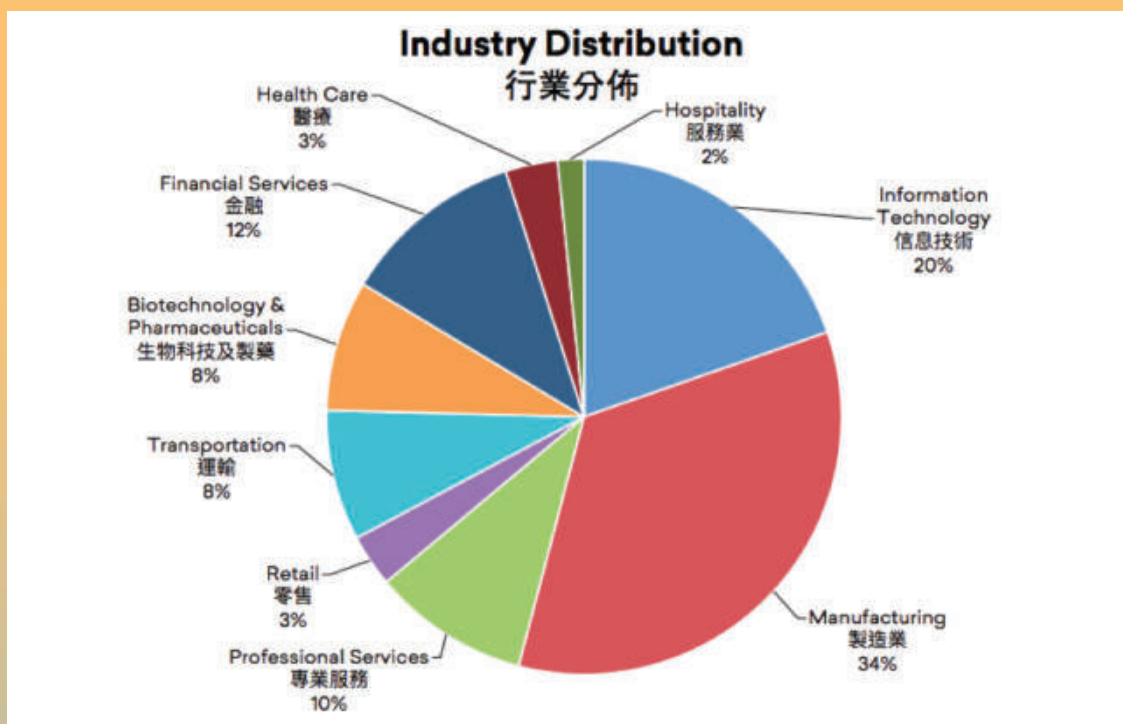


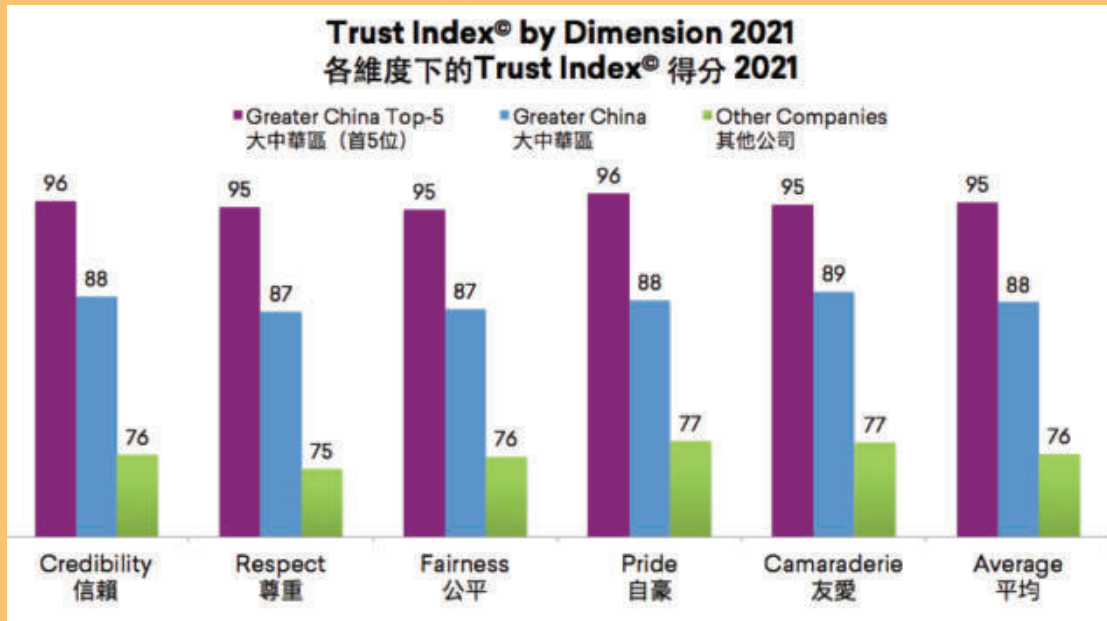
10-year Workplaces Trend in Greater China (2012-2021)

2021年大中华区职场文化的综合分析及10年趋势

1. Industry distribution of Best Workplaces in Greater China™ 2021 / 大中华区最佳职场™ 2021 行业分布
2. Trust Index© by Dimension / 各维度下的Trust Index© 得分
3. Trust Index© by Perspectives / 各指标下的Trust Index© 得分
4. Managerial Effectiveness / 领导效能
5. Innovation / 创新
6. Inclusion Index / 包容性指数
7. Strengths / 优势
8. Opportunities / 发展潜力
9. Trends and transformation from 2012 to 2021 / 2012至2021的发展趋势

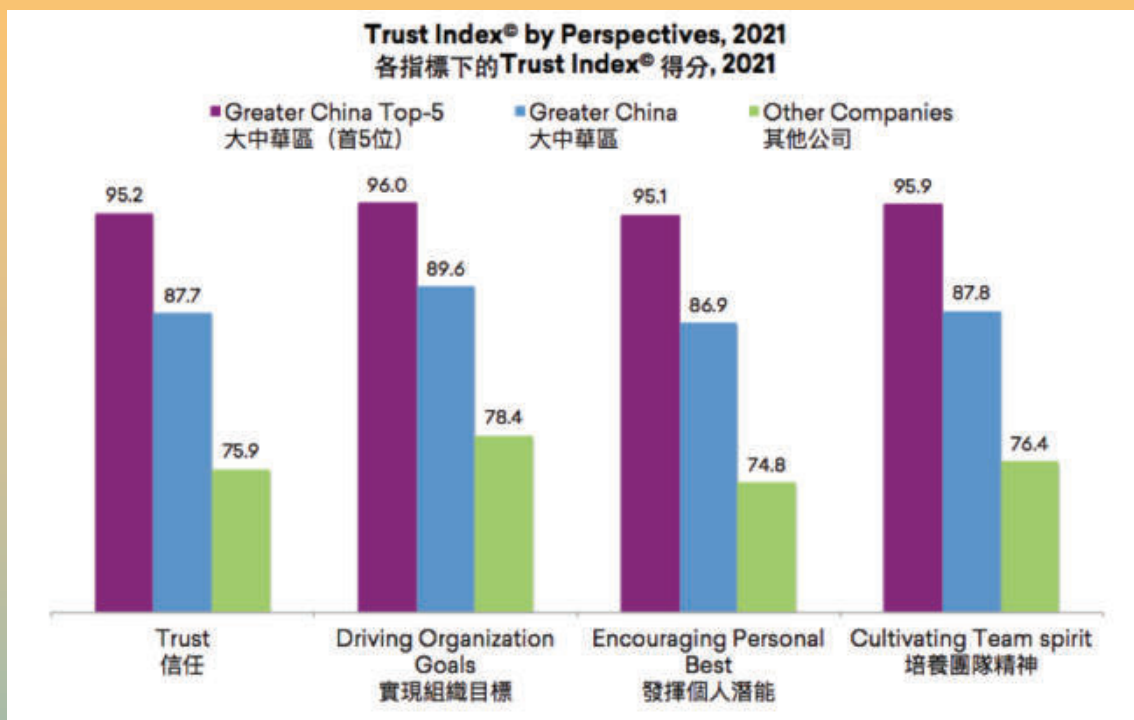
1.) Industry Distribution of Best Workplaces in Greater China™ 2021 / 大中华区最佳职场™ 2021 行业分布





2.) Trust Index© by Dimension / 各維度下的Trust Index© 得分

Comparing the Trust Index© by dimensions, companies in Greater China scored high in terms of Camaraderie which accounts for the extent of perceived sense of camaraderie in the workplace. 比较 Trust Index©各维度中的分数，本年的获奖者在「友爱」方面做得最好，此维度反映员工对职场友爱度的感受。



3.) Trust Index© by Perspectives / 各指标下的Trust Index© 得分

This year's awardees outperformed other companies in the four key perspectives in leadership as indicated by the Trust Index© survey.

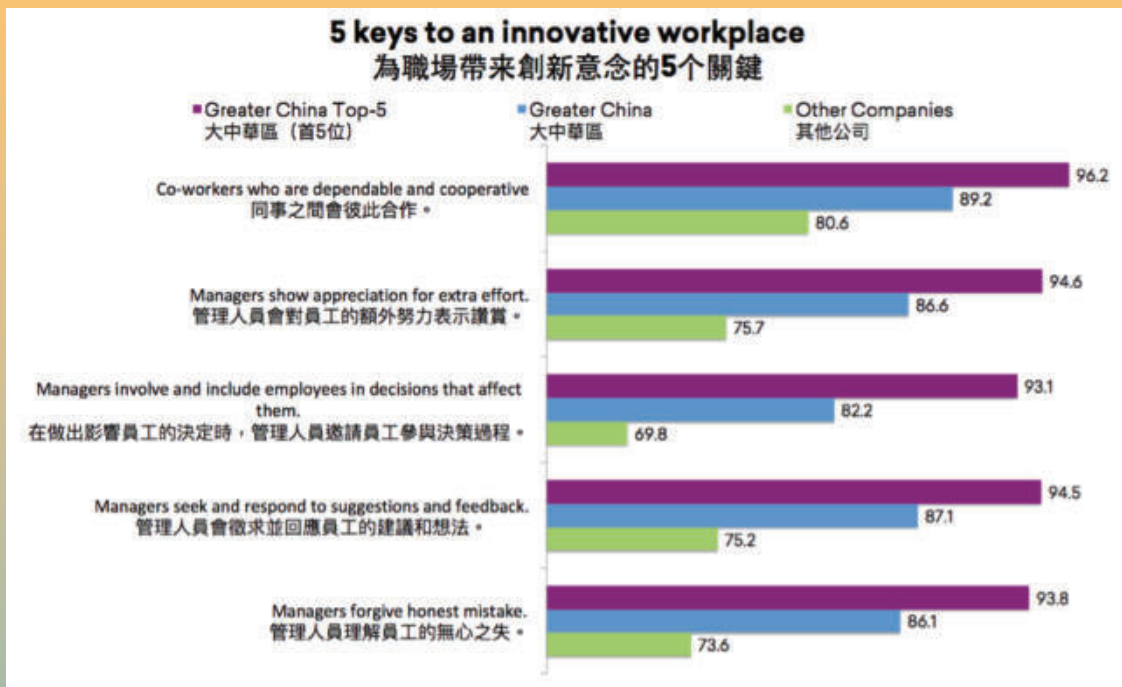
本年的获奖者于Trust Index©调研中，四个与领导力相关的指标上都较其他公司优秀。



4.) Managerial Effectiveness / 领导效能

An effective leadership or management team has an emotional connection with their company's culture and its people, as well as an ability to create a coherent and effective strategy at every level of the business.

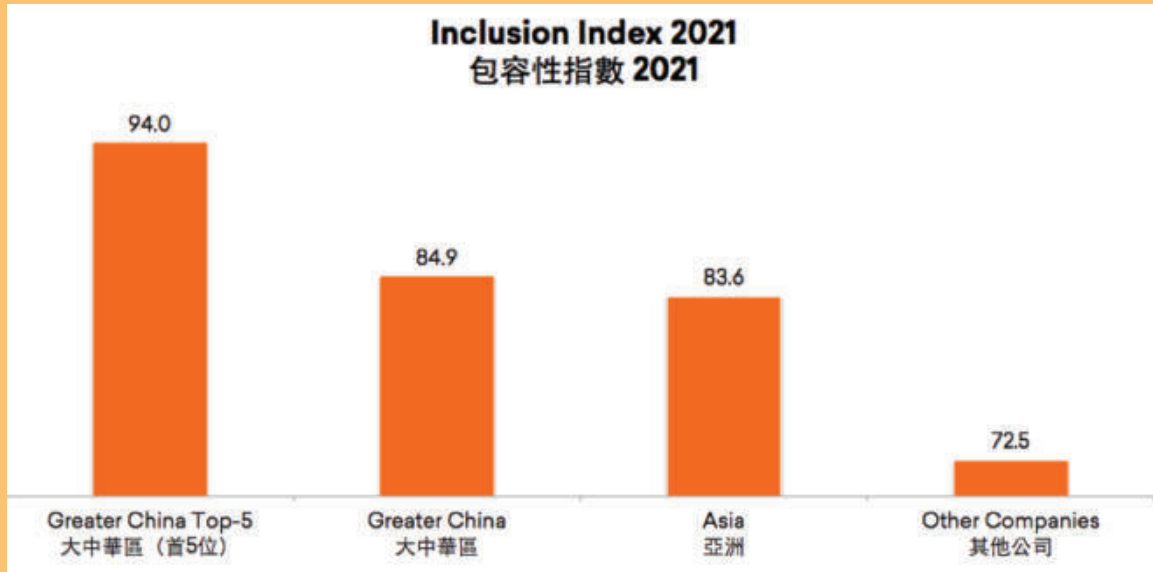
有效的领导力或管理团队，与公司文化和员工有著情感上的联系，并有能力在企业的各个层面上打造连贯而有效的战略。



5.) Innovation / 创新

Creativity and innovation are likely to flourish as people feel capable of developing and testing ideas and at the same time, they are fully supported and encouraged to keep trying hard and take appropriate risks for new ideas.

当员工认为能尝试和实践新意念，同时得到充分的支持和鼓励不断努力尝试，并给予空间承担适当的风险时，职场的创造力和创意便能蓬勃发展。



6.) Inclusion Index / 包容性指數

12 statements are extracted from Trust Index © as Inclusion Index to evaluate how well companies are in creating an inclusive, positive and supportive workplace experience for all employees no matter who they are or what they do.

我们从Trust Index © 中抽取12道问题作为包容性指数，以评估公司的职场体验是否能为所有员工提供包容和积极的工作环境，不论他们的岗位和背景如何。

Statements include:

例如：

- Everyone has an opportunity to get special recognition. / 每位员工都有机会受到特别的认同。
- Managers avoid playing favorites. / 管理层不会偏袒任何员工。
- If I am unfairly treated, I believe I'll be given a fair shake if I appeal. / 若受到不公平的对待，我相信在提出申诉后将受到公平对待。

7.) Strengths / 优势

Below statements reflect the strengths of the Best Workplaces awardees.

以下是本年获奖者分数较高的题目。

This is a physically safe place to work. 这是一个人身安全的工作环境。
People here are treated fairly regardless of their sexual orientation, race and gender. 员工受到公平待遇，不因其性取向、种族、性别而被区别对待。
When you join the company, you are made to feel welcome. 当我加入公司时，我受到了大家的欢迎。
Management is honest and ethical in its business practices. 高管充分展现了公司的最佳特质。
I am able to take time off from work when I think it's necessary. 我能够在需要时请假离开。

8.) Opportunities / 发展潜力

Besides payment and shared profit, these statements reflect areas where employees see the needs for improvements.

除了常被提及的薪酬以外，以下题目的得分也相对较低。

We have special and unique benefits here. 我们有和其他公司不同的独特福利。
Management involves people in decisions that affect their jobs or work environment. 在做出影响员工的工作和工作环境的决定时，管理人员邀请员工参与决策过程。
Promotions go to those who best deserve them. 升职机会给予最值得提升的员工。
My work has special meaning: this is not "just a job." 我的工作具有特殊意义，而不「仅仅是一份工作」而已。
I am offered training or development to further myself professionally. 我获得了提升自身专业能力的培训和发展。

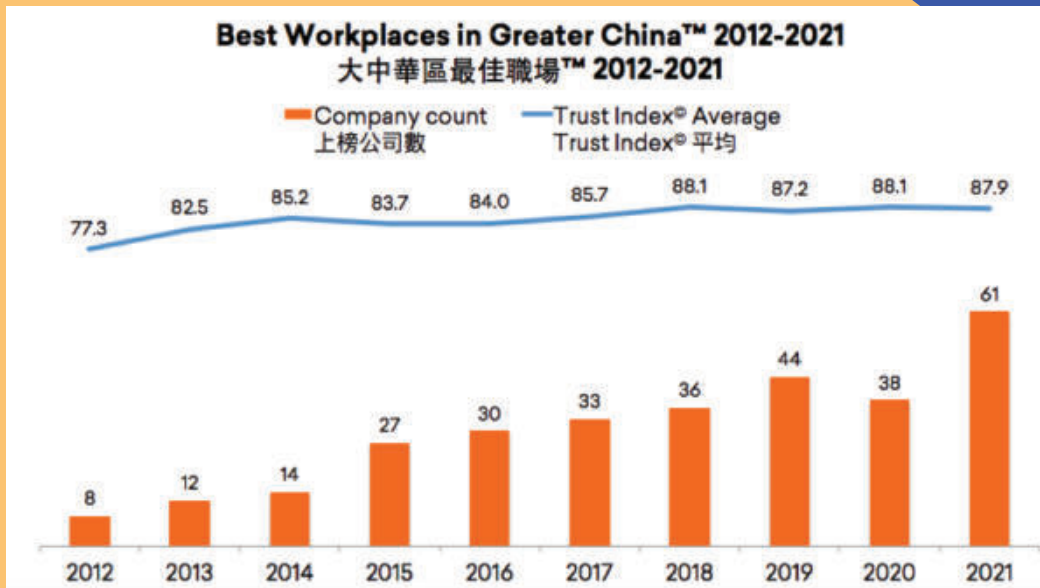


9.) Trends and transformation from 2012 to 2021 / 2012至2021的发展趋势

Chart showing the trend of the Trust Index[®] average in Greater China.

以下是大中华区 Trust Index[®] 历年的平均分数。

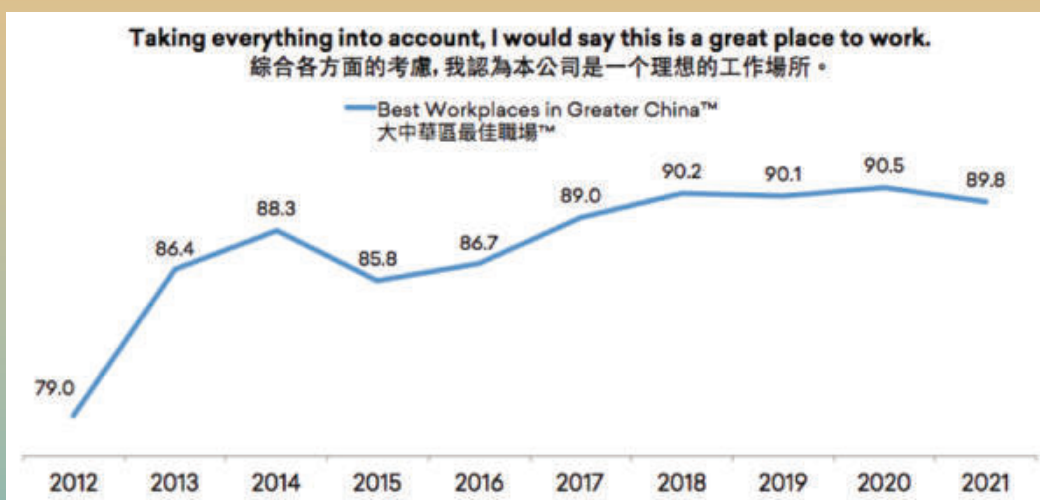




Over the past 10 years, we identified strengths that have been consistently represented by the awardees of Best Workplaces in Greater China™.

在过去10年，大中华区最佳职场™的获奖者在以下项目保持一贯的优势。

When you join the company, you are made to feel welcome. 当我加入公司时，我受到了大家的欢迎。
I am able to take time off from work when I think it's necessary. 我能够在需要时请假离开。
Management is honest and ethical in its business practices. 高管充分展现了公司的最佳特质。
People here are treated fairly regardless of their sexual orientation, gender and race. 员工受到公平待遇，不因其性取向、种族、性别而被区别对待。
This is a physically safe place to work. 这是一个人身安全的工作环境。
I'm proud to tell others I work here. 我会自豪地告诉他人我在本公司工作。



Our mission is to build a better world by helping organizations to become great place to work for all. The journey will continue.

我们的使命是致力于帮助机构打造属于每一位员工的卓越职场，从而建立一个更好的世界。我们的旅程仍将继续。

鞋 | 类 | 护 | 理



杀 | 虫 | 驱 | 蚊



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庄臣
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家 | 居 | 清 | 洁



空 | 气 | 清 | 新

生 | 活 | 方 | 式 | 新 | 品 | 类

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Best Practices Relay 企业「最佳实践」车轮战

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沈迪女士
人力资源总监
Cadence 大中华区

Ms. Sandy Shen,
HR Director,
Cadence Greater China



EYEBUYDIRECT

江灵女士
执行总裁
易佰得光学

Ms. Sunny Jiang
CEO & President,
Eyebuydirect

Medtronic

陆悦舒女士
整体薪酬高级总监
美敦力大中华区

Ms. Ronnie Lu
Total Rewards Sr Director,
Medtronic Greater China



蔡莹凌女士
人力资源与企业传播副总裁
酪悦轩尼诗帝亚吉欧MHD中国

Ms. Anne Cai
Vice President,
HR and Corporate Communications,
MHD China

MHD
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朱文姬女士
人力资源总监
太太乐

Ms. Gloria Zhu
HR Director
TOTOLE



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INTERNATIONAL
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BUILDING
INSTITUTE

**Best
Workplaces™**

最佳职场

**Great
Place
To
Work®**

**GREATER
CHINA
2021**

2021年大中华区最佳职场™颁奖典礼

Best Workplaces in Greater China™ 2021 Awards Ceremony

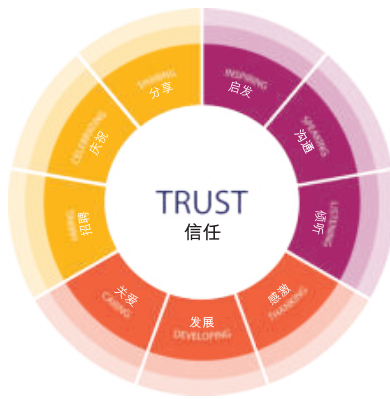


The Global Authority on Workplace Culture

全球职场文化的权威机构

Great Place to Work® makes it easy to survey your employees,
uncover actionable insights and
get recognized for your great company culture.

卓越职场®使您可以轻松地进行员工调研，发掘切实可行的见解
并获得认可为优秀的职场。



Previous Winners 历年获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2012

欧特克软件(中国)有限公司
Autodesk Software (China) Co., Ltd.
安永
EY China
H&M中国
H&M China
日立数据系统
Hitachi Data Systems
梅赛德斯-奔驰金融服务(中国)有限公司
Mercedes-Benz Auto Finance
NetApp Greater China
美国国家仪器有限公司
Shanghai NI Instruments Co. Ltd.
TLScontakt - A Teleperformance Company

2013

欧特克软件(中国)有限公司
Autodesk Software (China) Co., Ltd.
北京远程睿智商务咨询有限公司
Beijing TLScontakt Consulting Co., Ltd.
亿贝 & 贝宝卓越技术中心
Ebay & PayPal Technology
易安信中国
EMC China
HDS 中国
HDS China
美敦力(上海)管理有限公司
Medtronic (Shanghai) Management Co., Ltd.
梅赛德斯-奔驰汽车金融有限公司
Mercedes-Benz Auto Finance Ltd.
孟山都公司(中国)
Monsanto Company (China)
NetApp 大中华区
NetApp Greater China
Rackspace Asia
美国国家仪器有限公司
Shanghai NI Instruments
戈尔公司
W. L. Gore & Associates

2014

欧特克软件(中国)有限公司
Autodesk Software (China) Co., Ltd.
DHL Express 香港
DHL Express Hong Kong
eBay集团
eBay Inc
易安信中国
EMC China
H&M中国
H&M China
HDS 中国
HDS China
凯悦酒店集团
Hyatt Hotels & Resorts
玛氏公司
Mars
融文集团
Meltwater
孟山都公司(中国)
Monsanto Company (China)
NetApp 大中华区
NetApp Greater China
SAP中国研究院
SAP Labs China
美国国家仪器有限公司
Shanghai NI Instruments
戈尔公司
W. L. Gore & Associates

Previous Winners 历年获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2015

欧特克软件(中国)有限公司
 Autodesk Software (China) Co., Ltd.
 Cadence Design Systems, Inc
 高临管理咨询 (中国)
 Cognolink
 DHL Express
 易安信中国
 EMC China
 H&M中国
 H&M China
 HDS 中国
 HDS China
 康宝莱 (中国) 保健品有限公司
 Herbalife (China) Health Products LTD.
 希尔顿全球
 Hilton Worldwide
 凯悦酒店集团
 Hyatt Hotels & Resorts
 Kantar Worldpanel
 Kiabi International Supply Services Ltd
 Kiabi Supply
 玛氏公司
 Mars
 Meltwater
 梅赛德斯-奔驰金融服务 (中国) 有限公司
 Mercedes-Benz Financial Services (China)

孟山都公司 (中国)
 Monsanto Company (China)
 美国国家仪器有限公司 (中国 香港 台湾)
 National Instruments (China Hongkong Taiwan)
 NetApp Greater China
 如新集团
 NU SKIN
 Paypal
 倍耐力轮胎有限公司
 Pirelli Tyre Co., Ltd
 Rackspace
 罗氏诊断产品(上海)有限公司
 Roche Diagnostics (Shanghai) Limited
 SAP中国研究院
 SAP Labs China
 上海麒麟广告
 SapientNitro China
 优衣库中国
 UNIQLO CHINA
 戈尔公司
 W. L. Gore & Associates



注：(1): DHL Express在中国内地的公司名为"中外运-敦豪国际航空快件有限公司"，在香港地区官方公司名为"敦豪国际速递"。

Note: (1): DHL Express's official name in Hong Kong is "DHL Express Hong Kong" and in Mainland China is "DHL-Sinotrans International Air Courier Ltd.".

(2): 玛氏公司包含以下子品牌：玛氏巧克力，箭牌糖果，玛氏宠物护理，皇家宠物。

(2): Mars includes segments and brands, which are: Mars Chocolate, Wrigley, Petcare and Royal Cannin.

Previous Winners 历年获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2016

欧特克软件(中国)有限公司
Autodesk Software (China) Co., Ltd.

Cadence Design Systems

思艾特中国
CI&T China

思科(中国)有限公司
Cisco China Company Limited

敦豪国际速递(香港)有限公司 & 中外运—
敦豪国际航空快件有限公司
DHL Express Hong Kong & DHL-Sinotrans
International Air Courier Ltd.

安永
EY

H&M中国
H&M China

哈曼(中国)投资有限公司
Harman International (China) Holdings Co.,Ltd.

日立数据系统(中国)有限公司
HDS China

康宝莱(中国)保健品有限公司
Herbalife (China) Health Products LTD.

希尔顿
Hilton

凯悦酒店集团
Hyatt Hotels and Resorts

英飞凌中国
Infineon China

凯度消费者指数
Kantar Worldpanel

Kiabi Asia

玛氏公司
Mars

融文集团
Meltwater

美国国家仪器有限公司(中国 香港 台湾)
National Instruments (China Hongkong Taiwan)

NetApp Greater China

PayPal

倍耐力轮胎有限公司
Pirelli Tyre Co., Ltd

缤特力贸易(苏州)有限公司
Plantronics Trading (Suzhou) Co.,Ltd

罗氏诊断产品(上海)有限公司
Roche Diagnostics (Shanghai) Limited

SAP中国研究院
SAP Labs China

上海庄臣有限公司
Shanghai Johnson Ltd.

施乐辉大中华
Smith & Nephew Greater China

盛庞卡
Splunk

STS Gems Ltd.

高临管理咨询(上海)有限公司
Third Bridge

戈尔公司
W. L. Gore & Associates



注:(1): DHL Express 在香港及中国内地的官方名称分别是DHL Express香港及中外运-敦豪国际航空快件有限公司。

Note: (1): DHL Express's official name in Hong Kong is "DHL Express Hong Kong" and in Mainland China is "DHL-Sinotrans International Air Courier Ltd.".

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Previous Winners 历年获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2017

友邦退休金管理及信托有限公司
AIA Pension and Trustee Co. Ltd.

欧特克软件（中国）有限公司
Autodesk Software (China) Co., Ltd.

Cadence Design Systems

思艾特中国
CI&T China

思科
Cisco

DHL Express香港 & 中外运—
敦豪国际航空快件有限公司
DHL Express Hong Kong & DHL-Sinotrans
International Air Courier Ltd.

安永
EY

H&M中国
H&M China

希尔顿
Hilton

日立数据系统(中国)有限公司
Hitachi Vantara China

海航集团
HNA GROUP

Huxley

凯悦酒店集团
Hyatt Hotels and Resorts

邑盟信息技术（上海）有限公司
InMobi Information Technology (Shanghai)
Co., Limited

Kronos中国
Kantar Worldpanel

KKR

Kronos中国
Kronos

玛氏公司
Mars Incorporated

梅赛德斯-奔驰金融服务（中国）
Mercedes-Benz Financial Services (China)

美国国家仪器有限公司 (中国 香港 台湾)
National Instruments (China Hongkong Taiwan)

NetApp Greater China

Orbium Limited

PayPal

菲尼克斯(中国)投资有限公司
Phoenix Contact(China)Holding Co.,Ltd.

倍耐力轮胎有限公司
Pirelli Tyre Co. Ltd

罗氏诊断产品（上海）有限公司
Roche Diagnostics (Shanghai) Limited

思爱普（中国）有限公司
SAP (China) Co., Ltd.

上海融文商务咨询有限公司
Shanghai Meltwater News Co., Ltd

施乐辉医用产品国际贸易（上海）有限公司
Smith & Nephew China

盛庞卡信息技术（上海）有限公司
Splunk

史赛克（苏州）医疗技术有限公司
Stryker(Suzhou) Medical Technology Co. Ltd

STS Gems Ltd.

高临谘询
Third Bridge

注：(1): DHL Express 在香港及中国内地的官方名称分别是DHL Express香港及中外运-敦豪国际航空快件有限公司。
Note: (1): DHL Express's official name in Hong Kong is "DHL Express Hong Kong" and in Mainland China is "DHL-Sinotrans International Air Courier Ltd."

(2): 玛氏公司包括以下业务单元：Mars Wrigley Confectionery, Pet Nutrition, Royal Canin, Mars Drinks · M&Ms World 及 Mars Global Service。
(2): Mars includes segments of Mars Wrigley Confectionery, Pet Nutrition, Royal Canin, Mars Drinks, M&Ms World and Mars Global Service.

Previous Winners 历年获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2018

欧特克软件（中国）有限公司
Autodesk Software (China) Co., Ltd.

上海楷登电子科技有限公司
Cadence Design Systems, Inc.

宁波思艾特软件有限公司
CI&T China, Inc.

思科
Cisco

DHL Express 台湾 & 香港
DHL Express Taiwan & Hong Kong
中外运-敦豪国际航空快件有限公司
DHL-Sinotrans International Air Courier Ltd.

安永
EY

Galton Voysey

瀚纳仕
HAYS

康宝莱（中国）保健品有限公司
Herbalife (China) Health Products Ltd.

希尔顿集团
Hilton

北京葫芦软件技术开发有限公司
Hulu Beijing
Software Technology Development Co., LTD

英飞凌科技
Infineon Technologies

邑盟信息技术（上海）有限公司
InMobi Information Technology
(Shanghai) Co., Limited

凯度健康
Kantar Health

凯度消费者指数
Kantar Worldpanel

Katalyst Group

克罗诺思
Kronos

玛氏
MARS

玛氏
Mastercard

融文咨询
Meltwater

美光科技有限公司
Micron Technology, Inc

NVIDIA

PayPal

罗氏诊断产品（上海）有限公司
Roche Diagnostics (Shanghai) Limited

思爱普（中国）有限公司
SAP (China) Co., Ltd.

施乐辉医用产品国际贸易（上海）有限公司
Smith & Nephew Medical (Shanghai) Limited.

盛庞卡
Splunk

史赛克（苏州）医疗技术有限公司
Stryker (Suzhou) Medical Technology Co., Ltd

STS Gems Ltd.

武田中国
Takeda China

Tata Communications (Hong Kong) Ltd

北京互联企信信息技术有限公司
Teleperformance China

高临管理咨询（上海）有限公司
Third Bridge Group Limited

沃尔沃金融服务中国
Volvo Financial Services China (VFS China)

惠氏营养品（中国）有限公司
Wyeth Nutrition (China) Co., Ltd.



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2019

安捷伦中国
Agilent Technologies (China) Co. Ltd.

百特（中国）投资有限公司
Baxter (China) Investment Co., Ltd.

宾三得利中国
Beam Suntory China

Cadence

中国惠普有限公司
China HP Co., Ltd.

宁波思艾特软件有限公司
CI&T China, Inc.

德勤中国
Deloitte China

DHL Express

中外运-敦豪国际航空快件有限公司
DHL-Sinotrans International Air Courier Ltd.

安永
EY

外企德科
FESCO Adecco

恒天然
Fonterra

通用磨坊有限公司 (香港、台湾)
General Mills Limited (Hong Kong, Taiwan)

瀚纳仕人才咨询管理有限公司
HAYS Recruiting experts worldwide

希尔顿集团
Hilton

Hulu北京
Hulu Beijing

邑盟信息技术（上海）有限公司
InMobi Information Technology
(Shanghai) Co., Limited

凯度消费者指数
Kantar Worldpanel

KKR

Kronos China

利贯交易网亚洲有限公司
Liquidnet Asia Limited

玛氏
MARS INC.

万事达卡
Mastercard

Meijer Trading Ltd.

梅赛德斯-奔驰金融服务（中国）
Mercedes-Benz Financial Services (China)

美光科技有限公司
Micron Technology, Inc.

NVIDIA

PayPal

瑞飞儿贸易（深圳）有限公司
Radio Flyer China Limited

罗氏诊断产品（上海）有限公司
Roche Diagnostics (Shanghai) Limited

思爱普（中国）有限公司
SAP (China) Co.,Ltd.

庄臣
S.C. Johnson

西门子医疗大中华区
Siemens Healthineers Greater China

史赛克大中华区
Stryker Commercial

史赛克（苏州）医疗技术有限公司
Stryker Suzhou Medical Technology Co., Ltd.

STS Gems Ltd.

武田中国
Takeda China

塔塔通信技术（香港）有限公司
Tata Communications Hong Kong Ltd.

泰科电子
TE Connectivity

北京互联企信息技术有限公司
Teleperformance China

The Trade Desk

优美缔软件（上海）有限公司
Unity Software (Shanghai) Co., Ltd.

沃尔沃金融服务
Volvo Financial Services

惠氏营养品中国
Wyeth Nutrition

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In Mainland China is "DHL-Sinotrans International Air Courier Ltd.".

(2) 玛氏中国成立于1989年, 旗下有玛氏箭牌糖果、玛氏宠物护理 (分设宠物营养业务与皇家宠物食品业务)、玛氏食品三大事业部。

(2) Established in 1989, Mars China operates three segments - Mars Wrigley, Mars Petcare (Pet Nutrition and Royal Canin), and Mars Food.

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2020

美国运通 American Express	美光科技有限公司 Micron Technology, Inc.
百特（中国）投资有限公司 Baxter (China) Investment Co., Ltd.	米高蒲志集团 PageGroup
Cadence	PayPa
Canva可画 Canva	瑞通宠物安全（深圳）有限公司 PetSafe Shenzhen Limited
宁波思艾特软件有限公司 CI&T China, Inc.	百时益医药研发（北京）有限公司 PPD Pharmaceutical Development (Beijing) Co., Ltd.
思科 Cisco	Rackspace Technology
凯斯纽荷兰工业集团中国(所有全资子公司) CNH Industrial China (wholly owned)	瑞飞儿贸易（深圳）有限公司 Radio Flyer China Limited
DHL Express	罗氏诊断中国 Roche Diagnostics China
帝亚吉欧洋酒贸易（上海）有限公司 Diageo (China) Limited	荷兰皇家菲仕兰 Royal FrieslandCampina China
迪思科 DISCO	思爱普大中国区 SAP, Greater China
史赛克 香港 & 台湾 Stryker Hong Kong & Taiwan	庄臣 S.C. Johnson
安永 EY	史赛克中国 Stryker China Commercial
恒天然 Fonterra	STS Gems Ltd.
台湾通用磨坊股份有限公司 General Mills Taiwan Limited	武田中国 Takeda China
希尔顿集团 Hilton	北京互联企信信息技术有限公司 Teleperformance China
英迈中国 Ingram Micro China	优美缔软件（上海）有限公司 Unity
益普生中国 Ipsen China	源讯科技（中国）有限公司 Worldline (China) Co.,Ltd.
Johnson & Johnson	惠氏营养品（中国）有限公司 Wyeth Nutrition (China) Co., Ltd.
金佰利（中国）有限公司 Kimberly-Clark (China) Co., Ltd.	
万事达卡 Mastercard	
Meijer Trading Ltd.	

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This Year's Winners 本届获奖企业

The list is published in alphabetical order 榜单按英文字母顺序排列

2021

埃森哲（中国）有限公司
Accenture (China) Co., Ltd.

威刚科技股份有限公司
ADATA Technology Co., Ltd.

奥法赛有限公司
AlphaSights

安信龙咨询有限公司
Assurant Consulting Co., Ltd.

百特（中国）投资有限公司
Baxter (China) Investment Co. Ltd.

宾三得利洋酒贸易（上海）有限公司
Beam Suntory Spirits Trading (Shanghai) Co., Ltd.

百时美施贵宝中国
Bristol Myers Squibb China

Cadence

Canva可画
Canva

逸冰信息科技（上海）有限公司
CCP Games

科慕中国
Chemours China

宁波思艾特软件有限公司
CI&T China, Inc.

思科
Cisco

凯斯纽荷兰工业集团中国(所有全资子公司)
CNH Industrial China (wholly owned)

高士大中华区
Coats Greater China

德勤中国
Deloitte China

敦豪电子商务解决方案
DHL eCommerce Solutions

DHL Express

敦豪全球货运（中国）有限公司
DHL Global Forwarding, China

台湾敦豪供应链股份有限公司
DHL Supply Chain (Taiwan) Co., Ltd.

迪思科
DISCO

益博睿大中华区
Experian Greater China

安永
EY

易佰得光学
Eyebuydirect

恒天然
Fonterra

通用磨坊(香港, 台湾)
General Mills (Hong Kong, Taiwan)

哲禹普（上海）企业管理咨询有限公司
GEP (Shanghai) Consulting, Ltd.

希尔顿
Hilton

汇丰环球客户服务(广东)有限公司
HSBC Global Service Center China

汇丰科技中国
HSBC Technology China

英飞凌大中华区
Infineon Greater China

益普生多元健康
Ipsen Consumer Healthcare

LGT 皇家银行 (香港)
LGT Bank (Hong Kong)

马士基中国
Maersk China

万事达卡
Mastercard

美敦力
Medtronic

Meijer Trading Ltd.

Meltwater融文
Meltwater

美光科技
Micron Technology, Inc.

酩悦轩尼诗帝亚吉欧中国
Moët Hennessy Diageo China

NVIDIA

PayPal中国
PayPal China



This Year's Winners 本届获奖企业

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2021

不凡帝范梅勒糖果（中国）有限公司
PERFETTI VAN MELLE CONFECTIONERY (CHINA) CO., LTD.

菲尼克斯(中国)投资有限公司
Phoenix Contact (China) Holding Co. Ltd.

百时益
PPD

瑞飞儿贸易（深圳）有限公司
Radio Flyer China Limited

RingCentral铃盛
RingCentral

荷兰皇家菲仕兰
Royal Friesland Campina

庄臣
S.C. Johnson

法国施维雅药厂香港有限公司
Servier Hong Kong Limited

上海太太乐食品有限公司
Shanghai Totole Food Ltd.

史赛克中国
Stryker China Commercial

史赛克 香港 & 台湾
Stryker Hong Kong & Taiwan

史赛克（苏州）医疗技术有限公司
Stryker Suzhou Medical Technology Co., Ltd.

武田中国
Takeda China

塔塔通信技术（香港）有限公司
Tata Communications Hong Kong Ltd.

北京互联企信信息技术有限公司
Teleperformance China

思特沃克软件技术（中国）有限公司
Thoughtworks

沃尔沃金融服务中国
Volvo Financial Services

惠而浦香港有限公司
Whirlpool Hong Kong Limited

源讯科技（中国）有限公司
Worldline (China) Co.,Ltd.



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The background is a gradient from orange at the top to teal at the bottom. It is decorated with various geometric shapes: a blue triangle in the top right, a red triangle in the top right, a yellow square on the left, a teal square on the right, a pink circle on the right, a yellow wavy line on the right, a teal triangle on the right, a yellow circle on the left, and a pink hexagon at the bottom center. There are also several outlined shapes: a teal hexagon in the top right, a blue square in the middle right, and a pink hexagon at the bottom center.

Thank You !

谢谢 !