Supplementary Reading

Women in the workplace of American Express

Source provided by: American Express

The American Express Global Inclusion & Diversity strategy is focused on valuing and embracing difference, and creating an environment where all colleagues are engaged, have a voice, and can achieve success. We want to ensure that American Express is a global leader in inclusivity; a company where being yourself matters.
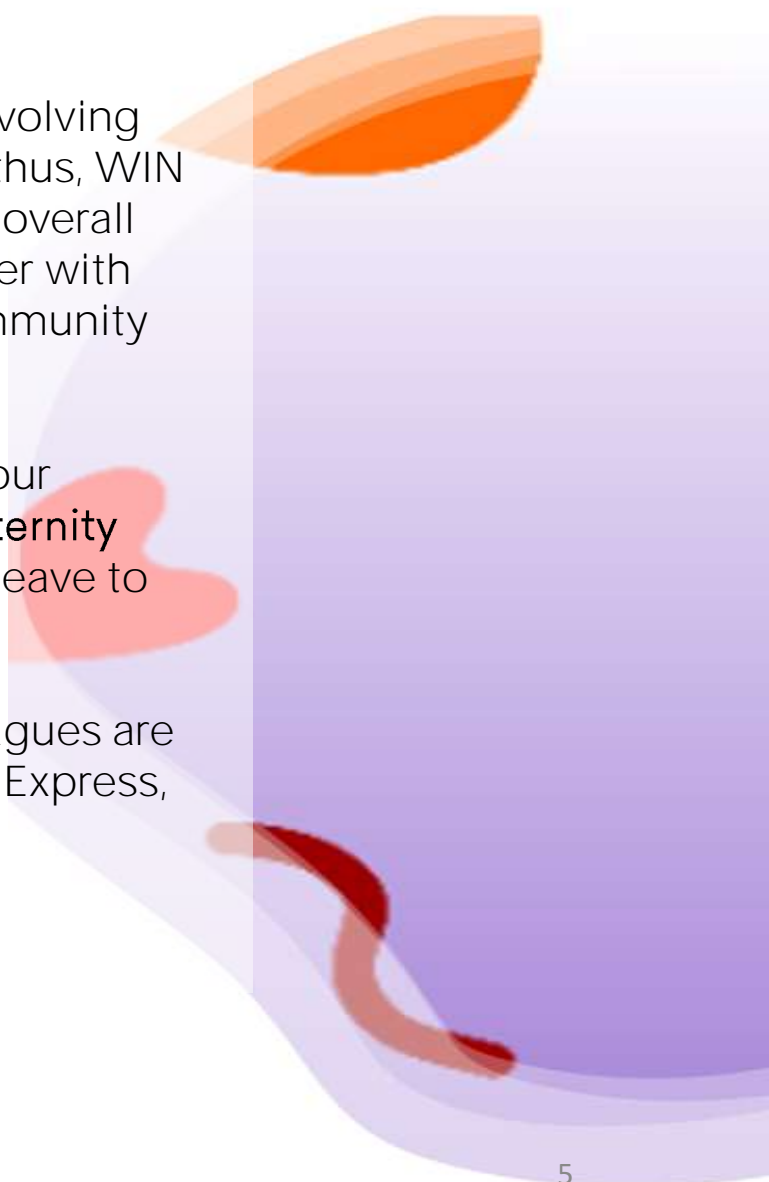
American Express Hong Kong established the company's first Women's Interest Network (WIN) in the Asia-Pacific region in 2006. As 65% of our colleagues in Hong Kong are female, the mission of WIN is to partner with the senior leaders and Human Resources on improving the work-life balance as well as to support the professional development of women and enhance their engagement.

A series of initiatives have been implemented to help support the development of working women and mothers, as well as to increase the awareness of the rights for women. WIN has also organized different initiatives, networking events and a leadership speaker series to support the development of working women and mothers, and also help colleagues manage their family and career needs by sharing the insights and top tips from other successful women.

At American Express, we understand our colleagues encounter evolving personal and professional priorities at different stage of life; and thus, WIN also offers the support and a variety of resources to help achieve overall well-being for themselves and their families. The team also partner with different non-profit organizations to support the society and community such as volunteer events or to support the social enterprises.

In the past few years, American Express Hong Kong has uplifted our **Mother's Rooms, enhanced our maternity leave to 16 weeks & paternity** leave to 10 days, as well as introduced lactation break and family leave to support our colleagues.

Our goal is to ensure American Express is a place where all colleagues are engaged, have a voice, and can thrive. Because here at American Express, being yourself matters.

Special thanks to American Express for providing and sharing wonderful stories about female colleagues in the company.

Thank you!