



## Value Buddies (2018-09-14)



Investment is most prudent when it is most business-like.  
Benjamin Graham

### **DYXnet Group signs up to the Hong Kong SAR Government's "Good Employer Charter"**

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*This move will spur the Group on to even greater achievements as an employer-of-choice*

HONG KONG, Sept. 14, 2018 /PRNewswire/ -- DYXnet Group, Greater China's leading carrier-neutral network service provider, has signed up to the Good Employer Charter launched at the end of 2017 by the HKSAR Government's Labour Department. Christie Pang, Human Resources and Administration Manager, accepted the certificate on behalf of DYXnet Group at a presentation ceremony on September 14.

This initiative encourages employers to adopt employee-orientated practices to cultivate a healthy and productive human resource management culture throughout Hong Kong's business community.

Key aims are to establish family-friendly employment practices that help employees achieve a healthy work-life balance, along with benefits that exceed statutory requirements and a wholesome flow of communication.

DYXnet Group was keen to become a signatory to the charter, especially after having earned a glowing track record as a role model among Hong Kong employers.

As well as limiting the working week to five days, DYXnet provides 120-degree workstations bathed in natural light, as well as adjustable desks that allow employees to work standing-up to assist beneficial posture.

Other aspects of DYXnet's family-friendly philosophy include availability of compassionate and paternity leave, the ability to carry outstanding holiday entitlement into the next year, and a Happy Friday initiative by which colleagues



stop work at 4:30pm on the last Friday of each month to play games and eat together.

Staff are also allowed to leave work early on the eve of major festivals, and benefit from a social club that organises all kinds of leisure activities, plus a family fun-day.

On the recreational side, facilities at DYXnet's office in Kwai Fong's Metroplaza include a fully-automated darts facility, billiards table, massage chair, PlayStation 4, Switch, and an international-sized table tennis table.

Other regional DYXnet Group offices provide staff recreational facilities in the form of billiards, table football, exercise bikes and other fitness equipment. In addition, activities and gifts from the Group help colleagues get the best out of celebrating major festivals. Meanwhile, the Group's HR and Admin departments arrange annual trips for colleagues as a gesture of gratitude for their hard work throughout the year.

DYXnet Group has become an employer-of-choice, thanks to a sharp focus on career development, while promoting a culture of togetherness and overall well-being throughout the workforce.

Employees also benefit from transparency and a free flow of information. This is assisted by a company newsletter, a refreshing policy that allows colleagues to express their opinions on corporate issues, an open and honest performance management and promotion system and an employee handbook.

Two years ago, DYXnet Group was applauded by the 2015/16 Family-Friendly Employers Award Scheme, organised by the HKSAR Government's Home Affairs Bureau and Family Council. The scheme recognises organisations that channel effort into nurturing a pro-family culture and add value to Hong Kong by encouraging mutual understanding between employers and employees.

DYXnet Group Founder and CEO Lap Man said: "Our people are our most valuable asset because they are essential to the way we operate and grow our business. DYXnet Group already performs admirably as an employee-orientated employer, but signing up to the Good Employer Charter will spur us on to even greater achievements as one of Hong Kong's employers-of-choice."



He added: "We believe effective human resources management boosts morale among staff and facilitates a more collegial and cohesive atmosphere in the workplace."

The "Good Employer Charter" initiative is open to all private organisations and most public bodies, as well as employer associations, trades unions, professional bodies, non-governmental organisations, social enterprises and educational institutions in Hong Kong.

Organisations accredited by the panel of judges are awarded a "Good Employer Charter" certificate and can use the charter logo in their letterheads, publications and promotional materials for two years. They are also included in a "Good Employer Charter" participation list on a website that can be accessed by the public.