

EVP Well-being

**Speakers: Pebbles Lacson, Senior Human Resources Manager
Tristan Alenton, AVP, Product Control Automation Specialist
Bryle Penamante, AVP, Client Services
Richard Adelfin, WPB Risk and Control Manager
Joe Villareal, Head of Marketing Services and Digital Marketing**

[Pebbles]

Hello and welcome to today's very special episode on HSBC Employee Value Proposition. I am Pebbles, your host. And we have four very special colleagues who will talk about the four pillars of well-being: physical, mental, financial and work-life balance.

[Text on screen]

Well-being
HSBC Employee Value Proposition

[Pebbles]

So, welcome to our colleagues today.

[Guest participants]

Thanks Pebbles.
Thank you for having us.

[Pebbles]

Maybe we can start with you, Tristan.
How does HSBC support your physical well-being?

[Tristan]

For me, it's really more into HSBC's investment on programmes and initiatives for sports.

[Text on screen]

Tristan Alenton
Physical Well-being

[Tristan]

So, may it be a Gold's Gym session, maybe it be a running session coach, this speaks a lot about HSBC's commitment for us to continue our well-being. We have sports like basketball, we have football, badminton. So on and so forth.

[Pebbles]

So how about for employees who are not as athletic as you are? What does the Bank do to help to stay healthy?

[Tristan]

There are actually a lot. So, one thing that I can think of would be access to gym memberships. So I know we had it during the pandemic and even up to now. So we have coaching sessions, may it be online or physical. And then we also have running sessions as well. So we had access to a professional trainer who enabled us to, who taught us the basics of running.

And it's really that continuity as well. Wherein, for example, the past years we had '147,000 Steps Challenge', and now the training/running session. So really it speaks volumes for HSBC.

[Pebbles]

Yeah, we need to keep physically fit so we can be mentally fit, and have work-life balance.

And you, Bryle, how does HSBC support your financial well-being?

[Text on screen]

Bryle Penamante
Financial Well-being

[Bryle]

Aside from the competitive pay and benefits and financial assistance programmes available to employees, HSBC supports its employees' financial well-being through financial education. I think one perfect example is HSBC ensures that any resources regarding financial well-being are made available to its employees. Especially the webinars, and series and talks regarding money, and financial freedom.

[Pebbles]

Richard, maybe you can share with us, how does HSBC support your mental well-being?

[Richard]

It starts with a healthy mind. For me there are considerations in having a healthy mind.

[Text on screen]

Richard Adelfin
Mental Well-being

[Richard]

You could be physically fit or you could be financially well but at the end of the day, if you are troubled, it creates anxiety to you. It does not equate to a healthy mind. So there are four considerations for me.

Number one is meditation. HSBC has helped me and introduced me to Headspace.

[Text on screen]

Access to well-being app

[Richard]

I use Headspace during my yoga sessions.

Number two is prayer. HSBC has sponsored Friday masses, which I attend to be close to God.

[Text on screen]

Supports practise of faith

[Richard]

Number three is of course creating happy thoughts and memories in HSBC. And I usually join activities like Kids at Work, mid-year parties or year-end parties that creates bonds with other colleagues and of course creating memories.

[Text on screen]

Creating bonds with colleagues

[Richard]

Good memories and happy memories along the way.

The last one, it's important to know that HSBC supports its employees with the Employee Assistance Programme. Wherein, this is extended to the family members, you can call the hotline anytime to

[Text on screen]

Employee Assistance Programme

[Richard]

Wherein, this is extended to the family members, you can call the hotline anytime to ask if you need assistance.

[Text on screen]

EAP hotline number

Landline: (632) 8819 6150

Mobile: 0919 0560708 (for calls only)

Domestic toll: 1800 1888 4827 (accessible via PLDT, Smart and Sun)

[Richard]

And also there is a mental health benefit. There is a certain amount, about 50,000 annually that you can avail if you require assistance.

[Text on screen]

Mental health benefit

[Richard]

And this is extended as well to your, the members of your family.

[Text on screen]

Medical benefit extended to dependents

[Pebbles]

Joe, how does HSBC support your work-life balance?

[Joe]

Work-life balance, you know, Pebs, that I've been with the Bank for 20 years, right? I think that in itself is a testament to how much I value working here.

[Text on screen]

Joe Villareal

Work-Life Balance

[Joe]

I think a perfect example would be when back in 2017 I was allowed to do part-time work. So I did part-time work for the [Ortigas] branch as a Premier Associate.

[Text on screen]

Flexible work arrangements (FWA)

[Joe]

The purpose of that was so that I could explore doing makeup more. It's another one of my passions. It's a passion project of mine. So you can just imagine my days, right. I would go to the office to the Ortigas branch for 10 days a month and then the rest of those days would be dedicated to my makeup job.

So like on a Monday I could be assisting a Premier customer transferring funds to Australia and the day after I would be driving to Tagaytay at 3 in the morning for a bridal makeup, right.

So, it was very tiring but it was very, very fulfilling to me. And I'm very happy, that I got that experience here in the Bank.

Now I'm back to full-time. I realise I'm not up for the super tiring physical work, which is doing makeup but I still get to do it on the weekends.

[Pebbles]

That concludes today's episode. Thank you for joining us. I hope you got insight into what makes working with HSBC both meaningful and truly rewarding.

[Text on screen]

HSBC