

阿尔斯通荣膺“2021中国杰出雇主” 实力认证，打造卓越职场环境

2021年1月26日 – 阿尔斯通被授予“2021中国杰出雇主”荣誉。此次获得的在交通领域杰出雇主的认证充分肯定了阿尔斯通在优化员工职场环境，制定并实施卓越的人力资源策略和员工管理等方面所作出的努力。

杰出雇主调研机构的认证项目是通过《人力资源最佳实践调研问卷》来评估参与企业的人才实践。这份问卷涉及人力资源六大领域及20个话题，包括人才策略、工作环境、人才招聘、学习、福祉、多元化与包容性等。

阿尔斯通中国及东亚区总裁罗义松先生谈到：“在阿尔斯通，我们认为企业的优势在于员工对工作的热忱和怀揣的抱负。在中国，这是我们第一次获得杰出雇主的殊荣，意味着不仅是亚太区，而且是在全球范围内，对阿尔斯通营造最佳职场环境的认可。它强调了我们的坚定信念，即为我们的员工打造良好的环境，使他们在各自领域持续创造佳绩，这同时也反映了公司对人才管理的态度以及我们为其提供的机会。”

从一开始，阿尔斯通中国就已将创建优质职场环境的理念深深植入在公司策略当中。除了提供有竞争力的薪酬待遇和安全包容的工作环境外，阿尔斯通还致力于在中国建立一支健康敬业的员工队伍。

阿尔斯通加大了在各办公室和车间招聘更多女性员工的力度，截至目前，国内女性员工占中国员工总数的近30%。多年来，企业在吸引和留住人才方面的创造力备受赞誉，并荣获“2018年亚洲招聘奖”，成为最受员工青睐企业之一。同时，阿尔斯通也致力于推行企业志愿者服务，并积极履行企业社会责任，例如在新冠肺炎疫情期间，向前线铁路工人捐赠口罩等防疫物资。

杰出雇主的认证完全符合阿尔斯通的行动战略。通过与杰出雇主调研结构的合作，阿尔斯通能够将实践和内部流程与其他工业企业进行对比，从而确定我们的关键优势和改进的方向。这将同时有助于吸引优秀人才，促进员工积累高层次工作经验，帮助员工在其职业生涯中不断成长。

杰出雇主调研机构首席执行官 David Plink 先生表示：“2020年对全球企业来说都是充满挑战的一年，但阿尔斯通仍始终将员工放在首位，这点显得难能可贵。因此，我们非常高兴这些企业能获得中国杰出雇主的认证。”

关于杰出雇主调研机构

杰出雇主调研机构是认证卓越人力资源实践的全球权威专业机构。我们致力于帮助企业改善人力资源实践，打造更好的职场环境。通过杰出雇主认证项目，企业可以参与认证，最

终获得杰出雇主称号。杰出雇主调研机构成立至今已有 30 余年，已在 120 个国家/地区认证了超过 1,600 家企业。这些经过认证的杰出雇主积极影响着全球 700 多万员工的生活。

关于阿尔斯通 阿尔斯通致力于打造引领更加绿色、智能的交通出行解决方案，开发并推广适用于未来可持续发展交通模式的集成系统。阿尔斯通提供完整的系统、设备和服务，应用于高速及超高速列车、地铁、有轨电车、电动公交车等领域，覆盖系统集成、定制服务、基础设施，信号和数字化解决方案等业务板块。阿尔斯通 2019/20 财年的销售额为 82 亿欧元，预订订单为 99 亿欧元。
阿尔斯通总部位于法国，业务布全球 60 余个国家，目前拥有 38,900 名员工。

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Alstom recognised as a Top Employer 2021 in China **Win testament to prioritising employee journeys at the workplace**

26 January 2021 – Alstom has been recognised as a Top Employer 2021 in China. Being certified as a Top Employer in the mobility sector cements Alstom’s dedication to better employee journeys within the world of work as well, and exhibits this through excellent HR policies and people practices.

The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. This survey covers six HR domains consisting of 20 topics such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity & Inclusion and more.

“At Alstom, we believe that we are only as good as the passion and ambition of our people driving the company. The coveted Top Employer 2021 honour – a first for China – puts Alstom in the company of not just the Asia Pacific region but also the world’s best workplaces. It underscores our strong belief in building the right environment for our employees to continue excelling in their respective domains, while reflecting the company’s approach toward these talents and the opportunities we offer them,” said Olivier Loison, Managing Director for Alstom in China & East Asia.

The concept of a quality work environment has long taken root at Alstom in China since its inception. Besides providing a competitive compensation package and a safe and inclusive work environment, Alstom is also dedicated to building a healthy and engaged workforce in China.

Alstom has increased its efforts to hire more women across the organisation and on the shopfloor and as of today, women employees constitute close to 30% of its workforce in China. The team’s creativity in attracting and retaining talents over the years even garnered nods at the Asia Recruitment Awards 2018 as one of the best staff referral programmes. Alstom is also no stranger to promoting corporate volunteerism and participates actively in community outreach projects such as donating masks to frontline rail workers during the COVID-19 battle.

The Top Employers certification is fully in line with the Alstom In Motion strategy. Through collaboration with Top Employers Institute, Alstom will be able to benchmark its practices and internal processes to those of other companies from a variety of industries and determine its key strengths and lines of improvement. It will also serve to attract new talents, promoting high level of employee experience and giving everyone the means to grow in their career.

“Despite the challenging year we have experienced, which has certainly made an impact on organisations around the globe, Alstom has continued to demonstrate the power of putting their people first in the workplace. We are proud to share this year’s announcement and congratulate all the organisations who have been certified in their respective countries through the Top Employers Institute programme,” said Top Employers Institute CEO David Plink.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1,600 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

About Alstom

Leading the way to greener and smarter mobility worldwide, Alstom develops and markets integrated systems that provide the sustainable foundations for the future of transportation. Alstom offers a complete range of equipment and services, from high-speed trains, metros, trams and e-buses to integrated systems, customised services, infrastructure, signalling and digital mobility solutions. Alstom recorded sales of €8.2 billion and booked orders of €9.9 billion in the 2019/20 fiscal year. Headquartered in France, Alstom is present in over 60 countries and employs 38,900 people.

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