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Great Companies for Dads Awards 2023

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[Press Release] 12 Organisations Recognised For Innovative HR Policies That Support Fathers

Singapore, 8 February, 2023 - Five organisations from the public, private and people sectors have been selected as winners of the **Great Companies for Dads Awards 2023**. 22 companies participated in the awards this year

These organisations will be receiving the awards from President Halimah Yacob at the Centre for Fathering Charity Ball on 10 February 2023. They hail from industries such as medical, financial, property, social services and government.

The winners are:

1. Animal & Avian Veterinary Clinic (AAVC)
2. City Developments Limited
3. Focus on the Family Singapore Ltd
4. Ministry of Social and Family Development
5. Partior

In addition, another seven organisations received letters of commendation from Patron of Centre for Fathering, Mr Tan Chuan-Jin, Speaker of the Parliament of Singapore, for their efforts in encouraging work-life integration in their organisations.

These include:

1. Civil Service College
2. Elephant Pte Ltd (Elephant Therapy & Training)
3. Ministry of Defence (MINDEF)
4. National Parks Board
5. PUB – Singapore's National Water Agency
6. Singtel
7. Umami Meats Pte Ltd

The following organisations are Made For Families partners - Animal & Avian Veterinary Clinic (AAVC), City Developments Limited, Ministry of Social and Family Development, Civil Service College and Singtel.

Please refer to **Annex A** for profiles and commentary from recipients of the Great Companies for Dads Awards 2023.

Awards to recognise father-friendly workplaces

Organised by the Centre for Fathering (CFF), DADs for Life and MUMs for Life, the Great Companies for Dads Awards is Singapore's first award to recognise outstanding organisations with policies and practices that support fathers and help them thrive at home as they do at the workplace. It is organised in partnership with Families for Life and in support of Made For Families. Into its second edition this year, the awards was launched in 2021 by President Halimah and recipients were selected based on the following criteria:

- Demonstration of innovative policies on parental and paternity leave that go beyond stipulated legislation;
- Demonstration of policies benefitting Dads such as shared parenting initiatives, flexible work arrangements and Dads support networks and resources; and
- Adoption of Centre for Fathering, DADs for Life and Families for Life initiatives and programmes such as Eat With Your Family Day and parenting workshops.

Please see **Annex B** for the judging panel.

Employers play an important role

"Employers play a critical role in supporting families as better work-life integration for employees leads to happier and stronger families. Relationships are one of the most important things to humans. By giving employees quality time to spend with people that matters the most to them, employers are creating a ripple effect that makes employees more motivated to work for the companies. This benefits the company through increased productivity, greater staff engagement and lower turnover. The Great Companies for Dads Awards motivate organisations to continually help their employees, especially Dads, achieve balance between work and family," said Speaker of Parliament Mr Tan Chuan-Jin, who is also the patron for CFF, DADs for Life and MUMs for Life.

Mr Bryan Tan, CEO of CFF, DADs for Life and MUMs for Life, added, "It's very encouraging to see these organisations put in place exemplary human resource policies and workplace practices that supersede all required stipulations. Parents, specifically Dads, are very well supported at these companies. Many fathers there can become more involved and engaged with their children, which brings benefits to marital relationships and children's well-being, thereby strengthening families. This would set Singapore up to be known to the world as being Made for Families!"

Mr Ishak Ismail, Families for Life Council Chairman, said "I am heartened that organisations are embracing a family-friendly culture and doing more to support their employees. Juggling work and family demands can be challenging for parents, and we need a whole-of-society effort to strengthen our families and build a stronger society. I hope that the awards will motivate more companies to implement family-friendly policies and practices at the workplace so we can forge a more inclusive and caring Singapore where families can thrive. Congratulations to all the recipients of the Great Companies for Dads Awards 2023!"

- End -

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Annex A: Recipient profiles and commentaries

Recognising the need to support their employees, especially fathers in balancing work and families, organisations receiving the Great Companies for Dads Awards have in place policies that allow fathers to spend more time with their children.

AAVC – Animal & Avian Veterinary Clinic	
<p>AAVC was registered as a business entity on 1 August 2007. A year later, we welcomed our first client, with a team of three guys, as Singapore’s 30th veterinary clinic (It is now slightly over 110).</p> <p>We’ve now grown to a team of 13, comprising 6 men and 7 women, 4 of whom are fathers with 2 -3 kids each. AAVC comprises of 6 veterinarians (30 – 65yo), 2 vet-technicians (50yo+/-), and 5 administrative executives (mid 20s – 40s). We operate 361 days a year for our clients and patients (dogs, cats, hamsters, rabbits, guinea pigs, turtles/terrapins, birds).</p> <p>The clinic’s team have a diverse background in terms of education, field of study (veterinary medicine, biomedical science, counselling, psychology, accounting, childcare, life sciences, engineering), and in terms of social status of single, married, married with kids, divorced. As a small clinic, our team is regarded as an extended family, where we provide support towards their mental well being, health, financial, educational (skills-upgrading), and as a listening ear. We have varied members (with different profiles) whom the individual feels most comfortable with, can seek out to.</p>	<p>AAVC has since conception, designed a work-life balance clinic (while ensuring our responsibility to the needs of our patients), and has a very supportive employer who champions for life-long learning, corporate social responsibility and volunteerism, whilst ensuring the mental health of the team is maintained.</p> <p>AAVC has pledged support for the SG Made For Families initiative.</p>
City Developments Limited	
<p>City Developments Limited (CDL) is a leading global real estate company with a network spanning 104 locations in 29 countries and regions.</p> <p>Listed on the Singapore Exchange, the Group is one of the largest companies by market capitalisation. Its income-stable and geographically diverse portfolio comprises residences, offices, hotels, serviced apartments, retail malls and integrated developments.</p>	<p>In the new normal, organisations need to be able to meet the different needs of employees by allowing more flexibility and choices in terms of the way they work, where they work, types of benefits that suit their individual needs and various forms of rewards to motivate them. Our family friendly policies and programs have benefitted working parents and won us various awards as well as positive feedback from employees. On Father’s Day, we did a light-hearted thematic podcast featuring senior management on their fatherhood journey – the unsung hero who provides for kids in many</p>

<p>With a proven track record of over 55 years in real estate development, investment and management, the Group has developed over 48,000 homes and owns around 23 million square feet of gross floor area in residential for lease, commercial and hospitality assets globally. Its diversified global landbank offers 3.3 million square feet of land area.</p> <p>Along with its wholly-owned hotel subsidiary, Millennium & Copthorne Hotels Limited (M&C), the Group has 155 hotels worldwide, many in key gateway cities.</p> <p>Leveraging its deep expertise in developing and managing a diversified asset base, the Group is focused on enhancing the performance of its portfolio and strengthening its recurring income streams to deliver long-term sustainable value to shareholders. The Group is also developing a fund management business and targets to achieve US\$5 billion in Assets Under Management (AUM) by 2023.</p>	<p>ways (weekend driver, family chef, household cleaner, bug destroyer, meal finisher, #dadjokes machine, listening ear, shoulder to cry on etc). It encourages real talks among employees, reinforcing bonds that might have frayed during the pandemic. Looking ahead, with regular engagement and feedback from employees, we aim to further elevate their experience, re-inventing and adapting our strategies to turn opportunities into successes for the individual and the business.</p>
<p>Elephant Pte Ltd (Elephant Therapy & Training)</p>	
<p>A world of empowered and flourishing human beings. The Elephant Group offers counselling, psychotherapy and psychological services, postgraduate diplomas, training and seminars, and executive and life coaching in Singapore, Asia and internationally.</p>	<p>We are delighted to have been awarded a commendation from the Great Company for Dads Awards. Working in the mental health arena, we know only too well how much pressure is on the shoulders of fathers. For our own team, we strive to provide flexibility in order that they can maintain the priorities in life with their families. We do this through flexible working, encouraging an appetite for self-growth, paternity leave and ensuring they all have supervision and don't suffer from burn out, a common problem in this day and age, not least in mental healthcare. We commend the Great Company for Dads Awards as an initiative which indirectly encourages fathers to talk and share their challenges and feelings, rather than suppress them. Such an approach is a strength which helps them and their families navigate through an ever more complex world.</p>
<p>Focus on the Family Singapore Ltd</p>	
<p>Focus on the Family Singapore Limited is a local Christian charity with Institution of a Public Character (IPC) status. Recognising the challenges and disruptions in our increasingly</p>	<p>“In order for fathers to be present at work and at home, Focus on the Family Singapore has in place family-friendly initiatives. From Flexi-Work arrangements and Family Care Leave to</p>

<p>digitised world, we seek to bring families closer by encouraging and equipping youth and individuals from all backgrounds towards strong and resilient relationships, starting at home.</p>	<p>on-site ad-hoc Child Support and First Day of School Leave, a husband can better support their wife; and as a father, be present for their children. We also have a ground-up initiative whereby the men in the office meet informally each month over lunch to catch up and learn from one another in our roles as sons, husbands and fathers!”, said Mr Martin Lim, Chief Relationship Officer, Focus on the Family Singapore Ltd.</p>
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Ministry of Defence (MINDEF)

<p>The mission of Ministry of Defence (MINDEF) and the Singapore Armed Forces (SAF) is to enhance Singapore’s peace and security through deterrence and diplomacy, and should these fail, to secure a swift and decisive victory over the aggressor. As an organisation, we strive to ensure that our people are resilient in adversity, confident and forward looking, and committed to forging the unity and resilience of our nation to define our future and determine our way of life. MINDEF/SAF is continuously building on organisational excellence while strengthening operational effectiveness.</p>	<p>“We believe that helping our employees find a balance between work and family life is important in keeping them motivated and productive. It is not easy for working parents, whether fathers or mothers, to find time for their families amidst their busy schedules. As such, we have put in place family-friendly initiatives to allow our employees to have a meaningful career while fulfilling their roles as parents. These include flexible work arrangements such as flexi hours and satellite workplaces; the ‘Back to School’ initiative which gives parents time off to spend more time with their primary school children during the hectic first week of school; as well as ‘Eat With Your Family Day’ to allows parents to leave work early to join their families for dinner. We are happy to receive this commendation recognising MINDEF/SAF for family-friendly initiatives that have enabled our employees to balance both family and their careers,” said Colonel Joseph Peh, Head Joint Manpower Department, SAF.</p>
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Ministry of Social and Family Development

<p>We are Professionals with Passion for People.</p> <p>MSF develops the "heartware" for Singapore through our policies, community infrastructure, programmes and services. Our mission is to nurture resilient individuals, strong families and a caring society that can overcome challenges together.</p>	<p>“MSF believes that fathers play an equally important role as mothers and have always extended the same support and flexibility in work arrangement to fathers so that they play an active role in the families. We are fully supportive of initiatives from the Centre of Fathering such as “Eat with your Family Day” and “Back to School with Dad” which promotes father-child bonding. We strive to continue to build a pro-family culture and a workplace that is Made for Families.”</p>
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National Parks Board	
<p>The National Parks Board (NParks) is responsible for enhancing and managing the urban ecosystems of our City in Nature. We are the lead agency for greenery, biodiversity conservation, and wildlife and animal health, welfare and management. We are also working closely with the community to enhance the quality of our living environment.</p>	<p>“At the National Parks Board, we believe our employees are at the heart of the organisation. Thus, we strive to create a workplace with a culture of support for working parents, allowing them to thrive and succeed at work and home.</p> <p>As such, we have in place initiatives promoting flexible work arrangements to allow parents to spend more time with their children. These include the ‘Back to School with Mom and Dad’ initiative, allowing parents to take time off during the first week of school, and the ‘Eat with Your Family Day’ where employees may leave work earlier to have dinner with their families.</p> <p>To strengthen family bonds, NParks organises events such as ‘Bring Your Family to Work Day’ so that employees may bring their children to the workplace to participate in fun-filled activities, while also giving their children an insight into what their parents do at work,” said Mr Francis Lim, Group Director/Corporate Services, National Parks Board.</p>
Partior	
<p>Partior is a blockchain-based technology provider that is enabling the next generation of cross-border payments and value exchange. An independent company that grew from the Project Ubin collaboration backed by the Monetary Authority of Singapore, Partior was founded by J.P. Morgan, DBS and Temasek last year. Partior aims to make digital clearing and settlement more efficient, reliable and secure for financial institutions worldwide by harnessing the key features of blockchain and smart contracts — programmability, immutability and traceability — to address the industry’s longstanding pain points.</p>	<p>“As a father, one of the most important things to me is creating an inclusive and supportive office environment for working parents that goes beyond just ticking the boxes. With more fathers today choosing to play an active role in their children’s upbringing, we offer our employees – mothers and fathers included – the autonomy to integrate work and family commitments. This is achieved through a variety of ways, including a peer-led employee support group for parents, flexible work arrangements that help parents manage their responsibilities at home, and sick leave and eldercare/family care leave. We pride ourselves on being a business that focuses on the outcomes instead of the number of hours we spend in the office, and we believe in helping our employees advance in their careers while spending quality time with their families,” said Mr Jason Thompson, CEO of Partior and Senior Sponsor for Partior Employee Resource Groups</p>

Singtel

Singtel is Asia's leading communications technology group, providing a portfolio of services from next-generation communication, 5G and technology services to infotainment to both consumers and businesses. The Group has presence in Asia, Australia and Africa and reaches over 740 million mobile customers in 21 countries. Its infrastructure and technology services for businesses span 21 countries, with more than 428 direct points of presence in 362 cities.

Singtel is dedicated to continuous innovation, harnessing next-generation technologies to create new and exciting customer experiences as we shape a more sustainable, digital future. The Group's purpose is grounded in empowering our people to innovate better ways to connect with customers, unlock new possibilities for future businesses to thrive and foster a sense of ownership and belonging to better serve our stakeholders, partners and communities.

"In line with our group purpose to Empower Every Generation, we strive to help the fathers in our organisation make a bigger positive impact on their children. Through our comprehensive benefits programme, we provide our parents support in achieving this, from flexible family leave to providing paediatrician consultations for our staff's children and even behavioural health coaching sessions to help them get through challenging periods in life. We are heartened that our efforts are recognised and will continue to do our best to support all dads in Singtel," said Ms Aileen Tan, Group Chief People and Sustainability Officer, Singtel.

Umami Meats Pte Ltd

Umami Meats has developed cultivated seafood from fish-cells, with a focus on species that will experience supply-side shortages in coming years due to climate change, overfishing, and growing consumer demand.

Umami Meats is now developing affordable, nutritious, deliciously cultivated seafood products with a focus on 3 fish-species that are endangered (IUCN listed) and facing rising consumer demand. We are building a B2B-platform for cultivated seafood production, including several novel, low-cost inputs from serum-free media to optimized cell lines with our cutting edge bioprocess innovations.

Umami Meats aims to recruit and retain the most talented and qualified bio-process scientists globally and be known as an outstanding start-up organisation, with its modern HR policies and practices, that support fathers in the workplace.

As an employer, we play a critical role in supporting our families, as better work-life integration leads to increased productivity, greater staff engagement and more efficiency for our science team.

We want to continually equip our employees, to achieve an optimal balance between work and family.

Almost half of our employees have young children, and we want to set a positive example, with our modern HR policies. This will ensure long term career opportunities with Umami Meats, as our staff remain engaged at work and happy at home.

PUB, Singapore's National Water Agency

PUB is a statutory board under the Ministry of Sustainability and the Environment (MSE). It is the national water agency, which manages Singapore's water supply, water catchment, and used water in an integrated way. From April 2020, PUB also took on the responsibility of protecting Singapore's coastline from sea-level rise as the national coastal protection agency.

PUB places great emphasis on the well-being of employees. We recognise that employees play multiple important roles in life, as workers, sons, and as fathers. To support our employees' well-being in balancing their responsibilities, PUB has put in place family-friendly initiatives such as flexible work arrangements and the Back to School initiative where parents can take 3 hours-time off to accompany their children to school during the first few days of school at the start of the year. We also participate in the Eat with Your Family Day which is held quarterly on the last Friday of the school term. PUB is honoured to receive a commendation for the Great Companies for Dads Awards and will continue to support our staff through these family-friendly initiatives and policies.

ANNEX B

Great Companies for Dads Awards 2023 Judging Panel

NAME	STATURE/ORGANISATION
Mr Keith Magnus	Chairman, Evercore Asia CEO, Evercore Singapore Chairman, Centre for Fathering, DADs for Life and MUMs for Life Chairman, Singapore Sports Hub
Mrs Laura Hwang	Director, Linyi Investments Chairperson, Singapore Dance Theatre Past President, Singapore Council of Women's Organisation (SCWO)
Mr Ishak Ismail	Principal Consultant, i-Grow Partners Pte Ltd Senior Advisor, Glamco Aviation Pte Ltd Chairman, Family for Life Council
Dr T Chandroo	Chairman & CEO, Modern Montessori International Pte Ltd Immediate Past Chairman, Singapore Indian Chamber of Commerce & Industry (SICCI)
Mr Per Magnusson	Group CEO, Jebsen & Jessen Group Immediate Past Chairman, Singapore International Chamber of Commerce (SICC)
Mr Adrian Peh	Chairman, Adsan Law Chairman, General Affairs, Singapore Chinese Chamber of Commerce & Industry
Dr Bicky Bhangu	President - SE Asia, Pacific and South Korea, Rolls-Royce Chairman, Singapore International Chamber of Commerce (SICC)

Annex C: Organisers' Profiles

About Centre for Fathering, DADs for Life and MUMs for Life

Centre for Fathering (CFF) is a non-profit organisation founded in 2000 to promote active and involved fathering and address issues caused by fatherlessness in Singapore. The organisation aims to turn the hearts of children towards their fathers by empowering more fathers to be better role models and an enduring inspiration to their children.

Since 2015, CFF has been the driving force behind Singapore's nationwide fathering movement - DADs for Life which seeks to inspire and mobilise fathers to become more involved with and a good influence to their children... for life. Under the DADs for Life umbrella are initiatives such as Back to School with DAD, Eat With Your Family Day and Celebrating Fathers – to encourage fathers to spend time with their families and create a culture that promotes active fathering. MUMs for Life is a ground-up movement to celebrate a mum's unique identity as a woman, daughter, wife & mother, whose key partner is DADs for Life because we believe that mums and dads play irreplaceable and complementary roles in parenting together.

CFF is Made For Families

CFF is proud to be part of the ecosystem supporting families in Singapore, and identify ourselves as an organisation that is Made For Families. Launched in June 2020, Made For Families represents the different ways – big and small – that Singapore as a community supports families. An initiative by the National Population and Talent Division (NPTD) in the Strategy Group, Prime Minister’s Office, Made For Families aims to assure families in Singapore of support from the government and society at large. It invites more employers, as well as corporate and community partners to adopt the brand mark, and contribute collectively to building a conducive environment that supports families in Singapore. Together, we can build a Singapore that is Made For Families. Visit go.gov.sg/MadeForFamilies for more information.

About Families for Life (FFL)

The Families for Life (FFL) Movement aims to build strong and resilient families. The FFL Movement rallies like-minded individuals, families and organisations to strengthen family bonds through large-scale events, national celebrations and online digital campaigns.

FFL365 offers a suite of complementary evidence-based parenting and marriage programmes while FFL Parenting is an online repository of localised, research-backed parenting resources. FFL also runs Parent Support Groups, particularly for those with preschool children. FFL@Community brings all these offerings to local communities.

Visit <https://familiesforlife.sg> for tips, resources and interesting family activities as well as a wide range of meaningful volunteering opportunities as FFL volunteers.