



# 李錦記

## 推廣三平衡 多管齊下助戒煙

▲ 李惠中對李錦記榮獲「香港無煙領先企業大獎」金獎感到欣慰，並表示公司會繼續致力推廣無煙文化及員工「三平衡」的工作。  
Charlie Lee is pleased with the Award and pledges to continue supporting smoke-free workplace and achieving the "Three-Balance" in life.

企業重視員工身心健康，會為他們建構一個有朝氣的工作環境。李錦記有限公司（下稱「李錦記」）推廣「三平衡」概念，鼓勵員工在「健康、家庭、事業」之間取得平衡，並深信無煙是健康生活的重要一環。因此，早在80年代李錦記的廠房及辦公室已全面禁煙，2013年起更開始安排吸煙員工參加以中醫為本的戒煙服務，藉着針灸及穴位按摩等治療，助他們戒除煙癮展新生。

作為醬料品牌的老字號，李錦記理解人才是企業得以延續的最寶貴資產，因此對員工更多一份關顧之情。李錦記醬料集團主席兼行政總裁李惠中表示，公司早於1988年已將辦公室及廠房範圍定為非吸煙區，減少煙草的禍害，營造健康的工作環境，並確保醬料產品卓越質素。

### 引入中醫戒煙服務

為更有效推廣無煙文化，公司於2013年進行研究，探討員工吸煙的成因及戒煙的過程，包括戒煙失敗的原



▲ 李錦記為員工提供舒適的工作環境，實踐「三平衡」理念。  
Lee Kum Kee provides a relaxing working environment for its staff and achieves 'Three Balance' in life.

因、戒煙時的心癮及退癮症狀等。另外，公司亦深入了解香港各戒煙服務機構所提供的不同戒煙服務，比較服務內容、對象、跟進工作、服務時間和地點等，以挑選最適合員工的服務。

經過詳細研究後，公司最後選擇了博愛醫院中醫戒煙服務，並派發單張鼓勵員工參與，讓他們透過中醫療程逐步戒煙，期間請來中醫師為員工及其家人分享戒煙方法和保健食療等。



▲ 公司邀請中醫師為員工講解中醫戒煙療程，並鼓勵員工戒煙。  
Chinese practitioner is invited to promote the smoking cessation service and motivate staff to quit smoking.

李惠中解釋以中醫學為機理的針灸戒煙服務，中醫師會先為吸煙員工進行專業評估，了解他們的吸煙狀況、戒煙經驗和失敗原因等，再循針灸、穴位按摩及輔導治療等方式，舒緩煙癮帶來的不適，宣通肺氣，並透過為期一年的電話跟進服務，持續協助他們戒煙。

李惠中指出，「針灸及穴位按摩可改善煙癮導致的不適，減少身體對尼古丁的依賴，加上博愛醫院的免費流動綜合中醫診所停泊點遍佈全港，員工可彈性參與，亦可將服務推介予身邊吸煙的家人或朋友。」

### 重視員工「三平衡」

與此同時，公司亦循「三平衡」概念入手，為員工安排多項健康活動，舒緩他們的工作壓力。李惠中強調，「只有在健康、家庭及事業三方面取得平衡，才能營造一個開心健康的工作環境。」公司除了安排健康講座及身體檢查，亦會舉辦生日會、員工比賽、各類興趣小組等，並向員工派發水果及涼茶，提醒大家注意飲食和健康，拒絕吸煙。



▲ 李錦記早於1988年已實施全廠禁煙。  
Lee Kum Kee's own production plant has been designated as a smoke-free workplace since 1988.



▲ 李錦記深信健康無煙的工作環境可保障其醬料及調味品質素。  
Lee Kum Kee believes a smoke-free workplace can ensure the quality of its sauce and condiment products.

### 公司簡介

李錦記創辦人李錦裳1888年在廣東省南海水鎮發明蠔油，創立李錦記，現已是世界醬料調味品行業中具領導地位的跨國企業。公司總部現設於香港，至今有逾220種產品，分銷網絡遍佈全球超過100個國家和地區。

## Lee Kum Kee Company Limited

### Achieving "Three-Balance" in life through multi-pronged approach

Lee Kum Kee Company Limited believes that healthy staff enhance effectiveness and quality of work. The company has urged its staff to pursue a smoke-free life and nurture a balance among health, family and career, the "Three-Balance" in life. Its own production plant and office in Taipo were designated as smoke-free workplace as early as the 1980s. To further promote the smoke-free culture to its staff, Lee Kum Kee explored the reasons of smoking, ways of kicking the habit and different smoking cessation services in Hong Kong in 2013. After evaluation, the cessation services offered by Pok Oi Hospital using medical acupuncture and professional counselling were selected and promoted to its staff. Smoking staff were referred to receive the treatment and some of them have successfully kicked the habit. Charlie Lee, Sauce Group Chairman and CEO, believes that a balanced life certainly helps one to quit smoking, and that is why the company organizes various interesting staff events regularly. Fruits and herbal tea are also distributed to remind staff of the importance of a healthy lifestyle and staying away from cigarettes.