

## Fresenius Medical Care launches APAC Women's Leadership Initiative

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**This initiative is part of the global inclusion & diversity efforts from Fresenius Medical Care**



Fresenius Medical Care, the world's leading provider of products and services for individuals with renal diseases, has launched its Asia Pacific Women's Leadership Initiative (WLI) as a catalyst to continue driving inclusion and diversity (I&D) amongst its 13,000-strong workforce in the region.

Launched on International Women's Day, the initiative hosted a region-wide virtual event with all staff encouraged to attend. Underpinned by one of the key International Women's Day missions – to forge inclusive work cultures where women's careers thrive and achievements are celebrated – the event highlighted the important role of inclusive and diverse leadership in both employee satisfaction and business success.

With a keynote address from Harjit Gill, Chief Executive Officer, Asia Pacific Medical Technology Association (APACMed), and showcasing the stories of inspiring women leaders across Fresenius Medical Care, the launch has provided the momentum to continue building an even more diverse and inclusive organisation for the future.

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Donna Hua, Vice President, Product Engineering Center Machines & Digital Solutions, Fresenius Medical Care's Global Research and Development department, whose journey featured as one of four stories at the Leader Showcase, paid testimony to women's unique leadership style.

"Over the years, I have learned that women have a superpower in leadership positions: strong empathy. We build alliances through our understanding of others and can use this to everyone's advantage, forging a more compassionate work environment that helps everyone to thrive," stated Hua.

Gender diversity at the senior management level, and in the company's main governance bodies, has increased over time, but representation at these levels still has room to grow. Determined to continue closing this gap, the company has identified inclusion and diversity as one of the five pillars of its Global Employee Sustainability project. Spurred by this global

imperative, the WLI was formed to promote gender parity at all levels within the company's Asia Pacific organisations.

The initiative comprises a working group of 14 women leaders from across the company's Asia Pacific countries and functions who will identify ways to further improve women's leadership development.

"An inclusive and diverse working environment is one where every individual feels supported and free to be themselves. This accelerates innovation, fosters employee satisfaction, and in turn drives financial outcomes", said Harry de Wit, CEO & President, Fresenius Medical Care Asia Pacific.