

Laporte, recipient of the work-life balance prize “Prix reconnaissance conciliation travail-famille” for 2016

On June 18th, Laporte had the honor to be awarded the work-life balance prize, *Prix reconnaissance conciliation travail-famille*, for 2016 in the “companies with more than 50 employees” category.

This award, presented by the Ministry of Family, pays tribute to organizations that implement good management practices allowing their employees to successfully balance their family and professional responsibilities. The award ceremony took place during the *Les grands prix de la relève* event, organized by the Young chambers of commerce of Quebec (RJCCQ).

Laporte, very avant-garde at heart, always knew how to adapt and respond to the needs of its clients, as well as those of its employees. «Our approach, based on flexibility, creativity and know-how, allowed us to become, within a short period of time, the biggest engineering firm serving the Canadian pharmaceutical and food and beverage industries. However, this would not have been possible without the expertise, dedication and sense of family that drive our employees», emphasizes Daniel Laporte, the president of the company. The entire team, accompanied by their loved ones, received the award while the song « We are family » was playing in the background.

«The working practices put in place a few years ago to encourage work-life balance are a core part of our recruitment and retention strategies. Our initiatives are available to all employees, from their very first day of employment with our company», says Pascale Daher, Human Resources Manager.

Besides the three weeks of vacation granted within the first year, an extra week of time off is offered during the winter holidays. In addition, the entire staff and management team benefit from a flexible schedule. As such, Mr. Laporte himself, father of five children, works four days a week in order to spend time with his family and recharge his batteries.

«We actively listen to our employees, which enables us to adapt on a regular basis. Every request is analyzed and submitted for consultation; if granted, it becomes available to everyone», concludes Mrs. Daher.

It's within this context that the work-life balance prize takes on its full meaning; it rewards years of working practices inherent to the culture at Laporte.