

**Tracey Bowra, Vice President and General Manager Commercial Card Asia Pacific**

Tracey has been with American Express for more than 20 years and currently manages more than 450 employees in 12 countries across the Asia-Pacific region.

Tracey believes it is important to adopt a flexible working approach to help manage one's work-life balance. She has personally taken advantage of American Express' new worklife diversity policy "Summer Hours", which allows employees to alter their work schedules by providing for extended weekends during the summer months. This policy gives her the flexibility to spend more time with her family and friends through activities such as hosting dinner parties during the week.

Tracey decides to work from home occasionally when she needs to put together a strategy paper or a speech without interruptions, or when she has conference calls outside of normal working hours.

"It is a reality that people need flexibility in their working week occasionally. It is important as an employer that we partner with employees to help them achieve a greater work-life balance," said Tracey.

"I believe knowing you have some flexibility to make time when you need it for family or personal reasons makes sense – it reduces absenteeism, empowers employees and creates a sense of loyalty towards the employer."

"Where flexible work practices works for the company and the employer, it is a win win."