

# HUMAN RESOURCES

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# Human Resources

## Cultivating our Greatest Asset

Hatta Dam, Dubai UAE

APICORP prides itself on the professionalism, dedication and integrity of its team. These qualities are the key determinants of success in APICORP's pursuit of growth, profitability, and value creation. The leadership strives to ensure that APICORP's people management practices and work environment continue to promote and preserve the values that underpin the corporation's success.

With a 118-strong team of professionals who come from 19 different nationalities, APICORP takes pride in its diverse and talented workforce and derives strength from their collective experience and cultural backgrounds. As APICORP seeks to hire, train, and retain top caliber talent from the region and beyond, its recruitment and HR policies are designed to engage skilled individuals capable of continuous learning and development, whilst

instilling a culture that embraces performance, impartiality, solidarity and commitment to excellence.

### Employee Engagement and Enablement

In 2018, APICORP's employees participated in the corporation's bi-annual Employee Engagement Survey. Designed by specialised consultants, the Employee Engagement Survey assesses how engaged and enabled APICORP's employees feel and informs management's efforts and action planning to construct the support frameworks necessary for an empowered, productive and content workforce.

According to the results of the 2018 Employee Engagement Survey, APICORP's employees strongly

approve of the work environment that has been built around trust, fairness and mutual respect, a strong indication that the corporation has successfully built a high degree of social capital and goodwill amongst its team members to ensure the collective effort is guided to realise its goals.

### Fostering an Inclusive Environment

APICORP strives to ensure that the utmost respect is shown for diversity in individuals, perspectives, and opinions. The corporation actively embraces and celebrates the rich multidimensionality united under the APICORP banner.

Currently, 19 nationalities are represented within APICORP's teams. While most hail from member

countries of the Arab League, they also include individuals from nations outside the region such as France, India, Pakistan, the UK, the Philippines and South Africa. The percentage of female employees at APICORP is growing, and women are increasingly represented in senior executive positions. As of the end of 2018, females comprised 11% of APICORP's total workforce, with two women serving as members of the Executive Management Committee.

Because employees are its most valuable asset, APICORP emphasises fostering an environment in which they can fulfill their potential and deliver according to the corporation's high performance standards.