




EMPLOYEE BENEFITS

We adhere fully to UAE Labour Law and MOHRE guidelines. Our benefits package includes:

-  Gratuity, sick leave, maternity leave, and overtime calculated on basic salary
-  Minimum one-month notice period for role changes
-  Additional leave for long-term service:
 - +3 days after 5 years
 - +5 days after 10 years

CREATING A GREAT PLACE TO WORK

We conduct annual employee engagement surveys with Great Place to Work® to track satisfaction and uncover areas for improvement. We also promote longevity and morale through:

- ★ Extra leave and financial vouchers for long service
- ★ Monthly awards for site workforce performance (e.g., phone card prizes)
- ★ Turnover this year: 11 workers, 27 employees

Strengths



Intimacy



Corporate Image



Integrity



Monthly awards for best performance and most improved

Strengths



Community



Equity



Caring



Bi-annual awards at team away days

TRAINING & DEVELOPMENT

Professional growth is a priority. All employees complete monthly mandatory training via our Percipo LMS and draft an annual Personal Development Plan to support upskilling, succession planning, and career advancement.

Average training hours:

- 11.31 hours per employee
- 3.89 hours per worker
- 100% of employees completed their annual performance review

Core Training Areas:

- Code of Conduct & Ethical Business
- Customer Journey & Human Trafficking Awareness
- JOURNEY2030 Sustainability Goals
- Cybersecurity & Digital Safety
- First Aid & Wellbeing
- Unconscious Bias
- Financial Planning (StashAway)
- People Management & Difficult Conversations
- Career & Personal Development Planning

CASE STUDY: LEED TRAINING

To support our sustainability leadership, we provided LEED-focused training to enhance technical knowledge and certification capacity across project teams.

FAIR & TRANSPARENT REMUNERATION

Our remuneration system is aligned with UAE law and driven by both individual performance and business targets, including sustainability goals.

★ Performance-based bonuses for senior leadership

★ Commission-based structure for sales teams

★ Clear policies for termination, retirement, and clawbacks

★ Annual total compensation ratio: 4.29



GRIEVANCE & SUPPORT SYSTEMS

We maintain an ISO-aligned grievance procedure to support fairness and transparency.

If an employee raises a concern:

- ★ It is addressed within 10 days by their manager
- ★ If unresolved in 20 days, it is escalated via our grievance form to HR and the MD

This year: No critical grievances were reported, reflecting a positive and safe workplace culture.



PARENTAL SUPPORT & LEAVE

We offer generous and inclusive parental leave:



Maternity leave: 60 days (45 days full pay + 15 days half pay)



Paternity leave: 5 days for both male and female employees, within 6 months of childbirth



Facilities: Dedicated wellness and nursing room, with private shower



Flexibility: Option for part-time return in coordination with direct managers



THIS YEAR:

1

EMPLOYEE TOOK
MATERNITY
LEAVE

0

EMPLOYEES TOOK
PATERNITY
LEAVE

100%

RETURN TO
WORK
RATE

Explore our Online Sustainability Hub

[ENTER](#)

Enquire about your sustainable interior fit-out solution now

*Jack brings over 11 years of experience in the UAE
fit-out market.*

[LET'S TALK](#)

