

Human Resource Management Policy

At Mansour Paving, we recognize that our employees are the key to our success and nothing can be achieved without their engagement. This policy encompasses the guidelines which constitute a solid basis for effective Human Resources Management throughout Mansour Paving.

It explains to all MPA employees the vision and mission of the Human Resources function and illustrates every aspect of an MPA employee lifecycle. The MPA management and Leadership Principles inspire all the MPA employees in their actions and in their dealings with others.

The implementation of this policy will be inspired by sound judgement, compliance with local market laws and common sense, taking into account the specific context. Its spirit should be respected under all circumstances and could be summarised in one sentence: At Mansour Paving we put people at the centre of everything we do.

The objectives of our human resources management plan are;

- Ensuring that human resources department staff are given the tools, training and motivation to operate in the most efficient and effective manner.
- Promoting and recruiting the best-qualified people, and recognizing and encouraging the value of diversity in the workplace.
- Providing a competitive salary and benefits package and developing the full potential of our workforce by providing training and development for career enhancement.
- Providing a work atmosphere that is safe, healthy and secure, as well as conscious of long-term family and community goals.
- Establishing, administering and effectively communicating sound policies, rules and practices that treat employees with dignity and equality while maintaining company compliance with employment and labor laws, corporate directives, and labor agreements.

It is the responsibility of all Mansour Paving employees aspiring towards these objectives in order to excel in business performance and communication skills.



Mohammed Mansour
Director

02/09/2020

Date Signed