



Great Place to Work® reveals UAE's 'Top 20 Companies to Work For'

DHL named Top Company to Work For in the UAE for third consecutive year

Dubai, UAE, 9th March 2016: Great Place to Work®, a global research, training and consultancy firm that recognizes the best workplaces in over 50 countries worldwide, has revealed the 'Top Companies to Work For' in the UAE. Now in its sixth year, the list recognizes the top 20 companies in the UAE with outstanding workplace cultures.

This year Great Place to Work attracted a record level of participation in the UAE, resulting in an increased number of companies qualifying for the Top Companies to Work For List. Great Place to Work attributes this increase to the value companies see in improving their workplace culture and being recognized as a top employer brand.

"There is a growing understanding among business leaders in the UAE that workplace culture has become a significant competitive advantage for organizations to attract and retain top talent. Leading organizations are continuously monitoring their employees' workplace experience and looking for innovative ways to make incremental improvements," said Maha Zaatar, Managing Director of Great Place to Work in the UAE.

The 2016 List

Securing the number one position on the 'Top 20 Companies to Work For in the UAE' list for the third consecutive year was **DHL**. The logistics company prioritizes living by its core values, nurturing employee development, creating a fun work environment, being transparent, listening and acting on employee feedback and celebrating successes. DHL puts its workplace initiatives on top of its strategic plans and ensures that management spends time with frontline employees. This includes attending courier rides and customer service calls—to ensure employees understand how integral they are to the success of the organization and its customers.

This year's runner-up was **THE One**, who advanced two spots from 2015 followed by **Omnicom Media Group** who retained its third position. In fourth place was first-time list maker **Splash**, while **The Estee Lauder Companies** came in fifth, climbing one spot from 2015.

Ranking from sixth to 10th place on the list were **EMC, Weber Shandwick, Hilti Emirates, Hilton and FedEx** respectively. Rounding out the final 10 positions on the list were **WSP | Parsons Brinkerhoff, Hyatt, AstraZeneca Gulf, Al Ghandi Auto Group, Leminar, Dulsco, Eros Group, Apparel Group, 3M and UAE Exchange.**

“The Top Companies should be really proud of their great achievements,” said Zaatari. “We are pleased to see a number of new participants from different industries achieve a ranking. This is the first time that Great Place to Work ® in the UAE has recognized an automotive company. A special mention goes to previous list makers who have maintained or advanced their positions on this year’s list. To do so in the face of such intense competition is testament to their high trust workplace cultures and the value they place on continuous improvement.”

Great Place to Work emphasized that the increased focus on workplace culture by UAE companies comes at critical time for the country.

“The next decade will mark the post-oil transformation of the UAE and the government has made clear the importance of developing, attracting and retaining the best talent to achieve sustainable growth. We need more companies contributing to this mission through cultures that nurture and develop their employees in terms of their capabilities and wellbeing. This focus on human capital has been proven to improve the happiness quotient of people and also make a significant contribution to helping the UAE realize its ambition to be the best country in which to live and work,” added Zaatari.

The Top Companies to Work For annual benchmarking study assesses the level of credibility, respect, fairness, pride and camaraderie within an organization, and forms part of the world’s largest employee survey. Two-thirds of a company’s score is based on the confidential feedback of their employees while the remaining score is attained from an audit of management and HR practices.

The ‘Top 20 Companies to Work For in the UAE’ were represented by a diverse number of industries including logistics, technology, finance, media, retail, hospitality, automotive, pharmaceutical and manufacturing. New list makers in the Top 20 Companies in 2016 included Splash, Hilton, Hilti Emirates, Al Ghandi Auto Group, Eros Group] AstraZeneca Gulf, 3M and UAE Exchange.

The 'Top 20 Companies to work for in the UAE' are:

Rank	Company Name	Fast Facts	What makes them great
1	DHL	www.dhl.com Logistics	The DHL culture can be summarized as the most Motivated People having their Best Day Every day! This is what makes a great workplace - respect as DHL core value, nurturing employee career development, creating a fun work environment, being transparent, listening and acting on employee feedback and celebrating successes. Together with the more forward thinking initiatives such as the Certified International Specialist program, Global DHL's Got Talent, Fitness Center and wellness at the office and the management team spending time with frontline employees (on courier rides/CS calls) DHL ensures that their employees know at every step that they are the key to DHL success and that of DHL customers. The differentiator is that DHL does it consistently and always look at ways of improving it every year. DHL believes their success as a workplace is because of their continuous focus to go from Good to Great. This is ingrained in DHL mindset and culture by their philosophy "Everybody, Everyday, Everywhere....A little bit better". Who wouldn't want to work for a company where they know they are empowered to make a difference for their colleagues, the business and their customers. And they have an opportunity to give back – the Spirit of Yellow CSR umbrella is run by employees who are passionate and inspire those around them to make a sustainable impact. This has made DHL stand out as an Employer of Choice and continuously drives the highest levels of engagement.
2	THE One	www.theone.com Retail	THE One's unique culture is rooted in the company's Core Purpose of Changing the World Together through their various CSR activities, including hiring Challenged Employees. This collaborative spirit is carried through into every aspect of the working environment, where employees feel they each make a difference as part of their daily job. This results in highly engaged staff, while reinforcing the company's supportive family feeling.
3	Omnicom Media Group	www.omnicommmediagroup.com Media	As a business consultancy and service sector entity, Omnicom Media Group MENA's people are the company's biggest asset. It is them who set the organization apart from its competitors. This is why the communications group focuses so much on their continuous development and wellbeing. It has become famous for its workplace culture; for adding purpose to the roles of its employees; for stimulating their growth through a comprehensive learning and development academy; and for promoting a healthier lifestyle with its corporate wellness program. In 2015, the company's efforts in sustainability, governance and ethical practices have been reported in accordance with the Global Reporting Initiative's (GRI) G4 guidelines. Among the latest initiatives introduced by the company are its Digital Acceleration training program, an Environment Week awareness drive, a carpooling scheme and the introduction of a workplace portal in the shape of a smartphone app

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4	Splash	www.splashfashions.com Fashion	Splash is an organization which is passionate about their people and they ensure that they remain at the core of their business & strategy. Championing people by investing a significant amount of time listening to their feedback and bringing about change is the forte of Splash's CEO. With programs like "Meet the CEO", "Retail Employees Day", "IIM Leadership Development Program", "Hello HR", "Goal 360" & "Spotlight" Splash has been able to instill an emotional connect that brings forth respect, fairness, pride and camaraderie within their people & the organization. Building an enriching career and empowering the team to excel is the key focus for their organization.
5	The Estée Lauder Companies	www.esteelauder.com Health and beauty	The Estée Lauder Companies has been recognized as a great workplace for a third consecutive year. They are proud of their culturally diverse, dynamic and growing affiliate headquartered in Dubai. The Estée Lauder Companies Middle East believes their success is thanks to the fantastic group of people who work in their Middle East affiliate. Additionally, The Estée Lauder Companies Middle East are always looking at new ways to provide the best work place possible for their employees, whether this be through their employee-led Corporate Responsibility team, their flexible working practices or their ongoing open door sessions with employees that foster important two-way dialogue.
6	EMC	http://middle-east.emc.com/ Information Technology	At EMC, innovation, passion and success are what define them. They drive EMC every day and are embodied in the spirit of their team. At its core, EMC's strength is derived from its people; people who help organizations successfully harness the power of EMC technologies in their IT Transformation journeys to meet the needs of a new future. 2015 marked a great year for EMC, with their employees having a platform to give back to society. From their "EMC Gives Back" CSR campaigns which were recognized by EMC leadership at the global level, to EMC video showcasing employee accomplishments, they instilled a sense of pride in their employees and increased their level of engagement.
7	Weber Shandwick	www.webershandwick.com Communications	Weber Shandwick is a diverse team of clever, collaborative, award winning, and creative PR consultants. The employees describe their work environment as empowering, friendly, motivational and professional. Free yoga, social football, fresh-pressed juice mornings, wellness workshops, nurse checkups and many more healthy initiatives are offered at the agency to promote a healthy lifestyle. The employees are provided with regular opportunities for self-development through regular lunch & learn sessions, access to leading online learning portals and one-on-one coaching. They also organize annual raffle prizes for extra leave, have their own internal awards, engage in pro-bono work and run a very competitive Halloween costume contest.
8	Hilti Emirates	www.hilti.ae Technology	Integrity, Courage, Teamwork and Commitment are the strong values they truly live by on a daily basis at Hilti Emirates. Hilti Emirates value each and every employee, therefore everyone has the opportunity to share their views, ideas and give us feedback on the work environment through regular listening breakfasts and lunches, employee camps, kick-off events, team dinners as well as through Hilti Emirates formal annual engagement survey called GEOS (Global Employee Opinion Survey). Moreover, they have a very thorough career development platform that allows their management team to look on a yearly basis at every single

			employee's performance, their strengths and development areas and find where their abilities, skills and career aspirations best match with Hilti Emirates organization requirements. The unique combination between caring for their employees and the society they live in and the drive to outperform, sets Hilti Emirates apart as a Great Company to work for.
9	Hilton Worldwide	www.hiltonworldwide.com/Hospitality/Hotel/Resort	As extraordinary hospitality professionals, they work together to make Hilton Worldwide a great workplace and to build rewarding careers for all. Hilton cares about their team members' career prospects, offering learning and development opportunities such as access to Hilton Worldwide University, an online resource offering over 2,500 learning programs for team members delivered in a variety of ways, including e-learning, webinars, eBooks and articles. Hilton is also passionate about recognizing the vital contribution team members, as the Heart of Hilton, make to their business. This includes Team Member Appreciation Week, which gives an opportunity to recognize, celebrate, and thank Team Members around the world for filling the earth with the light and warmth of hospitality. In the UAE last year, for example, during that week Hilton Al Hamra Beach & Golf Resort held a party to recognize the team members' contribution with celebratory cupcakes, and DoubleTree by Hilton Dubai - Jumeirah Beach, organized yoga sessions for their team to give them time to relax after a busy days work. In addition, Team Members are given opportunities to impact their local communities by taking part in Global Month of Service, the company's month-long, global celebration of its efforts to help address social, economic and environmental needs around the world. Last year, Team Members united to work on 4,145 projects contributing more than 213,000 volunteer hours in 92 countries. In the UAE GMS activities included more than 100 Hilton Worldwide Team Members from across the company's seven hotels in Dubai joining children from Al Garhoud National School to receive training on soap recycling as part of Soap for Hope.
10	FedEx	www.fedex.com Logistics	FedEx provides a diverse, inclusive and supportive work environment. From in-depth leadership development programs designed to train the managers of tomorrow, to tuition assistance schemes for employees, FedEx has put the development of its people at the heart of the company's culture. Its engaging Open Door policy allows employees to speak directly and openly to their management about general issues without fear of discrimination. FedEx employees come from different paths of life. Their differing experiences, expertise and perspectives help deliver to an increasingly globalized customer base, enrich their work lives and make them stronger for a better future.
11	WSP Parsons Brinckerhoff	www.wsp-pb.com Engineering, professional services	WSP Parsons Brinckerhoff people say they are a great workplace because they welcome people to their community, into an environment where people truly work as one and take great pride in the projects they deliver together. WSP Parsons Brinckerhoff has an open plan working environment and utilises the most advanced technology to ensure people can collaborate, innovate and share easily - whether it's face to face or virtually via video conference or Skype for Business. Their people tell us they like the open plan style because it means WSP Parsons Brinckerhoff leaders are accessible and visible all the time, which reflects the transparent culture they aspire to. With their hot-desking approach one can sit

			<p>next to the Managing Director one day, and someone from a different country or business unit the next. It is this flexible and open approach, particularly towards working from home or flexing their hours from time to time, that their people appreciate the most. WSP Parsons Brinckerhoff even provides their three screen desk set up for people at home if they want it - it's these little extras that go a long way.</p>
12	Hyatt	www.hyatt.com Hospitality	<p>At Hyatt Hotels UAE, they are able to connect with their associates on a level they feel sets them apart from others, particularly in the UAE market. They have achieved this through the company-wide efforts to ensure Hyatt's purpose is demonstrably brought to life by each associate through their daily actions. Hyatt unparalleled employee benefits that include premium fully furnished, purpose built associate accommodation and recreation facilities with the provision of availing complimentary room nights each year across their hotels worldwide, makes Hyatt an astute and loved employer in the UAE. Hyatt's philosophy of growing from within has been evidenced by the numerous learning and development activities and hundreds of selections and appointments made each year in their hotels in UAE. Further, a diverse workplace with 75 + nationalities currently employed, mixed with their sharp focus on sparking innovation and new ways of thinking within the associate community, combine to create opportunities for them in this dynamic and fast moving business environment while setting a precedence for others.</p>
13	AstraZeneca Gulf	www.astrazeneca.com/country-sites/gulf.html Pharmaceutical	<p>At AstraZeneca, they strive to nurture a strong culture of diversity, innovation and enterprise in order to have a positive impact across the organisation and on all employees. They do this by ensuring that their employees are engaged on a daily basis through different targeted programs and communication platforms and activities that focus on employee development and career progression. At AstraZeneca, they have built a culture with values that promotes scientific curiosity, high performance and agility, and that aims to attract, develop and retain great people – ensuring that they have a competitive edge across the market and within the industry. AstraZeneca has reduced complexity and speeded up the decision-making process to accelerate innovation and improve productivity. They foster an environment of collaboration, strong team spirit and smart risk taking, where people can work with high standards of accountability and professionalism. Last but not least, AstraZeneca takes pride in their ongoing social and wellness initiatives that provide all employees with opportunities to focus on their physical and emotional wellbeing and health.</p>
14	Al Ghandi Auto Group	www.alghandi.com/ Automotive	<p>A unique culture has evolved at Al Ghandi Auto Group with a great working environment and a positive energy where employees feel that it is not just a job but part of their extended family. There is a genuine open door policy and employees at all levels are able to freely share their ideas, suggestions and feedback with the management team. Cultural diversity is embraced with the owners, management and employees of some 35 different nationalities actively participating together at the many annual festivals as well as regular team building activities, family days, marathons, sporting activities and talent contests that take place each year. A robust training programme has been implemented that helps the company to achieve the highest standards of performance, expertise and service levels whilst also supporting its employees to fulfil their</p>

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			career goals. With a transparent grading structure, annual salary review and an excellent reward scheme for every employee, the Group has been able to maintain the highest levels of employee engagement and an exceptionally low rate of employee turnover.
15	Leminar	www.leminalgroupp.com/Industrial	Vibrant, exciting and supportive: three words that define the work culture at Leminar Air Conditioning Company. Leminar recruits people who are a cultural fit, nurturing them from day one as long-term employees through the 'Mentoring Program' initiative, where a mentor is assigned for each new employee, who helps in settling into the new role and perhaps new country. Celebrating success and recognizing the talent makes the journey more enjoyable and Leminar fiesta is true testimony of the same. Driving employee engagement, Leminar's annual event calendar abounds with team building activities, sports tournaments and employee-recognition events like People's Choice Awards as well as professional training programs that enhance career growth. Employee feedback collected through online channels & suggestion boxes plays a key role in continuous improvement of workplace. Leminar celebrates the births of employees' newborns, trims office hours for new mothers to support their infant's early development and offers compassionate leave for grieving employees who have suffered a personal loss. Leminar is an office of cultural diversity and every festive occasion is celebrated with revelry. Regular CSR activities strengthen the role of Leminar employees as contributing members of UAE society.
16	Dulscos	www.dulscos.com HR & Industrial Services	The fundamental philosophy of Dulscos's workplace policies, practices and initiatives is to make things happen by enabling the employees to develop, and thereby making the company grow. Herein the leadership strives to establish a high-trust relationship with the employees by providing unique people processes. Among the HR practices, My Dulscos Forum, with representatives of employees, works with the management and HR to introduce innovative initiatives such as Ideas Dulscos, Fun @Work, Thank You Magnets, and Paternity Leave. Quality, Health, Safety and Environment (QHSE) practices include annual QHSE Week, regular Clean Up Campaigns ; Health Camps and Fitness Challenges for the employees to have a blend of healthy body and mind. Coffee with Chairman and Managing Director is an instrument in the bouquet of rewards & recognition scheme. Dulscos Toastmasters Club provides a learning experience to develop communication and leadership skills. The other practices include continuing CSR activities such as Dulscos association with Al Noor Training Centre & Building Schools in Nepal, Recycling campaigns, regular Employee Entertainment & Sporting activities, Hajj/Umrah assistance and Open House session with employees.
17	Eros Group	www.erosgroup.ae Technology	Eros Group binds the organization through a unique blend of recognition, incentivization, recreation, and well-being programs for its team members. Using regular open forums such as "Breakfast with CEO" and a confidential whistleblower program – "MyEros", the company has invested in building a culture of trust, transparency and integrity. Programs like "I do" have been designed to help blue-collar workers upgrade their skill-sets and see a career path within the organization; while "e-Live" provides team members with guidance on adopting a healthier lifestyle. Team Members across all Emirates get-together twice every year for "Eros Sports Day" and "Eros Got Talent" which are wonderful platforms for fun together

			also leading to more cohesive work force. Eros Group also recognizes performance through its monthly and quarterly recognition programs, not to forget the “Who Am I Makes a Difference” pins for on-the-spot recognition.
18	Apparel Group	www.appareluae.com Retail	Apparel Group believes in the spirit of entrepreneurship where every member is coached to act like a team leader. They have had employees serving long tenures hence the management focuses on employee retention of high performers. The employees are encouraged to share innovative ideas during their interactions with their managers and leaders. Financial assistance for education and medical are given to the kin of employees who cannot afford the same. The group hones young leaders through various leadership programs both internally and externally.
19	3M	http://solutions.3mae.ae/wps/porta/3M/en_AE/EU2/Country/ Manufacturing	3M is a science-based company with a culture of creative collaboration that inspires powerful technologies, making life better. Across the globe, 3M is inspiring innovation and igniting progress, all while contributing to global sustainable development through environmental protection, corporate and social responsibility and economic progress. With \$32 billion in sales, their 90,000 employees are applying 3M's science and innovation to make a real impact in every person's life around the world. They attract top talent by strengthening 3M's reputation as a destination for leaders through various initiatives such as their Invent the New Future Challenge Program to graduate students. 3M develops leaders through innovative, action based talent programs, they challenge and reward them with compensation structures and benefits that stand out in the region. As a team, they create an engaging work environment where 3Mers are encouraged to be themselves, bring their best and make a difference every day both internally as well as externally through their Corporate Social Responsibility programs. Growing 3M people and growing their business happen simultaneously – the way 3M builds, develops and engages their talent and leadership has profound implications for their customers, their shareholders and the lives that are improved by 3M technologies.
20	UAE Exchange	www.uaeeexchange.com/ Finance	UAE Exchange strongly believes that happier employees deliver happier customer experience. Hence it invested in engaging well with its employees, who actively participated in defining the direction and progress of the organization. Toward this, year round engagement programmes were initiated through the programme titled “Challenge your limits”. Various interactive initiatives were planned to boost morale, increase energy and propel performance of each of the employees. Various platforms like Leaderships Circles were created for employees to voice their ideas and suggestions to the management. All these resulted in increase in repeat business, year on year increase in employee satisfaction, various rewards & recognition programmes. The initiatives of UAE Exchange garnered recognition in the form of ‘Positive Business Awards’ by University of Michigan’s ‘Ross school of Business’ and more.

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About Great Place to Work®

Great Place to Work® is a global research and management consultancy that recognizes the best workplaces in over 50 countries worldwide and provides premier business and advisory services. Its mission is to improve peoples' lives and create a better society by improving the workplace experience. Great Place to Work was founded in 1991 to provide a simple, research-driven methodology that could be widely used to understand and assess organizations. A proprietary employee survey and assessment of HR policies form the foundation of the Institute's research and consulting services and has been used by companies from all over the world to create strong workplace cultures based on trusting relationships. Great Place to Work believes that in a society of great workplaces, employees feel respected, proud, and trust that management is committed to "doing the right thing."

Following increased demand from the GCC countries for its workplace evaluation services, Great Place to Work expanded to the UAE in March 2010 as a licensed division of Best Companies Group. The UAE operation serves as the regional headquarters for the Middle East, with consultants and sales staff appointed in each market.

About the 'Top Companies to Work For in the UAE' list

Any UAE company with 50 or more employees is eligible to participate in the fee-based program. Any company that appears on the list is selected primarily on the basis of their employees' responses to the Great Place to Work Trust Index®, a proprietary employee survey developed by Great Place to Work. In addition, the Institute evaluates materials submitted by the company, including the company's response to the Great Place to Work Culture Audit®, any accompanying materials submitted by the company for consideration, as well as information gathered from other reputable sources such as media stories about the company. Organizations are able to apply from now and until October 2016 for the 2017 Top Companies list.

Companies interested in applying for the 2016 To Companies list may register their interest with Amany Mohamed at amany.mohamed@greatplacetowork.com.

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