

At ADNOC Distribution, we pride ourselves on our workforce. Open communication with our employees is vital to understand their concerns and needs in the workplace. We encourage a healthy work/life balance through communication and access to career progression at all levels. We conduct regular awareness campaigns on topics ranging from safety in the workplace, to cultural diversity.

We are committed to keeping our employees updated with the latest training and skillsets to stay abreast of industry developments. Our employees thrive and excel in a supportive working environment offering continued training and education.

Our work involves developing relationships with people from a wide range of cultures and backgrounds. We value diversity in our workforce and are constantly working to recruit more women to our operations.

Our approach to labor and human rights issues complies with UAE laws and regulations and relevant international standards. We treat people fairly and without bias, helping to ensure that conditions in the workplace and wider society promote diversity and dignity. We deal with clients, customers and suppliers in a constructive way that supports appropriate inclusion and works against unjustified discrimination.

Emiratization

Developing our human capital is a strategic priority, as part of our commitment to achieving the Emiratization objectives outlined in the UAE Vision 2021.

Our national employees are a great asset to the Company. We offer them targeted development opportunities to help them reach their full potential as competent and well-informed industry professionals. UAE nationals are appointed as trainees within various departments of the company so they can successfully complete their career development programs.

Women's Empowerment

Our focus on women's empowerment has as its objective the creation of a more diverse workforce and a corresponding increase in our efficiency and competitiveness. ADNOC has launched a number of group-wide initiatives to drive women's participation in the oil and gas sector, including the establishment of the Women's Network to empower and support the development of female employees.

Under its women's empowerment pledges, ADNOC seeks to encourage greater female representation in senior management and increase the number of new Emirati women recruits.

As part of the UAE's annual celebration of Emirati Women's Day on August 28, ADNOC Distribution held a special event to mark the day at Head Office. The event was attended by senior management and a large number of employees.

The Company employs more than 400 female staff members in administration, engineering, marketing and customer services, and finance. A number are also employed at service stations across the country. This event celebrated the social, economic, cultural and political achievements of women. It also marked a call to action for accelerating gender parity and diversity in general.



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