

# PRIDE IN OUR PEOPLE

HR & Wellness at Omnum International  
that supports every colleague

# Supporting every colleague

Omnium's strong company culture fosters an inclusive, supportive and open working environment where every colleague is given the tools they need to thrive, both personally and professionally.

Through unique initiatives, the continual introduction of company-wide HR and wellness policies that keep pace with colleague need, and strategic long-term investment in our people, resources and skills, every Omnium colleague benefits from '360' support that nurtures the whole person.

*P. Westeng*

**Peter J Westeng, BSc. FRICS**  
Chairman, Omnium International Ltd



## PHYSICAL

- Improved health insurance
- A League of Our Own
- Health screening
- Free fresh fruit

## MENTAL

- Work/life balance
- Meditation sessions
- Building stronger mindset
- Awards, rewards & appreciation

## FINANCIAL

- Career pathways for life
- FUTURE Programme
- CPD & upskilling
- RICS qualifications

## SOCIAL

- One Omnium
- Charity support
- Emirati recruitment & work experience
- Remote working & family-friendly policies

**HR AND WELLNESS**  
AT A GLANCE

## ALL-ROUND

- HR processes & management structure
- 360-degree support for the whole person
- Employee Assistance Programme
- Continual training & upskilling

- Continual introduction of policies & initiatives
- Development of internal Omnium Wellbeing team
- RISE accreditation by RICS

# Excellence in HR

Underpinning the wellbeing of our people is Omnium International's investment in experienced Human Resources personnel and skills, bringing excellent understanding of traditional HR practices and policy, creative ideas and a structured people management approach to the highest level of our business.

## Omnium delivers:

- Introduction of formal, ISO-certified policies and procedures that consider the needs of individuals, including:
  - **Remote working policy**, including work from home and working remotely worldwide each year which enables colleagues to spend longer with family overseas
  - **Flexible working policy**, allowing colleagues to choose their working hours
  - Extended maternity policy
  - Structured Performance Review programme, linked to promotion and career pathways to ensure that every individual has opportunity to develop their chosen career
  - Investment in technologies and software which enable colleagues to work how and when they choose
- Internal recruitment and promotion wherever possible, putting the careers and needs of our own people first.
- Dedicated internal recruitment team, reducing dependency on external agencies to ensure recruits fit seamlessly into the Omnium culture.
- Structured Early Careers recruitment programme that introduces undergraduates and recent graduates to Commercial Manager and construction sector careers, enabling us to grow our own talent.
- Ongoing development of a formalised Omnium Wellbeing team, with overall responsibility for the delivery of our wellness and wellbeing programmes, and provision of tailored support for individuals where required.
- Investment in a comprehensive Employee Assistance Programme, offering benefits to all colleagues including:
  - Counselling, legal and information support
  - Critical incident advice and support
  - Advice and support for managers
  - Psychological help and support
  - Self-help resources

# Promoting physical wellbeing

Being physically well is an essential component of our peoples' wellness and wellbeing, helping them to focus and perform better in the workplace, and to enjoy fulfilling lives outside of work.

Through unique initiatives, investment in resources and by encouraging peer support for our physical wellbeing programmes that increases take-up, Omnimium is committed to the continual improvement in, and promotion of, the physical health and wellbeing of our people.

## Omnium delivers:

- **“One Omnimium”** is our complete colleague health and wellbeing programme which promotes community wellbeing through physical activity, mental wellness initiatives, improvement in financial wellbeing and opportunities to socialise.
- **“A League of Our Own”**, our in-house programme of sports and competitions led by colleagues and giving people at every level the opportunity to try something new, to stay physically fit and to socialise together.
- **Health screening initiatives**, helping our people to become better informed about their physical health and identifying potential concerns earlier.
- Investment in more **comprehensive health insurance** for colleagues, giving all of our people the opportunity to seek the medical and wellbeing help they need from appropriate specialists.



*“Omnium’s unique business culture is at the heart of everything we do. From our approach to client relationships and project delivery, to ensuring our staff feel supported, reassured and have the opportunities they seek to further their careers, by caring about our people and communities we together build a stronger foundation for the future.”*

**Trish Crilley,**  
Director of Human Resources

# Positive mental health

As awareness of the importance of good mental health continues to grow, Omnium's unique initiatives ensure that colleagues are mentally fit, well-supported and have the opportunity and resources to seek help when needed.

Our approach to positive mental health signifies Omnium's commitment to the '360-degree' wellness of our people, recognising that good wellbeing is the sum of multiple parts requiring tailored support and a culture of care.



## Omnium delivers:

- **Mental wellness initiatives introduced through One Omnium promote a culture of positivity and peer-to-peer support, including:**
  - Individual and team rewards, awards and appreciation that recognises individual and team efforts, successes and achievements
  - Mindset and meditation sessions, encouraging colleagues to take time away from work to restore the mind
  - Promotion of a positive work/life balance that recognises the needs of individuals, achieved through company-wide policies, investment in remote working technologies and implementation of initiatives that encourage physical and social activity
  - Director-led focus on positive, 'no-blame' working cultures in every branch office
- Omnium **Future Leaders Council**, established by Commercial Manager Roxy Reynolds, creates a platform for Omnium's younger leaders to openly discuss issues important to them, influencing EDI and putting colleagues at the centre of decision-making processes.
- Omnium's unique **FUTURE career development programme** gives every colleague the opportunity to expand their knowledge, skills and learning, promoting positive mental wellbeing through a clear career structure, secure employment and knowledge enrichment.

## What our colleagues say



*Omnium understands the personal needs of each employee and is always adapting to the changes around us. The latest policies regarding remote working and flexible timing are the perfect examples that as an organization, we cannot be left behind continuing to work old school style. I felt the care for my wellbeing as an employee is being acknowledged and at the same time the trust in my work ethics are valued.*

**Jocelyn Dote-Africa,**  
Associate Director

*At Omnium, innovation is highly encouraged, where we are always excited to express our ideas freely and think outside the box. Omnium helps us discover the career path we're passionate about, rise to our potential and immensely develop our skills working on a diverse array of projects.*

**Hiba Irshaid,**  
Claims Analyst



*Omnium International is a company that inspires me. I really like the culture that values the employee's work-life balance and provides a very conducive environment to learn, grow and prosper. It encourages and empowers me to do my best and feel passionate about my work. Peers at Omnium are extremely supportive and like one big family who are always around to support at times of need.*

**Anuththara Karandana,** Chartered Quantity Surveyor



# Secure financial wellbeing

Financial health and wellbeing has a strong influence on the overall wellbeing of our people, creating a culture of security, opportunity and working for both individual and mutual benefit.

Through clear career structures, opportunities to gain knowledge, skills and new qualifications, and a commitment to growing our own talent that creates security in employment, Omnium's people benefit from industry-leading initiatives designed to promote positive financial security and wellbeing.

## THE FUTURE PROGRAMME



## Omnium delivers:

- **Long-term career opportunities through our unique FUTURE Programme, a comprehensive career development offer including:**
  - Sponsorship for non-technical staff to gain an industry Masters qualification, enabling us to grow our own internal talent pool
  - APC/RICS support and mentoring programme integrated into careers development structures
  - Targeted training and peer-led CPD that enhances career growth, delivered through mentoring with a 'freedom to fail' approach
  - Job-specific technical and soft skills training in small groups
  - An established commitment to internal promotion that rewards effort and service
  - Work experience and placement opportunities that introduce young people to the construction industry and the way we work
- **Careers for life**, offering defined pathways for every role working on an exciting, world-class project and client portfolio. Colleagues create their own career plans that meet their financial needs through thorough Performance Review processes, empowering them to work towards personal and professional financial goals.
- APC support programme recognised by RICS with its RISE accreditation, one of only a handful of organisations worldwide to receive this status from RICS and indicative of Omnium's commitment to world-class careers for our people.



# A social, family culture

By establishing a culture of family throughout the business, Omnium's people benefit from a feeling of community, care and social connection that promotes positive wellbeing of the whole person.

With opportunities to socialise and interact with others, through policies that support working families and individuals who may be distanced from their own cultures, families and friends, and with charitable support that embeds Omnium within our communities, our business creates a unique lasting legacy for both our own people and those around us.



## Omnium delivers:

- **"A League of Our Own"** promotes not just physical wellbeing but creates opportunities for colleagues to socialise around shared interests, often introducing team members to others in the business they may not otherwise meet.
- Omnium's commitment to Emiratisation ensures a lasting legacy for our community in the UAE, recruiting young Emiratis to departments across the business, including Group and QS roles, offering work experience placements to students and Director-level support for UAE Government departments in the promotion of holistic HR, wellbeing and recruitment practices.
- Work experience and **'A Day in the Life of a QS'** days that introduce students of all backgrounds to construction industry careers.
- A positive work/life balance, achieved through collective initiatives including company-wide strategic policies, 'One Omnium' activities and resources, and a culture that promotes 360-degree physical, mental, financial and social wellbeing.
- An embedded family culture, celebrating individuals' life events and including our annual

Family Day which allows colleagues, partners and children to socialise together.

- The Rashid Centre for the Determined Ones and Al Tareq Rehabilitation & Autism Centre
- Support, awareness-raising and fundraising for local and international causes
- Local sports team sponsorships



*"The WFH flexibility has definitely offered an opportunity for us to allow our children to get involved in after school activities while still being able to deliver our work effectively, relieving us from the guilt of working parents."*

**Adelina Hanim Ibrahim, Project QS**