

## **EMPLOYEE ENGAGEMENT**

Our open-door policy helps to keep management in touch and engaged with staff, who enjoy the benefits face-to-face and daily interactions with their team members. Any issues or concerns that may arise can be tabled at weekly staff meetings, which are open and honest forums for two-way communication. We continuously develop our “Emirian” culture by encouraging a sense of togetherness and camaraderie at our staff events.

Read about our methods of engagement with employees and other key stakeholders in the stakeholder engagement section on page 64.

## **EMPLOYEE WORKING ENVIRONMENT**

Our offices provide a comfortable environment and support Emira’s purpose by being productive workplaces where employees can perform to a high standard. We encourage our staff to collaborate and communicate with one another and share any new ideas freely.

We believe that face-to-face interactions with the team in our offices are effective and efficient, and therefore preferable, but we have a flexible policy on working remotely.

When necessary, our employees can work from just about anywhere with an internet connection. To support this advantage, our IT systems allow for remote online work. We also provide each member of staff with the equipment and wireless internet devices they need to do their work.

## **EMPLOYEE HEALTH, SAFETY AND WELL-BEING**

### **HEALTH**

Emira’s occupational health and safety matters are the CEO’s the responsibility. Performing this function are trained health and safety representatives who are appointed members of the Fund’s property management teams.

Employees are free to table any concerns they may have regarding occupational health and safety at the weekly staff meetings and the monthly Management Committee meetings, where a standing agenda item is in place to discuss these or any other matters that arise.

### **SAFETY**

We appreciate that employee safety is key to creating and maintaining a great working environment at Emira. During the pandemic, we encouraged our employees to work from home to protect themselves and others. Taking care of employee safety ensures business continuity and will always remain a top priority.

### **WELL-BEING**

We encourage our employees to understand the benefits of practising personal financial planning. Our responsible retirement policy ensures that employees contribute to retirement plans and plan for their futures. Employees are required to contribute to the mandatory employee retirement benefit plan.

Being an ethical and responsible employer also means encouraging our staff to be healthy. It is a requirement for all employees to be a member of a medical aid scheme. We inform and educate employees in this regard and review their personal circumstances each year in one-on-one sessions. To keep employees updated and informed of any new or relevant information, we also facilitate meetings with the retirement benefit provider and the medical aid provider.