

Organizational Development and Engagement

ACWA JPIA is committed to cultivating a culture that promotes organizational excellence, while advancing an environment where every voice is valued, every perspective is respected, innovation is celebrated, and opportunities for engagement are accessible to all stakeholders.

JPIA's human capital is the most valuable asset JPIA has. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that JPIA team members invest in their work represents a significant part of not only JPIA culture, but JPIA reputation and company's achievement as well.

JPIA value and encourage team members' differences, and characteristics that make JPIA team members unique.

JPIA's organizational development and engagement (ODE) initiatives are applicable to all aspects of employment and the ongoing goal of developing a work environment built on the premise that encourages and enforces:

- Respectful communication and cooperation between all team members.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate team members' varying needs.
- Employer and employee contributions to the communities JPIA serve to promote a greater understanding and respect for the diversity.

All JPIA team members have a responsibility to treat others with dignity and respect at all times. All team members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.