

Doing it the right way.



Human Resource Management Policy

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Human Resource Management Policy

Life Property Management understands that its greatest asset is its people. This document sets out the company's policy on people management, training and development.

It is the Company's objective to:

- Attract and retain skilled and high performing people
- Create an environment of empowered team members
- Develop and promote according to company needs and individual ability
- Use incentives in a creative, proactive and challenging way

Fundamentals

In order to be competitive in our market, we must be able to attract and retain the best people.

- We stand for trust and open communication as well as transparency and leaders who inspire
- We believe in the desire of individuals to contribute and do their best when given a chance to
- participate in initiatives
- We strive to be an aligned organisation where people are motivated to carry out their tasks and are proud to be employed
- We actively work to achieve a healthy, safe and inspiring working environment

Leadership/Actions

An important part of the deployment of our people strategy is to do so via concrete actions that demonstrate our intention and determination.



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Recruitment

Finding the right people for the job, externally as well as internally, is of the utmost importance for our organisation. We strive to become an employer of choice, thus attracting and retaining the very best. It is our aim to offer internal applicants challenging and rewarding opportunities. However, when hiring new people, their attitudes, skills, experience, motivation and potential for promotion to higher positions are considered important criteria.

Informing

Information is a key requirement when taking decisions and performing actions. Employees should be fully informed of all relevant facts and figures related to their jobs. All leaders have a responsibility to ensure that their team members have sufficient and relevant information to carry out the tasks required.

Empowering

We ensure that people are employed around tasks, given clear roles, responsibilities and resources. We provide our people with goals and means to create motivation and high performance. We ensure all employees have a meaningful job where their ability and experience are used in the best possible way.

Coaching

We ensure our employees receive feedback on a regular and frequent basis. We coach our employees in a positive and creative way.

Reviewing

All employees undertake an annual assessment with her/his direct superior and an individual development plan is created as a result of that assessment.



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Partnering

Good and fruitful co-operation between individuals and departments is essential in a "one company approach" and supports successful business development. All employees are entitled to participate in that development.

Gain sharing

We foster a culture where sharing good results, celebrating achievements and rewarding efforts above the ordinary are common and natural.

Our commitment

Our commitment is to operate and deliver an effective people management, training and development programme.

lpm Doing it the right way



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