



## Human Resource Philosophy of MIAL

To be one of the World's Best Airports, we bank on successfully developing an integrated global community of self motivated and innovative employees. Guided by our vision consistent with our core values and in support of our business goals, we are committed to hire, develop and retain the right talent in order to -

**L**earn the values  
**E**nrich the competencies  
**A**lign the thoughts  
**D**eploy the deliverables

Our mission is to provide a safe and healthy working environment, encourage a high level of morale through recognition and positive employee relations and inspire employees with opportunities for challenging work, personal development and growth.

### **To achieve a committed pool of talent at MIAL, we -**

- Treat all employees with respect, regarding them as responsible individuals
- Establish and maintain high standards of performance with a detailed open and honest feedback mechanism
- Guide, coach, train and counsel employees to perform while maintaining a safe working environment and remove possible barriers to their performance
- Orient the personal values of each employee to encourage their full involvement and commitment to our goals
- Enhance organizational effectiveness by promoting teamwork amongst all employees
- Plan and define organizational structures and future staffing to ensure the organization's competency and continuity