



HUMAN CAPITAL MANAGEMENT

With more than 100,000 employees globally, Wilmar believes that nurturing our human capital is key to succeeding in an environment that is increasingly competitive and challenging. People are our most valuable asset and we recognise the need to identify and continuously develop our own talent pool. We continue to accelerate our talent development programmes to ensure that our employees can reach their fullest potential.

We also want to be a workplace where employees have a strong sense of belonging and are motivated to go the extra mile to contribute to the Group's growth.

NURTURING NEW TALENTS

In India, Adani Wilmar Limited (AWL) invests in its knowledge capital to drive growth, competitiveness and performance across market cycles in the food fast-moving consumer goods industry. It is actively building a talent pipeline to address the demands of rapidly evolving market dynamics. Its learning and development initiatives are based on business needs and individual aspirations, an example of which is the Graduate Engineer Trainees (GET) programme.

The GET programme aims to train employees recruited from reputed engineering institutes across India. The training programme ensures that every batch of trainees gain experience and exposure in AWL's different manufacturing plants across India.

AWL is a Great Place to Work-Certified™ organisation. The certification, awarded by the Great Place to Work® Institute India, is considered the 'Gold Standard' in identifying and recognising Great Workplace Cultures by excelling in the five dimensions of a High-Trust, High-Performance Culture™ – Credibility, Respect, Fairness, Pride and Camaraderie.

KNOWLEDGE SHARING

Sharing knowledge not only cultivates a learning culture, but also improves employee engagement. Having access to insights, resources and expertise enables employees to be more productive and effective.

In November 2022, Wilmar Africa in Ghana sent its first Quality Assurance/Quality Control supervisory team to AWL, to learn and adopt some of the good technical and work practices from its laboratories. The training plan is customised to each product category to ensure that the new knowledge is relevant and applicable back home. Concurrently, this is a platform to raise and align technical standards across the Group.

The training programme was well-received by all participants who found it a very fruitful and enriching learning experience. The next programme is scheduled for February 2023.



Ms Suramya Gautham

Ms Suramya Gautham joined AWL in August 2022 upon graduating from Govind Ballabh Pant University of Agriculture & Technology. She was a participant of the Graduate Engineer Trainees (GET) programme and shares her experience in the GET programme.

Q: What made you apply to the GET programme?

A: AWL's GET programme allows trainees to learn about different functions in the company. This enables us to gain a good understanding of the various operational aspects of a production plant, before we become more specialised. Being fresh out from school, this is an exciting learning opportunity that textbooks cannot offer.

Q: What did you enjoy most about the GET Programme?

A: As part of the induction process, we participated in team bonding activities that were not only fun but also imparted the corporate values of AWL. These activities fostered great camaraderie and I am encouraged that the spirit of teamwork will continue into the workplace.

Q: How did the programme improve your skills and knowledge?

A: The GET programme allows me to put my theoretical knowledge into practice and helps to lay the foundation for my career by strengthening my core technical concepts. The trainers also encourage critical thinking instead of just providing solutions. Most importantly, I got to see how different departments collaborate and support one another.

Q: How will you apply what you have learnt from the programme to your professional career?

A: The programme is very detailed and engaging. Having a deeper understanding of each department and interacting with the supervisors help us to better understand the entire manufacturing process and enables us to analyse from different viewpoints and make better decisions.

Q: What do you love about working in AWL so far? Would you recommend your university juniors to join us after their graduation?

A: I really love the encouraging and helpful nature of everyone at AWL. The management is flexible, embraces innovation and focuses on the safety of employees. It is a great place to work and I will highly encourage my juniors to join the programme.