

# We are Africa's finest

## *Celebrating concrete progress*

Long Service Award, Graduate Trainee Graduation and Wall of Fame



**At the heart of Dangote Cement lies our diverse and dedicated workforce. Our staff, representing a multitude of backgrounds, cultures, and talents, form the very foundation of our company."**

**Arvind Pathak**  
GMD Dangote Cement





### Statement from Group Chief Human Resource Officer

In 2023 our staff commitment remained strong, balanced, and steadfast. We operationalised the DCP employee value proposition and continued to emphasise our values: celebrating loyalty and rewarding performance through the Long Service Award scheme and the Wall of Fame Awards. Being Africa’s finest, we are quite passionate about exemplifying humanity in our business; the entrepreneurial spirit that birthed and sustains the Dangote legacy; and the richness of our cultural diversity which boasts representation from at least 20 nationalities and communicating in over 40 languages.

As a sustainable business, leadership development continued to be a major focus. The Dangote Leadership Development Program (DLDP) was launched with 100 senior leadership participants across the Group. We are also immensely proud of the achievements and pedigree of our 81 graduate trainee graduands whose learning and growth journey as trainees successfully culminated in an exquisite ceremony and deployments across the Group after an 18-month journey – setting them up as the future wave of Dangote Cement leaders. Through other robust training and development programs, mentorship initiatives, and numerous career advancement opportunities, we persistently empower our team to reach their full potential and achieve their career aspirations. In doing so, we strengthen our talent pipeline and emphasised our culture of continuous learning and excellence.

As the largest private sector employer in Nigeria, we continue to significantly impact lives and livelihoods. Moving forward, we will be cementing our dominance in the industry by purposing to be

the “Employer of Choice” in all the markets we operate, remaining a trusted partner, a reliable executor as we create exceptional value for our shareholders and the African continent at large. We continue to prioritise the needs and aspirations of our employees, who remain the bedrock of our existence, fostering a workplace where every individual feels valued, respected, and empowered to contribute their best. Together, we navigate the challenges, seize the opportunities, and build a brighter, more sustainable future for Dangote Cement and all our stakeholders.

