



Our people, *our strength*

2024 was remarkable - a unicorn and a marvel.
DCP staff did it again for DCP.



Gloria Byamugisha
Group Chief Human Resource Officer



Our key priorities were business continuity, recognition and employee wellbeing.

Service, legacy, and success were celebrated. We defied odds, surmounted formidable challenges, and reinforced our presence and excellence in all the markets in which we operate.

Human Resources is 'The Business' and Dangote Cement staff are the cornerstone of our growth strategy, the grease that oils our wheels and the real competitive advantage that we are proud of.

In 2024, leadership development and succession planning were prioritised, recognizing them as critical components in building a sustainable business and maintaining a legacy of excellence.

Statement from the Group Chief Human Resource Officer

The Dangote Leadership Development Programme (DLDP) stands as a beacon of our forward-thinking approach. 16 months and 12 cohorts later, 229 senior leaders emerged across the Group with one mantra – "DCP's efficiency will be its one-way ticket to forever presence". It was and remains a marvel!

Similarly, the Graduate Trainee Programme expanded beyond Nigeria to encompass our pan-African locations, with 72 future leaders in training across our Francophone territories and 128 in Nigeria. Our Graduate Trainees have made invaluable contributions across different facets of the business driving significant growth in operations and branding the organisation as futuristic and fresh.

As an organisation that rewards loyalty and dedication, we also celebrated the commendable service of over 200 ambassadors of our brand as they proceeded on a well-earned retirement, along with 134 long-serving employees whose contributions propelled our organisation forward- playing a fundamental role in shaping the Dangote Cement legacy. Recognition has become a way of life.

Keeping our people pulse rate is ultimate as health is wealth. We engaged our Employee Assistance Programmes (EAP) to sensitise our people and curb mental health and other lifestyle challenges engraving care and support when needed most. Our commitment to mental wellness is not a transient initiative, but a sustained, ongoing effort to cultivate a culture where mental well-being is equally prioritised alongside professional achievement.

As we navigate an increasingly digital

world, Dangote Cement remains acutely aware of the transformative power of technology. We continue to embrace digital tools and solutions, enhancing employee experience and improving operational efficiency, ensuring that we remain at the cutting edge of industry standards.

The journey toward becoming the employer of choice is steadfast. We are dedicated to building a resilient, motivated workforce - one that is not only equipped to navigate challenges but also empowered to seize new opportunities. Through this, we are not only fulfilling our responsibility to our shareholders but also positioning the Dangote brand for continued success.

We commit to re-thinking, re-pairing, re-configuring and re-inventing our people - our Business.

