

شركة الصناعات الهندسية الثقيلة وبناء السفن ش.م.ك (عامة)

HEAVY ENGINEERING INDUSTRIES & SHIPBUILDING CO. K.S.C (Public)



HEISCO

SOCIAL RESPONSIBILITY

Talent Retention and Attraction

Our company seeks to offer rewarding career opportunities that enable aspiring professionals to develop their career paths and contribute to the organization's success. We believe in the importance of attracting diverse talents and providing a workplace environment that empowers employees to acquire the necessary skills for growth and advancement within the company.

We work on creating clear career development pathways, ensuring continuous opportunities for learning and professional growth for our employees. In 2023, the company maintained its outstanding employee retention track record, reflecting its commitment to providing a supportive and motivating work environment that meets the aspirations of our team and fosters a strong sense of organizational belonging.

Recruitment & Employee Turnover

	2023
Employees Retention Rate	112.8%
Employees Turnover Rate	32.74%
Number of New Employees	5893

Diversity & Inclusion

Our company seeks to create a safe and inclusive work environment built on collaboration, trust, and equality, which can help improve productivity and create sustainable value.

Workforce Age Diversity

Age group	Number of Employees
	2023
18-40	9269
41-50	4193
51-60	1542
Over than 60	103

Gender Diversity

Women represent 1.44% of the company's total senior management positions in 2023.

Diversity In Management



Enhancing the Training & Development Pathway

Our company focuses on developing the capabilities and competencies of its employees, equipping them with the necessary skills for professional growth. Education and training programs are an essential part of our goals to enhance employee performance and empower them to face future challenges with confidence and competence.

Total Number of Trained Employees	2023
Number of Males	2904
Number of Females	0
Total Training Hours	14520
Average Training Hours per Employee	5

National Workforce

Our company places a special emphasis on selecting and employing national talents, driven by its commitment to supporting the national workforce and making it a driving force for the company's growth and prosperity. We seek to attract and develop Kuwaiti capabilities by offering rewarding career opportunities that enable professional growth and active contribution to achieving the company's goals.

The company works to create a work environment that inspires national competencies to innovate and excel, while providing continuous training and development programs to enhance their skills and empower them to play a fundamental role in the company's journey toward a sustainable future, thereby qualifying them for leadership positions.

Incidents of Discrimination

The company proudly maintains a flawless record with zero incidents of discrimination throughout 2023. The company received no complaints from employees or customers regarding cases of discrimination, reflecting our unwavering commitment to providing an equal and fair workplace that respects everyone's rights and fosters a strong sense of belonging.

We are consistently dedicated to enforcing strict policies against all forms of discrimination, while providing open communication channels and effective mechanisms for reporting any violations. This ensures that any concerns are addressed, reinforcing a culture of respect and equality across the company.

Our Impact on Society

Throughout 2023, the company was keen to engage positively with global events and challenges, reaffirming its leading role in providing purposeful contributions and donations.

The company worked hand in hand with several social institutions to contribute to diverse initiatives aimed at mitigating problems that negatively impact society. This stems from the company's vision to support sustainable development and enhance community well-being by delivering innovative and sustainable solutions.

Community Contributions	2023
Total Community Contributions, Donations, and Sponsorships in 2023	32,000
Kuwait Foundation for the Advancement of Sciences Contribution	65,128
Zakat	85,025
National Labor Support Tax	212,562