

EXTRAORDINARY TALENT

2024

Our talent management



At CAASA, we recognize that our human talent is the engine that drives our business success. Therefore, we strive to establish policies and guidelines that foster an inclusive, fair and respectful work environment.

We are constantly seeking to attract and develop our human talent through transparent, respectful, equitable and fair labor relations, thus generating a work environment of trust and comprehensive development.



Recognized as a Great Place to Work-Certified™ company for the period December 2023 - December 2024, for offering a world-class work experience to its employees.



We remained in the Merco Talent Ranking, which recognises the companies that best attract and retain talent. In 2023, we were in 67th position and rose 20 points compared to the previous year.



Management strategy



MISSION

To be a strategic partner for the organization, managing talent, to contribute to the achievement of results and the sustainability of the business

VISION

To be a high-performance team with strategic vision, building a great place to work and value for the business

OUR MAIN OBJECTIVES

1

Leadership

Prepare and empower our leaders, reinforcing listening, communication, motivation and team development skills and tools.

2

Development

Develop talent with high levels of potential and outstanding performance.

3

Recognition and retention

Promote and reinforce appreciation and appreciation for achievements, contributions and outstanding actions.

4

Employer branding

Managing our positioning among the best places to work and attracting the best talent

5

Structure and global thinking

Think globally and act locally, driving growth and expansion

Management indicators



1,050

collaborators in
the period 2023

83 %

of collaborators are
committed to the
company

51.7

average training hours
per person

s/ 840.59

spent per employee on training
and development programs

100 %

of our collaborators received
training in code of conduct
and human rights

100 %

of scheduled training on SSO
issues were completed

100 %

of collaborators have
received a
performance
evaluation*

* Collaborators who participate in the evaluation process of the Performance and Development Evaluation System (SEVAD)



**ACEROS
AREQUIPA**