

ENGAGEMENT



At Argos, we understand the ENGAGEMENT as the emotional commitment that our employees have with our highest purpose of building dreams that boost development and transform lives.

We built a great workplace through the day-to-day relationships that employees experience. The high levels of trust achieved through credibility management, respect towards employees, and expectation to be treated fairly, and pride when working for Argos are fundamentals in a healthy work climate.

Argos strives to be a workplace with a consistent leadership style and a sound work environment. Our company encourages personal and professional growth, as well as a work-life balance.

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	TARGET 2022
% of engages employees	Females	86%	86%	91%	91%	91%	80%
	Males	80%	80%	88%	88%	88%	
TOTAL		81%	81%	89%	89%	89%	
% total employees (Coverage)		100%	100%	81%	81%	81%	

GPTW survey applies for 2016 & 2017

MERCER - Sirota survey applies from 2018 & the recent 2022 Survey for all regions

ABOUT GREAT PLACE TO WORK - GPTW



Great Place to Work® assessment services are based on their global research of best workplace cultures and programs, providing organization leaders with objective data, benchmarks, and focused priorities to help them make powerful improvements in their workplace cultures and grow business performance.

ABOUT MERCER - SIROTA



Mercer measures engagement with a proven, research-driven model, leveraged by 40+ years of experience in employee research. Measurement parameters are linked to Mercer best in class global normative database, including over a million answers from employees of over 500 companies across 10 industries.

Mercer regards a result as favorable when 75% of employees score 4 (agree) or 5 (strongly agree). A favorable engagement empowers employees to add value to the company outcomes.

<https://www.imercer.com/e-commerce/products/mercer-sirota>