

## Human Resources

We regard our staff as the bank's most important asset and recognise that the positive contribution of each and every employee assists our company meet its strategic objectives.

Every member of staff contributes significantly to the bank's ongoing growth and development. Indeed, our recent growth was clearly reflected in the need for the recruitment of additional staff and for the identified training of existing employees. This also provided staff with increased career development opportunities within our bank.

In view of this, the 2006 financial year proved an exciting and challenging period for the bank's staff. Training and development remained a priority focus during the year. The introduction of weekly internal training interventions covering a range of business activities, supplementing formal internal and external training initiatives, proved highly successful and beneficial to affected members of staff.

In addition, the introduction of an Induction Programme, exposing new staff to all aspects of our business operations has shown positive results, assisting employees to identify with the work of the various departments of the bank and helping these individuals quickly become productive members of our team.

A further innovation was the introduction during the 2006 financial year of an Employee Assistance Programme. This programme is designed to promote the welfare of staff and addresses issues which could impair or threaten work performance. Advice about managing personal finances forms an important element of the programme.

In an effort to promote public awareness and to portray the professionalism of Albaraka Bank, the concept of corporate work-wear for members of staff was implemented during the year under review. Further efforts to foster professionalism, team spirit and enhanced staff performance saw the arrangement of a number of staff functions in 2006.

Looking to 2007 and beyond, the bank has identified a number of new initiatives to assist in ensuring that our business remains competitive and that all our employees are provided with equal opportunities to grow and develop within Albaraka Bank.

### Workforce profile - as at 31 December 2006

Workforce	AIC*		White		Total		Grand Total
	Male	Female	Male	Female	Male	Female	
F - Top Management	1	-	-	-	1	-	1
E - Senior Management	-	-	2	-	2	-	2
D - Professionally qualified & experienced specialists and mid-management	18	5	2	-	20	5	25
C - Skilled technical & academically qualified workers, junior management supervisors	40	22	6	-	46	22	68
B - Semi-skilled & discretionary decision-making	25	59	-	-	25	59	84
A - Unskilled & defined decision-making	3	5	-	-	3	5	8
Total	87	91	10	-	97	91	188

\* AIC – African, Indian and Coloured