



ATTRACTION, RETENTION, DEVELOPMENT & ENGAGEMENT

Our goal is to connect our employees to rewarding careers, build a high-performing and agile workforce where collaboration and creativity are rewarded and provide real opportunities for employees to grow by taking on new challenges.



At Gibson, we believe our competitive advantage lies in the strength and talents of our employees. Maintaining our competitive advantage means connecting our employees to rewarding careers, building a high-performance culture where collaboration and creativity are rewarded and providing real opportunities for employees to grow by taking on new challenges.

Attraction

To expand our talent pool, we engage in targeted attraction initiatives and offer prospective employees a value proposition of great benefits, competitive compensation, learning and development opportunities, an inclusive and collaborative culture and ample time off. We also focus on strengthening our relationships with student associations, colleges and universities and host our annual summer student program for post-secondary students.

Retention

Gibson is focused on retaining our talented and dedicated employees through our benefits and rewards program, our emphasis on work-life balance, and our inclusive, safety-focused company culture.

Flexible Work Arrangements

In addition to our ongoing hybrid work schedule, where office-based employees have the option to work from home two days a week, we held our first annual Work Anywhere August program in 2022. The program allows employees to work remotely from a location of their choosing for the entire month of August. We also enhanced our vacation and paid time off programs and will regularly assess our flexible working programs to ensure they continue to meet the needs of our employees and the company.



We are committed to delivering on our business strategy and our sustainability commitments safely and with integrity. We teach our people that our business does not successfully operate without "we" collectively working together and "I" contributing individually to achieve our goals. Our business goals, strategies, and how we view our people, customers, investors, and the greater community encapsulate who we are as an organization and form the basis of the Gibson Way. By staying true to the Gibson Way, we will continue to be a powerful presence in the industry, navigate change more successfully and reach our sustainability goals.

Development

We are committed to advancing all employees and leaders through our employee development program. The program includes courses for individual contributors up to the executive level and aligns with our values and strategic direction as a company. We also provide functional role-based training to ensure ongoing competency and compliance.

Engagement

We believe in keeping employees engaged by ensuring ongoing communications and connecting with one another throughout the organization. Our engagement activities include quarterly Virtual Town Halls, weekly newsletter called *in the KNOW*, regular internal *MyPodcast* episodes, our *MyGibson* intranet, *Yammer* internal social media platform, and quarterly *Sips with Steve* to connect with our CEO. Our annual Employee Engagement Survey is also an important tool in helping us hear from our employees on what we do well and what we need to improve.