

Nomination: 8583

Makati Development Corporation

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Makati Development Corporation

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Makati Development Corporation

Category

A01 - A31 Employer of the Year > A20 - Employer of the Year - Industrial

Employer of the Year Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Makati Development Corporation (MDC) is one of the largest Engineering, Procurement, and Construction companies in the Philippines. The company currently has four subsidiaries: MDC ConQrete, Inc., MDC Equipment Solutions, Inc., MDBI Construction Corporation, and MDTK Corporation.

An ISO-certified firm and a Quadruple A Platinum-licensed Contractor in the Philippines, MDC's 50-year track record spans more than 800 commercial, residential, high-rise, industrial, land development, and infrastructure projects for parent company Ayala Land, as well as public, and private sectors.

In 2023, MDC became the first Filipino company and construction firm in the world to achieve the ISO 30414:2018 certification for Human Resources Management. Through this certification, MDC was able to enhance its employee relations programs with greater focus on quality, innovation, learning, engagement, employee care, and diversity, equity, and inclusion (DEI). As a result of the certification process, MDC published its 2022 and 2023 Workforce Annual Report detailing the HR programs, metrics, and accomplishments of the organization.

b. Outline the organization's employee-relations achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required

To thrive and grow the business further, MDC refreshed its Vision and Mission to focus on new frontiers and energize its employees for the journey ahead. Strategies were aligned with DRIVEN, MDC's new Mission to create exceptional and sustainable projects.

Delighting Our Customers

MDC launched the Qx Campaign to instill a quality excellence mindset among employees. Programs for leadership, culture and mindset, execution, and recognition allowed MDC to improve its quality performance continuously.

Respecting Lives

MDC worksites are getting safer with 99% of projects, plants, and yards logging no disabling incidents in 2023. This results from MDC's Zero Incident Program and EHS Management System Audit.

Innovating Sustainable Solutions and Value Creation

MDC is expanding capabilities by introducing new technologies and sustainable solutions such as design optimization, industrialization, carbon sequestration, and the use of AI to make work more efficient for employees and empower them to provide greater value for stakeholders. MDC continued to adhere to world-class ISO certifications to ensure quality and forged partnerships with global construction partners to seize external market opportunities.

Extraordinary Teams

MDC continues to empower its people through its Employee Value Proposition with a greater focus on learning, employee engagement, diversity, equity, and inclusion.

Nation Building

MDC contributes to national development and environmental protection through Ayala Land Cares and Mission GREEN - programs enriching partner communities, businesses, and the planet itself.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

The new VMOP was effective in energizing the organization. The MDC Community's efforts after the launch resulted in a remarkable year-end 2023 financial performance of USD 808.3M revenues and USD 38.7M NIAT - allowing MDC to retain its status as the largest Philippine construction company in terms of financials.

MDC logged a continual increase in safety and quality performance, with 99% of worksites recording zero injuries, earning MDC 279 safety-related local and global awards in 2023 and 2024. MDC also became the first Filipino construction company to be honored by the Philippine government with a National Award for Mastery in Quality Management.

Programs aligned with MDC's Employee Value Proposition resulted in a 95% high score in the 2023 Ayala ENGAGE climate survey and a steadily increasing retention rate since 2021. GREATogether, MDC's DEI campaign, aims to break barriers within the male-dominated construction industry by promoting the values of gratitude, respect, empathy, awareness, and togetherness. Nation-building efforts benefited 4,219 families with over 70,042 hours dedicated by employees to volunteerism. All these efforts have earned MDC 304 awards from January 2023 to June 2024.

As MDC celebrates 50 years in business, the community will focus on "Building Places That People Love" through strategies on Quality, Growth, People, and Sustainability. MDC's Community of World-Class Builders will play a pivotal role in this mission, and the company will be fully-committed to enriching and energizing its greatest resource.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Webpage Link

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/21151/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoyMTE1MSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9yAyala%20Land-MDC_SAGE%20Employer%20of%20the%20Year%202024.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/21152/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoyMTE1MiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9yMakati-Development-Corporation-Workforce-Annual-Report-2022.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/21153/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoyMTE1MywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9yMh778pKBO-tk?MDC-Workforce-Annual-Report-2023-1.pdf>)

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