

PEOPLE MANAGEMENT POLICY

Our values – commitment, quality, profitability and co-operation - are the basis for everything we do in PKC Group. Values, together with PKC’s code of conduct, guide our everyday operations internally and towards external interest groups.

Global, multicultural organization is our strength. We want to attract, develop and retain highly motivated, competent and performance -oriented employees who work together to build global co-operation and ensure continuous development.

Competence development is enhanced in accordance with the company’s business strategy. We enable employees to perform and grow by creating opportunities for personal development and promotion, and at the same time achieving the business targets. To emphasize managers’ role in the motivation of personnel and in the management of performance, special attention is being paid to the development of management competencies.

Everything we do is based on the needs of business operations and supports the achievement of set targets.

We want to reward good results. The development of motivation and rewarding elements are under constant focus. The elements consist of factors related to effective salary systems and rewarding principles, additional benefits, personal development opportunities and organization atmosphere.

Our internal communication goal is to create a consistent and streamlined communication culture within the group.

We offer our personnel a safe and healthy working environment, the right to personal wellbeing, as well as the prohibition of discrimination. To ensure these, everyone has a chance to actively contribute to building PKC’s successful future together.

Executive Board



**Pankaj Mital
President & CEO**