



Career Progression Policy





1. Purpose

Provide transparent growth opportunities within Silk Mile.

2. Scope

Covers promotions, transfers, and internal job postings.

3. Promotions

- Based on performance appraisals, skills, years of service, and manager recommendation.
- HR and management committee to validate promotions.

4. Transfers

- Employees may apply for inter-department or inter-branch transfers.
- Subject to business needs and managerial approval.

5. Internal Job Postings

- All open positions posted internally before external recruitment.
- Employees encouraged to apply before outside candidates considered.