



Training & Development Policy





1. Purpose

Support continuous employee development and skill building for operational excellence.

2. Scope

Applies to all employees eligible for company-sponsored training programs.

3. Training Programs

- Compliance (HSSE, data protection).
- Logistics certifications (FIATA, IATA DGR, supply chain management).
- Soft skills (leadership, communication, teamwork).

4. Procedures

- Annual training plan developed by HR.
- Mandatory participation in assigned training.
- HR to maintain training records.

5. Career Impact

- Training outcomes tied to promotions and career growth.
- Sponsored training may require minimum service commitment.