

HR Management Policy

It is the policy of Engro Corporation Limited to attract, induct, develop, retain and motivate high calibre talent who are qualified capable and willing to contribute their best towards accomplishment of Company objectives.

To achieve this, Engro will pursue high standards of Human Resource Management practices encompassing following principles:

Equal Opportunity

- Provide equal opportunity to all job applicants through clearly defined and consistently applied induction standards.
- Create a work environment where every employee has an equal opportunity to develop their skills and talents.

Training and Development

- To meet employee and organizational needs, provide opportunities to employees for acquisition of knowledge for technical and managerial skills through classroom and on-the-job learning.

Performance Management

- Have a transparent and merit based performance management system in place.
- Have a formal career development and succession planning system.
- Clearly defined system for career progression based on merit and potential.

Compensation and Benefits

- Rewards policies aligned with best companies in the market that compete for high quality talent.
- Clear linkage of reward policies with performance and potential.

Diversity and Non Discrimination

- Provide an environment free from all forms of discrimination and harassment at workplace. Policies aimed at creating flexible and conducive working arrangements for all.