



CAREER DEVELOPMENT & TRAINING POLICY

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CEV Engineering Pvt. Ltd. believes that continuous learning and professional growth are key drivers of employee engagement, innovation, and business success. We are committed to providing equal opportunities for skill enhancement, career advancement, and personal development to all employees.

This policy applies to all permanent, contractual, and probationary employees across all facilities and project locations of CEV Engineering Pvt. Ltd.

Our Commitments

CEV Engineering Pvt. Ltd. is committed to:

- Providing training programs that enhance job-specific skills, safety awareness, and leadership capabilities.
- Encouraging employees to participate in both internal and external training opportunities.
- Supporting employees in developing individual career development plans aligned with business needs.
- Offering fair and transparent access to promotions, role changes, and skill development opportunities.
- Measuring training effectiveness to ensure knowledge is retained and applied in the workplace.
- Encouraging a learning culture that promotes knowledge sharing and mentorship.

Our Targets

- Provide a minimum of 10 hours of training per employee per year by 2026.
- Ensure 100% of employees receive induction training within their first month of joining.

Implementation Measures

- Conduct annual training needs assessments in consultation with department heads.
- Develop and maintain a training calendar covering technical, safety, compliance, and soft skills programs.
- Partner with external institutions, trainers, and e-learning platforms to deliver specialized programs.
- Track participation, completion, and post-training performance improvements through HR systems.

Review & Communication

This policy will be reviewed annually and updated as needed to reflect regulatory changes, stakeholder expectations, and organizational priorities. All updates will be communicated to internal and external stakeholders, including suppliers.

Young Jin Kim
Managing Director

Effective Date: 02.01.2024