

## HR Philosophy

**PACE contributes to the development of a community of innovative and motivated employees. "If you're the best .... Someday you will work here"**

PACE is committed to creating an impressive platform for dynamic career and personal growth, through equity and integrated procedures and policies. At PACE, innovation and perfect implementation are given priority. Prosperity in our business is achieved by embracing the individual competencies of employees in conjunction with their contribution towards team development and overall contribution. Each individual is fostered with the required care, respect and recognition through policies that promote positive employee relationships and morale.



**The HR policy of hiring, retaining and developing responsible employees is supported with the following:**

- PACE recognizes talent and skill through individual ability and performance at work. None of the employment related decisions are based on factors like age, gender, sexual orientation, religion, race, color, or physical abilities.
- PACE is committed to provide a favorable working environment that supports the morale, respect and dignity of all the employees. Employees are expected to work in tandem and show qualities of mutual respect, understanding and cooperation amongst each other.
- Employees have the right to stay free of any kind of workplace harassment. PACE does not tolerate inappropriate conduct, physical or verbal abuse directed towards other employees, whether intentional or unintentional.