

Title:Purpose | Process Owner | Applicability**Category:**[Learning & Development](#)**Policy:**

1. PURPOSE

1.1 GMR Group believes that its employees are its most valuable resource and will invest significant money, time and attention on training and self-development for all employees to maintain and develop the high standard of performance that employees must deliver.

1.2 It is therefore committed to the continuous development of all employees through a structured and planned approach to enable its people to deliver stretch performance within a changing context.

1.3 The purpose of the Learning policy is to:

1.3.1 Ensure Organizational growth through continuous development of its people.

1.3.2 Ensure that all employees and in special cases, connected contractors and service providers and other stake holders, have the knowledge & skills to perform in their jobs effectively now and in the future.

1.3.3 Enable and encourage employees to work to their full potential to support the organization.

1.3.4 Support employees in a time of External and Internal change.

2. PROCESS OWNER

2.1 The process owner for training and development policy at Corporate is Head -CHR Development Group

2.2 At the Business level, ownership for implementation of programmes will be shared by Business HR Heads, supported by their L & D Managers and Shared Services

3. APPLICABILITY

3.1 This policy applies to all regular employees of the Group and to other categories of employees based on business need.

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