

Approval Statement

Policy Title: People and Culture (HR) Management Policy Manual

Policy Code: PY40004001

Approval Date: December 10, 2024

Statement of Approval:

The Board of Directors of Peace by Youth (PY) formally approves the adoption and implementation of the People and Culture (HR) Management Policy Manual. This comprehensive manual has been reviewed and endorsed as a foundational framework for managing PY's human resources with fairness, transparency, and inclusivity.

The People and Culture (HR) Management Policy Manual reflects PY's commitment to fostering a positive organizational culture, ensuring equitable treatment of all employees, and promoting professional growth. It establishes clear policies and procedures for recruitment, compensation, performance management, workplace safety, and employee well-being, aligning with PY's mission to empower youth and foster socio-economic development.

Implementation and Review:

This manual will be disseminated to all staff members and implemented across PY's operations. It will be reviewed periodically and updated as necessary to reflect organizational growth, regulatory requirements, and best practices in human resource management.

Signatures:

Chairperson, Board of Directors

Name:

Nisar Ahmed



Signature:

Date:

December 10, 2024,

Secretary, Board of Directors

Name:

Hina Jamil



Signature:

Date:

December 10, 2024,