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In adherence to the principles of objectivity, fairness and justice, Avary has established a performance appraisal management system.

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| Agile Performance Review | All Employees | Following the completion of the assessment process, supervisors will engage in face-to-face discussions with employees to review their individual performance and offer guidance in formulating personal performance improvement plans. These plans my involve training, mentoring, and coaching to facilitate growth and development. Furthermore, supervisors can utilize the Ding Sheng E-learning plans in real-time, ensuring effective implementation and progress. |