

EMPLOYEE ENGAGEMENT

PCA is committed to a workplace culture where all members of our organization can give their best each day, to feel committed to their organization's goals and values, and to be motivated to contribute to organizational success with an enhanced sense of their own well-being.

We define engagement as the emotional commitment the employee has to the organization and its goals. We understand that employee engagement is about having a clear understanding of how an organization is fulfilling its purpose and objectives and how it is evolving to better fulfill them. As part of our commitment to fostering employee engagement, PCA gives employees a voice in the organization. Employees are encouraged to offer ideas and express views through our Human Resources Department, their direct supervisor, employee forums, organizational retreats, and annual meetings.

Employee engagement is based on trust, integrity, two-way commitment and communication between an organization and its employees. We believe that employee engagement increases the chances of business success, contributing to organizational and individual performance, productivity and well-being.

We work to ensure that employees are:

- Included fully as a member of the team
- Focused on clear goals
- Trusted and empowered
- Receiving regular and constructive feedback
- Supported in developing new skills
- Appreciated and recognized for achievements, milestones and exemplary performance
- Given opportunities through initiatives