

2022

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2022

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HRBP

Pzyroll Mgt

HR COE

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ISO-22716[

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		1 $3\% \leq$ $5\%$ 200 100 2 $0.5\% \leq$ 1% 3 $0.5\% \leq$ 2% 4 $0.5\% \leq$  1%	
		1                      3% 100 2                      0.5% 3 0.5% 4 0.5%	

2

			1
			2
		$\geq 200$	3
			4
			5
			6
		$100 \leq$ $< 200$	1
			2
			3

			4
			5
			6
		<100	1
			2
			3

1

2

