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# TRAINING POLICY

The company is committed to the continuing development of all members of staff and wishes to emphasise the importance it places on health, safety and environmental training at all levels throughout the company.

As Managing Director, I will ensure that adequate resources are provided to ensure the following training objectives are met.

Our training objectives are to:

- Minimise the number of occupational accidents and illnesses with the ultimate objective to achieve an accident-free workplace.
- Ensure compliance with all relevant Health, Safety and Environmental legislation
- Provide training to enable our workforce to maximise their effort for the provision of a first-class service to our client.
- Ensure the training given to our staff is sufficient to meet the requirements of our Safety and Environmental Policies.
- Improve the efficiency of our workforce through greater confidence in their abilities and new skills.
- Create a sense of achievement, increase staff morale and motivation.

All of the above objectives will culminate to provide the prime objective, which is to maintain the highest possible standard of health, safety and environmental awareness thus ensuring the well-being of staff, sub-contractors, site visitors, the general public and our clients.

All employees and sub-contractors will undergo training consistent with their duties and responsibilities including induction training, which will be undertaken on the first day of their employment. Furthermore, all training will be provided free of charge.

All training will be undertaken using competent trainers and where necessary licensed training organisations.

All employees and sub-contractors will be provided with such information and training as it is necessary to achieve the stated objectives.

Contract Managers/Supervisors will clearly demonstrate their support to our Training Policy by ensuring:

- Training is a live agenda item at management meetings and subsequent team briefings.
- Staff training and development are built into performance objectives of the management teams.
- That they seek out members of their staff who require training and ensure that they participate in organised training courses and not allowing other work priorities to interfere with training.

Signed:

Dean Jump
Role: Managing Director

Date: October 2026


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