



The Group's overall vision and strategy reflects a belief in the need to develop all employees, whether employed on a full- or part-time basis.

Basis

The Group thinks of its workforce as an asset as well as a cost, and believes that it should invest in that asset, believing that all its employees have the potential to grow, both in their work role and personally, and it shall endeavour to provide opportunities for this growth.

Principles

Believes that responsibility for training and development should be shared between the Company and its workforce and that line managers have a key role to play in people development.

Adoption

This Policy has been adopted by the Group and will be updated or modified as appropriate.

Implementation

The Board of Hill & Smith PLC has overall responsibility for compliance with this Policy and ensuring that the Group's subsidiaries operate ethically towards employees and the environment.

Standards

To base such training and development opportunities on the requirement of the business, and decisions about investment in employee training and development will be made accordingly;

Ensure that appropriate procedures are in place to plan, deliver and evaluate training and development activity;

Empower its employees to take ownership of their own development, with support from their managers and the Company as a whole;

Regularly review the overall level of investment in employee training and development to ensure that adequate and appropriate resources are provided.