



Training and Development Policy Statement

The commitment of Deans Civil Engineering Limited ('the Company') to its employees at all levels is reflected by its Philosophy, Vision and Values. The Company recognises that its success depends on its people and that to remain amongst the best in the industry it must always seek ways to improve the standards and performance of its employees.

The Company will, therefore, invest resources in the training and development of employees in order to; improve their performance; and prepare those with the ability to take on additional or different responsibilities for future career progression.

- Training and development needs will be assessed and evaluated through the Appraisal process;
- The Company believes in promotion from within, subject to suitable candidates and the need to inject fresh thinking and experience from time to time;
- The Company will endeavour to provide career opportunities to meet the aspirations of employees who are capable of further progression within the limits of the Company organisation;
- The training and development provided will be on an individual basis wherever possible and it will be tailored to the needs of the individual and the Company;
- Training and development needs will be met by a number of methods; internal and external courses; project work; deputising for more senior staff; local on-the-job training and development;
- The achievement of our philosophy needs the total commitment of all Management.

This Policy is continually being monitored and developed and will be formally reviewed annually. However, this Policy may be amended as required by changes in legislation or work practices.

Signed:

A handwritten signature in black ink, appearing to read 'Steven Deans', written over a light blue horizontal line.

Steven Deans
Managing Director

June 2020