

# Training Policy Statement

---

Danaher & Walsh Group Companies appreciates the importance of adopting training procedures which ensure that all employees receive the appropriate level of management, technical, skills and customer care training relative to their position to guarantee the effectiveness of the Company's operations.

Senior Management will determine the individual employees training requirements from assessments at the selection interview, appraisal reviews and performance observation. Records of employee training will be maintained as Company records.

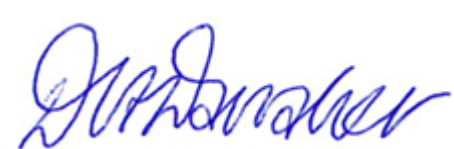
Training will be considered as a pro-active process to avoid unacceptable standards throughout Danaher & Walsh Group Companies. The Companies will be diligent in assessing training needs rather than simply reacting to incidents or when complaints are made by the Client, members of the public, safety advisors or the Health & Safety Executive.

Specific auditor training will be provided for managers undertaking that duty and for those involved with personnel disciplinary matters.

Training will commence at the initial induction of all new employees, irrespective of position or form of employment. The induction will be undertaken in a meeting with the Operations Director, Departmental Head or Site Manger which will include in its agenda an overview of the Company, a tour of the premises or site, the explanation and principles of our Quality, Environmental, Health & Safety, Equal Opportunities, Customer Care and Training Policies.

The Company's skills matrix, the areas of weakness and anticipated future needs of the business will be regularly reviewed at the Management Meetings. Senior Management will provide the necessary resources to meet the identified training requirements and arrange for its provision.

Danaher & Walsh Group Companies will ensure that all people performing tasks for them, or on their behalf, including other contractors, sub-contractors, suppliers and any temporary or part-time employees, have been assessed as competent for their work activity or will arrange for suitable and appropriate training.



**D. H. Danaher**  
Managing Director

**Last review date: March 2016**

DW087	Issue B1	04.01.2016	Page 1 of 1
-------	----------	------------	-------------

*Printed copies are uncontrolled*