

Training & Development Policy

FM Restoration aims to utilise, through selection, training and development, the full talents, skills and abilities of all employees. The investment made in training and providing opportunities for the development at every level to improve the effectiveness of our employees is vital if we are to maintain competitive advantage and sustain continuous growth of our business.

The primary responsibility for the training and development of an employee rests with the management of the unit or group in which the employee works. Every manager must ensure that the employees in his/her unit or group are properly trained to carry out their duties effectively and that opportunities for development are available.

The HR and Training functions in the Group provide a professional support service to assist and advise the manager in discharging their responsibility.

Each member of staff is expected to take responsibility for his/her own self-development and to take advantage of the training and development opportunities available.

All staff should be given the opportunity to participate in regular performance and career development reviews, at which training and development needs should be identified.

The Group encourages employees to pursue, on their own initiative, continuing education and training. Employees may apply to their line manager for assistance in sourcing government fees and study time associated with learning programmes. The relevance of the course and the suitability of the employee for that course will be taken into account in determining the level of support offered by the Company. In particular, employees are encouraged to obtain professional or vocational qualifications relevant to their work.

Training and development needs will be assessed and access to training given without discrimination in line with the Group's Equal Opportunities Policy. Appropriate training will be provided for disabled persons, taking into account their particular needs.

All employees will receive appropriate training in health and safety.

The Company has a commitment to the training of young people and to supporting schemes intended to promote it.

The Company has a commitment to supporting and participating in education liaison activities intended to increase students and teachers awareness of the world of construction and restoration in the built environment.

