



TRAINING & DEVELOPMENT POLICY

SWH recognises the need to train and develop all of its employees and is committed to maintain and increase its level of training for Operatives, Managers and Supervisors. This will also incorporate all office-based staff and will be programmed into an annually reviewed training schedule.

To enable SWH to more fully appreciate its employees it is essential that we are able to assess and evaluate everyone in a managed way. A 'Personal Development Programme' will be introduced this will not be financially driven or reward based but will endeavour to enhance the individual through dedicated time, in a forum that is relaxed and genuinely has the interests of our people as its focus.

This process will be loosely structured and will commence with an assessment for each person.

To enhance each employee's sense of worth within the company SWH is committed to achieving the Investors in People standard.

A handwritten signature in black ink, appearing to read 'Ben P.', with a horizontal line underneath it.

Managing Director