

Training & Development Policy

Crown House Technologies views the training and development of its staff as fundamental to the future of the business, a key to success. The Company is fully committed to supporting the continuous learning and development of its people, both to equip them with the skills they need to advance their own careers and to enhance their ability to contribute to the success of the business.

Crown House Technologies also recognises that the provision of opportunity for continuous improvement and development not only enhances competencies, commitment and motivation but also serves to attract and retain high calibre staff.

Our policy is founded on the following philosophy:

- The Company is committed to provide training that meets business and individual development needs.
- Each employee must take responsibility for his/her own development and make the most of the opportunities offered.

This policy has been designed to ensure managers are aware of the need to:

- Link the training and development of all our staff to the goals, targets and development needs of our businesses and to the career development requirements of our staff.
- Review the goals, targets and development needs of our employees regularly, at least annually, to include them in our business plans and share the information with our employees.
- Assess the performance and development needs of our employees regularly, at least annually, to ensure that they possess the appropriate skills and competencies to enable them to meet the needs of our businesses as outlined in our business plans.
- Ensure that opportunities for training and development are made equally available to all suitably qualified employees, basing decisions only on the aptitudes and abilities of the employee and on the requirements of the job.
- Evaluate the effectiveness of any training we provide and review our training plans accordingly.



R G O'Rourke
Chief Executive



L Cummins
Group Business Leader
Crown House Technologies Limited

