

POLICY



TRAINING POLICY

2025

TRAINING POLICY STATEMENT



Policy Statement

This policy applies to Marlow Builders Ltd. Marlow Builder's training programmes shall provide the capability to deliver a standardised & consistent programme of safe, accelerated and environmentally responsible for all our construction and non-construction activities. All employees shall be provided with the training and development necessary to perform to the standards required to achieve safe, secure, reliable, and predictable delivery of construction activities consistent with the mission, vision and values of the company.

Commitments

We shall be a Company that:

- Improves the capability of the Company to focus on the safe, secure, reliable, and predictable acceleration of high hazard risk reduction by providing a framework for the effective delivery and consistent management of training and qualification across the Company ensuring that all statutory and regulatory requirements are satisfied.
- Ensures that all employees are trained to help them gain the necessary knowledge, skills, and behaviours to meet the requirements of their jobs and the expectations of the Company's stakeholders.
- Adopts a systematic approach to the identification, production, delivery, and evaluation of training to ensure that all skills, knowledge, and performance standards are achieved and maintained in a cost-effective manner aligned to current and future business needs.
- Supports the business with a central training function that establishes standards, manages the utilisation of training facilities, and provides training that transcends the organisation.
- Provides for distinct business areas to establish teams of training professionals to provide self-sufficiency in all aspects of training design, delivery, and evaluation.
- Enables effective governance of training activities through the establishment of chartered boards and forums with clearly defined accountabilities and authorisations to establish the overall strategic vision for training and provide effective communications and integration of training matters across the company.
- Ensures that programmes contribute to both business success and personal development through the establishment of an effective evaluation process.
- Encourages the development of its employees by supporting business focused Further and Higher Education.
- Work with other employers to ensure that their employees have received the training applicable to their work for Marlow Builders Ltd.
- Supports the company values that relate to people and learning by providing a competent and mobile workforce that can respond positively to changes in the business.

Signed:.....Date: 06.01.25
Shaun Berry - Director

On Behalf of Marlow Builders Ltd.