

Training and Development Policy

The company is committed to utilise, through selection, training and development, the full talents, skills and abilities of all employees. The investment made in training at every level to improve the effectiveness of our employees is vital if we are to maintain a competitive advantage and sustain the continuous growth of our business. The Company is committed to the Investors in People standard and has achieved whole company recognition.

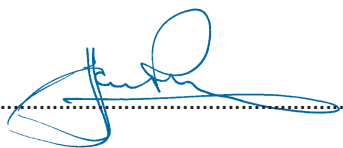
The primary responsibility for the training and development of an employee rests with the employee's manager. All managers must ensure that employees for whom they are responsible are adequately trained to carry out their duties effectively and that the opportunities for development are available and communicated to them.

The HR and Training functions provide a professional support service to assist and advise managers in discharging their responsibilities. All employees will receive appropriate training in health, safety, environment and quality. All employees are expected to take responsibility for their own self-development and learning and to take advantage of the training and development opportunities available. All employees should be given the opportunity to participate in regular personal development reviews, at which training and development needs should be identified. This will be achieved by regular reviews supplemented by the mentoring scheme which is available to all staff.

The Company encourages employees to pursue, on their own initiative, continuous learning, for example, by means of further education, training and Continuous Professional Development. Employees may apply to the Company for appropriate assistance in support of 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.

The Company supports and encourages participation in education and liaison activities intended to increase students' and teachers' awareness of our business activities as a means of encouraging careers in our business sector.

Signed.....



J Jackson. Group Managing Director

Date: 12 September 2006

