

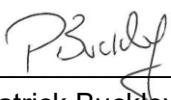
EPS Group is committed to ensuring that our employees' training and development needs are met. Staff training is not only concerned with imparting facts but also notifying staff to face up to their responsibilities and to be equipped to deal with all eventualities.

It is the policy of EPS Group that every employee will receive safety training on an on-going basis. All new personal will receive safety training as part of their induction. All the safety training received will be monitored and updated by a Co-ordinator. EPS Group will maintain records to include the name of the employee being trained, date of training, training details and methods used, signature of the trainer and employee to ensure that the training has been carried out, documented and understood. Regular on-spot inspections will be carried out to ensure all employees have the relevant training to carry out their duties in a safe manner. Staff will be trained to spot and act on hazards and encouraged to consult with management on health and safety issues.

EPS Group places huge emphasis and importance on continuing professional development. EPS will facilitate, where possible, employees who wish to complete additional training in a course not directly related to their current role within the company. A training plan is compiled and reviewed annually as part of our standard operating procedures and in compliance with our ISO9001 accreditation. Details include health and safety training, technical, sales and environmental training for staff at all levels of the company.

Formal performance, training and development review is undertaken on, at least, an annual basis, where possibly, where staff performance is reviewed and training needs are assessed. Achievements are measured against previous reviews and targets set for the following year. These link to departmental and company strategic aims and objectives. Our management team is responsible for ensuring that this statement is understood and implemented at all levels of the organisation.

The above Training and Development Policy is supported by the management team and board of EPS Group, and we will commit the necessary information and resources as required to ensure that the objectives are achieved. As with all EPS Group policies, its successful achievement will be part of the EPS Group performance management system where all employees have an essential role.

Signed: 
Patrick Buckley
Managing Director