



LKM Recycling

Employee Training Policy Statement

We believe that our success in management of Health & Safety will be assured by the competence of our staff. We will therefore seek to ensure that competence by: -

- Procuring, developing, and maintaining training for our staff appropriate to the requirements of the business
- Provide training in a timely manner.
- Ensure that all staff receives initial induction training before commencing work activities.
- Make sure all staff receives appropriate operational briefings on task involving risks, and updates involving significant risks
- Reviewing and updating training needs through:
 - Appraisals of performance
 - Workplace inspections
 - Accident/Incident investigations
 - Review because of changes in task or work environment
- Minimum standards of Health & Safety Training and skills certification of staff shall be: -
 - All operators of plant shall have received relevant certificated training issued by a recognised training body where appropriate
 - All staff will receive Compliance competence training on joining the company and ongoing throughout employment.
 - Where such certification is not available, operators should receive suitable and sufficient in-house training.

To ensure that all work is carried out safely, without detriment to the health of any member of staff ~~any member of the public and anyone else that is affected by the operations or working environment~~, or to the requisite quality of operations, it is company policy to directly employ operatives rather than engage agency labour, temporary or casual staff. On occasions where it is unavoidable to use such labour, this shall only be from prescribed lists of company approved agencies

Signed:

A handwritten signature in black ink, appearing to read 'Steven Collar', written over a horizontal line.

Name: Steven Collar

Position: Commercial Manager

Date: 04/01/2022

Date review 04/01/2022

To be review on 04/01/2023