



# Training and Competence Policy

## Purpose of this policy

To share and communicate our commitment to set out the arrangements that ensure our workers have the knowledge and skills to discharge their responsibilities competently, safely and effectively.

## Our commitment

The Managing Director is responsible for establishing this policy and for monitoring and reviewing the training performance of Blackwood Plant Hire Ltd. The Managing Director is responsible for implementing this policy.

We aim to achieve the above by implementing a management system that complies with the competence management system requirements.

## Achieving our commitment

We are committed to continually improving and creating a strong and sustainable culture of training and competence across all our activities by:

- Appointing suitable personnel responsible for implementing this policy and forming procedures to achieve our commitment to the highest training and competence performance
- Deploying the best leadership and management structure required to deliver this policy
- Complying with applicable requirements, as well as legal and regulatory requirements and other requirements relevant to our business.
- Ensuring managers and employees are aware of their accountabilities and responsibilities to ensure this policy is discharged appropriately and that responsibilities for the supervision and management of workers are clearly identified and communicated
- Maintaining competence, identifying and providing adequate training to ensure workers are suitably qualified and experienced to fulfil their roles safely and competently
- Implementing robust training and continually improving competence management systems, adopting best practices and ensuring they are communicated, recorded, reviewed and maintained
- Ensuring standards of technical competence are implemented via recognised and approved competency management schemes
- Engagement, consultation and participation of workers at all appropriate levels, on training issues.
- Ensuring our supply chain partners meet the standards we set
- Monitoring and assuring our performance to verify that we are fully compliant with our standards, requirements and expectations
- Setting and reviewing challenging training and competence performance targets and objectives
- Reviewing this policy, targets and objectives annually to ensure that they remain relevant

Signed:

A handwritten signature in black ink, appearing to read 'P McCormack'.

P McCormack  
Managing Director

Dated: 01 March 2022