

Learning and Development Policy Statement

McDermotts is committed to ensuring that all its workers are adequately trained and developed to secure a safe and healthy environment and to support the business objectives. As part of our strategy towards sustainability, the Company focuses upon the 3Ps of People, Prosperity and Planet; recognising that it is people that actually make the difference.

Our aims under this policy are:

- To maintain a fully qualified workforce, exceeding minimum compliance standards
- Develop site management in health, safety, and related skills
- Ensure continuing knowledge of best practices and new initiatives
- Provide adequate resources for continual learning, training, and development
- To create a sense of achievement, increased staff morale and motivation

The learning, development and training will encompass:

- Robust inductions
- An appropriate mix of instruction, workshops, and training
- On-the-job competency development
- Formal personal development programmes
- Continuing professional development

Direct employees will receive regular reviews and appropriate training to fulfil their duties. Individuals not engaged under a contract of employment, but are self-employed (including those paid through Hudsons) or engaged through a third party (sub-contractor) are expected to have all the training and accreditation necessary for the proper fulfilment of their jobs. Indeed, such individuals are paid on the basis that they have already received such training.

McDermotts will enter into training agreements with all workers for the proper fulfilment of this policy. As appropriate, this will outline the arrangements and associated costs for such training.

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through a link on the home page of our website.



Malcolm McDermott
Managing Director

Date: January 2018