

**BHATE & RAJE CONSTRUCTION CO PVT LTD****TRAINING AND DEVELOPMENT POLICY**

BRCCPL recognizes that our most valuable resource is our employees and therefore we have total commitment to continuous training and development, realising the full potential of each employee.

The benefit to the employee is clear to see in terms of improving self-esteem and knowledge, whilst the benefits to the company are enormous with increased motivation, increased loyalty, and satisfaction of being part of a team culture.

**Aims:**

- **To ensure that employees have the technical skills to undertake the appropriate task for their particular role or trade.**
- **To ensure that each employee appreciates the requirements of their role.**
- **To ensure full compliance with Health & Safety and environmental legislation**
- **To provide and appropriate and suitable health and safety training as this subject evolves**
- **To ensure that suitable financial resources are made available for training courses**
- **To review the company training matrix regularly, paying particular attention to expiration dates for certification**
- **To monitor and evaluate training and development activities for effectiveness.**

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**Training for Health and safety:**

Health & Safety cannot be compromised and for every project, the risk is first identified and the method or sequence of work is decided to mitigate or eliminate the risk that can cause harm, injury or even death to any person.

Each project is deemed to be an incident and injury free environment. Each employee or sub- contractor is charged with taking their own responsibility for their own and other persons' safety. This process starts with the compilation of a Construction Phase Health and Safety Plan, followed by the issues of Risk Assessments, and Method Statements (RAMS).

BRCCPL Construction site has a programme of health and safety training for their employees and retained sub-contractors, in order to improve safety performance and awareness. A monthly training calendar is kept up-to-date to conduct training on site-specific activity.

