

## **Solutions for Africa s.p.r.l** **Training Policy Statement**

Solutions for Africa s.p.r.l (S4A) is an experienced explorations & water well drilling contracting company in which employee safety and well being is embedded as a core value.

One of our key objectives is to establish and maintain a well trained workforce with verified competence in all tasks and duties required of them and in achieving this objective by the means stated in this Policy we will ensure the economic future and well being of both the employees and the Company.

This policy provides the foundation for our commitment to the following objectives;

- Providing knowledge and skills training and verification of required competencies so that all employees are able to perform their tasks and duties safely and efficiently.
- Conduct a training needs analysis and formulate training plans on an annual basis.
- Assess the competence of new employees with previous experience by skills recognition process and acknowledgement of prior learning.
- Retrain employees when work systems, or equipment, or workplace conditions change and maintain records of training and retraining for all personnel.
- Encourage employees to further develop and improve their skills and capacities in their areas of engagement and expertise and so reach their full potential and improve their promotion prospects.
- Encourage employees to improve their skills to ensure and allow promotion from within the Company.

*Vipul Patel*

*General Manager*

*Date: 11-1-11*