

Career & Development Policy

At Lundy projects, we actively support the professional and personal growth of all our employees in line with our Equality, Diversity & Inclusion policy. We recognize the need to equip our staff with the skills, knowledge and ability to be able to carry out their roles to the very best of their abilities.

Each individual and manager is responsible for Career & Development, with staff taking ownership of their own learning and development and line managers actively supporting them to reach their potential and achieve their personal aspirations. Line managers are expected to work closely with Human Resources and the Divisional Training Teams to ensure that their teams have the competencies they need to be able to perform their job to the high standards we expect at Lundy projects.

A key part of this policy is the Performance & Development Review process which provides a structured approach for our staff to review their performance and identify training and development needs. The outcomes of these reviews then shape individual objectives as well as the company's yearly training schedule.

Career & Development starts on joining the business with our Onboarding and Induction and is an ongoing and evolving process that includes on the job training, qualifications, digital learning, talent programmes, technical apprenticeships, company briefings and internal/external training courses. All our initiatives are monitored and reviewed against our central and divisional training budgets to ensure that they are not only delivering cost effective training solutions but are also aligned to our company aims, our values and the ongoing development of our employees.

Our overarching aim is to provide learning opportunities that allow us to meet our current and future business challenges and enable employees to adapt to technological and organisational change.

Signed:-



Peter Baverstock Managing Director

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