



TIBER CONSTRUCTION SKILLS DEVELOPMENT POLICY

With the short supply of skilled and professional Construction staff being a serious obstacle to the competitiveness of the Construction industry in South Africa, It is fully recognised that Tiber Construction's efficiency and competitiveness in the market place is dependent on its skilled and competent employees achieving a high level of performance.

Therefore it is the Company's Policy to ensure that all employees have the necessary skills, knowledge and ability to meet and exceed such performance standards as required by their job, and the industry.

Tiber Construction will therefore plan and structure its Training Policy to ensure the development and growth of its employees, at the same time ensuring that this plan complies with the company's Skills Plan as registered with CETA.

▶ ADDRESSING TRAINING AND DEVELOPMENT NEEDS

The Company's training needs will be established by preparing a Skills Plan according to the requirements of the Skills and Development Act. This will be achieved by focusing on:

- ◆ Continued investment in Education and Training, and to improve on return on investment in those areas.
- ◆ Encouraging and promoting Skills Development by using the workplace as an active learning environment.
- ◆ Encouraging employees to participate in accredited training programmes in order to improve their skills, as well as improve employment prospects for future growth of the economy.
- ◆ Commitment to develop young talent within the Construction industry through offering bursaries to suitable young students.
- ◆ The company's commitment to developing and providing a pool of young, qualified graduates for succession planning.