



Learning & Development Statement

Dawn Meats recognises that the development of people's performance in the workplace is critical to the success of the organisation. The management team is committed to ensuring that all team members have access to training and development opportunities, giving team members the confidence, knowledge and skills to carry out their role within the organisation. This enhances job satisfaction, improves motivation, reduces complaints and staff turnover and drives efficiency and innovation.

Dawn Meats training and development policy is aligned to the business strategy and has the following over-arching objectives:

1. To help the company meet and surpass its key business objectives,
2. To support succession planning;
3. To close skills and competency gaps;
4. To help each person reach their maximum potential.

At Dawn Meats:

- We recognise that having the best trained and most motivated team members is essential to our goal 'to be Europe's most sustainable meat company'.
- All training will be focused on current and future needs of the business. A comprehensive needs analysis will be undertaken before training begins.
- Dawn Meats will treat all team members equally. Where ability, availability and business needs coincide, team members will be supported to develop their knowledge, skills and abilities. This will be achieved through job training, coaching, mentoring, internal and external programmes and other methods as appropriate.
- Dawn Meats line managers will train and evaluate all team members in the skills required for each job function in the department. A sample of this could include training on HR procedures and legislation; business ethics; sustainable procurement; sustainability, and communications. All new team members will undergo induction training.
- Line managers will facilitate their team members to transfer their knowledge and skills learned in training to the workplace. As part of managers annual review, the level of knowledge sharing and employee development will be assessed.
- Line managers will monitor and evaluate the effectiveness of the training process, to give feedback on the quality of training and adjust accordingly.
- The training plan performance will be reviewed on a regular basis to ensure it is aligned to the company's mission, vision, values and strategy.

Niall Browne
Chief Executive
May 2019

Learning and Development Statement	Version	Date	Page
	1.0	May 2019	1 of 1