

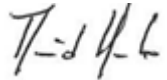
## Group Marine Training Policy


Peel Ports Group recognises that training is fundamental to its continuing safe and efficient operation and that responsibility for training rests with management. To help achieve its objective, the Group will develop its human resources, by a systematic approach applicable to its requirement under the following specific aims.


The Peel Ports Group policy in respect to training is to:

- Provide on and off the job induction training for all new employees;
- Foster a regular discussion between management and employees concerning the employee's progress in the job and aims for the future in accordance with the appraisal programme and, determine future training needs as a result of such discussions;
- Provide adequate and appropriate training before and full support after all promotions and transfers to all employees to allow them to reach the required level of competence, as specified in the job description;
- Provide time off with pay and the necessary facilities to enable employees to train for their long-term development as agreed between the Company and the employee, including utilisation of on and off the job training, seminars, conferences etc.

This Policy will be reviewed again within the next 3 years.

Signed  Date 10<sup>th</sup> July 2020  
**David Huck**  
Port Director, Peel Ports Clydeport and Ardrossan

Signed  Date 1<sup>st</sup> March 2018  
**Richard Goffin**  
Port Director, Peel Ports Great Yarmouth and London Medway

Signed  Date 15<sup>th</sup> April 2020  
**David Huck**  
Port Director, Peel Ports Liverpool, Manchester and Heysham