



# Training / Assessment Policy Statement

TXM Plant Limited will ensure that staff are competent to carry out the tasks they perform by providing training to enhance their skills and to meet legal, Industry and company standards.

We will achieve this by: -

- Carrying out Training Needs Analysis of all our staff; reviewing each individual's requirements on an on-going basis.
- Assessing our staff meeting Industry Standards using Trainers and Assessors who are qualified.
- Carrying out verification of Training and Assessments to ensure consistency and standardisation.
- Independent verification of each Trainer's/Assessor's competency (where possible).
- Training our staff using National Standards where possible. Where not, the content of the training & assessment package will be based on risk assessment of the activity to ensure controls are trained to mitigate risks.
- TXM Plant Limited will ensure that the validity of any certification required by an individual to perform their duties is maintained using alerts generated 120 days before expiry to give sufficient time to recertify or assess.
- Utilising Continuous Professional Development (CPD) to develop our Training and Assessment staff.
- As part of the behavioural safety system, TXM Plant Limited will identify any high-risk employees and using the behavioural change process, reduce the risk to our operations through behaviours which have a negative impact.

**Brian Reynolds**  
**Chief Executive Officer**

Review due by 31<sup>st</sup> January 2023



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