



TRAINING POLICY

It is JRI Policy to train and develop its entire workforce so that they have the necessary skills to improve personal performance and reach their full potential. The company recognises that its most important resource is its employees. They are integral in enabling JRI achieve its goal of being a world leader in independent design, manufacture and distribution of orthopaedic implants and instrumentation, as set out in our strategic plan. By increasing the relevant skills and knowledge of its employees the company will produce confident, highly qualified staff working as an effective and efficient team. The individual training and development needs will be identified through:

- Ongoing vocational training plans
- An annual performance appraisal
- Individual requests from employees
- Technological, Regulatory and Culture Change initiatives

The training and development needs identified will be met through a variety of activities depending on the nature and extent of the requirements deemed necessary after assessment. Company Training Procedure PM018 describes in detail how this takes place. The allocation of duties and responsibilities for staff development matters are defined in the Company Integrated Management System (IMS) manual sections two and three.

All internal training provided by the company will be of no cost to the employee. External courses and professional qualifications may be fully or partly funded by the company depending on the nature and relevance of the training. JRI embraces current government initiatives and schemes such as Investors in People (IiP), National Vocational Qualifications (NVQ) and Modern Apprenticeships (MA).

Employees are responsible for their own development and as such may inform the organisation of their development needs as and when they occur and take part in prescribed development activities. As part of the organisation's commitment to continuous improvement, employees may be asked to provide feedback on the value and effectiveness of the training and development they undertake. This information will be used to assess and improve the training process.

This policy respects equal opportunities and applies to all employees as described in the Company's Employee Handbook.

As Managing Director I am committed to this Policy, which I have endorsed in my Commitments Statement. This is on view in all company locations and on the Company's website www.jri-ltd.co.uk.

I will re-enforce my commitment to the employee training and development by reviewing this Policy for continued suitability at the annual Management Review Meeting.

A handwritten signature in blue ink, appearing to read 'K R Jackson'.

Mr. K R Jackson
Managing Director
JRI Orthopaedics Limited

Date: 19th October 2011