

KNK RECOGNISES THAT THE TRAINING AND DEVELOPMENT OF ITS' EMPLOYEES TO MAXIMISE THEIR EFFICIENCY AT WORK AND THEIR POTENTIAL TO MEET FUTURE BUSINESS NEEDS, MAKES A FUNDAMENTAL CONTRIBUTION TO THE CONTINUING GROWTH AND SUCCESS OF THE COMPANY.

KNK IS COMMITTED, WITHIN BUDGETARY CONSTRAINTS, TO PROVIDING ALL IT'S STAFF WITH APPROPRIATE TRAINING, DEVELOPMENTAL AND EDUCATIONAL OPPORTUNITIES THAT WILL ENABLE THEM TO ACQUIRE THE SKILLS AND COMPETENCIES THAT ARE NEEDED BY THEIR POSITION AND FOR THEIR OWN DEVELOPMENT. EQUALITY OF ACCESS TO

TRAINING AND KNK COMMITMENT TO LIFE-LONG LEARNING ARE SEEN AS FUNDAMENTAL PRINCIPLES OF THE POLICY.

A REGULAR REVIEW AND ANALYSIS OF EMPLOYEE TRAINING AND DEVELOPMENT WILL BE CARRIED OUT AS PART OF THE BUSINESS PLANNING PROCESS, TO ENSURE THAT BUSINESS OBJECTIVES CAN BE MET. TRAINING WILL BE PROVIDED AS PART OF THE PROCESS OF ACHIEVING BUSINESS OBJECTIVES. EMPLOYEES HAVE A DUTY TO PARTICIPATE FULLY IN TRAINING PROVIDED.

KNK WILL IDENTIFY STAFF TRAINING AND DEVELOPMENT NEEDS IN THE LIGHT OF, FOR EXAMPLE, STATUTORY REQUIREMENTS, NECESSARY STANDARDS OF COMPETENCE, INNOVATION, AND PERSONAL ASPIRATIONS. SET ANNUAL PRIORITIES IN THE LIGHT OF THESE NEEDS AND PRODUCE ANNUAL COSTED TRAINING AND DEVELOPMENT PLANS TO ENSURE THAT THESE PRIORITIES ARE ADDRESSED. KEEP A RECORD OF THE TRAINING RECEIVED BY EACH MEMBER OF STAFF.




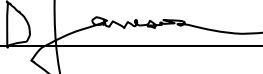
KNK RECOGNISES THAT, FOR ITS TRAINING POLICY TO BE EFFECTIVE, THOSE IN MANAGERS MUST BE HELD ACCOUNTABLE FOR GIVING THEIR STAFF CONSTRUCTIVE, HONEST AND TIMELY APPRAISALS OF THEIR PERFORMANCE, AND FOR DEVELOPING PLANS FOR IMPROVEMENT, WHICH SHOULD TAKE INTO ACCOUNT BOTH THE GOALS OF THE COMPANY AND THE RELEVANT ASPIRATIONS OF THE INDIVIDUAL

KNK ALSO RECOGNISES THAT, FOR ITS TRAINING POLICY TO BE EFFECTIVE, STAFF MUST TAKE RESPONSIBILITY FOR THEIR OWN DEVELOPMENT. IN ADDITION TO UNDERTAKING MANDATORY TRAINING REQUIRED BY LAW, THEY ARE EXPECTED TO AVAIL THEMSELVES OF THE OPPORTUNITIES PROVIDED AND TO MAKE USE OF TRAINING AND DEVELOPMENT TO ENABLE THEM TO RESPOND FLEXIBLY TO CHANGE.

TRAINING AND DEVELOPMENT ACTIVITIES WILL BE REVIEWED TO MONITOR AND ASSESS THEIR EFFECTIVENESS IN THE ACHIEVEMENT OF BUSINESS OBJECTIVES AND THE DEVELOPMENT OF INDIVIDUALS WITH A VIEW TO CONTINUED IMPROVEMENT.

THE COMMERCIAL DIRECTOR, IS THE MAIN BOARD DIRECTOR RESPONSIBLE FOR HR, INCLUDING TRAINING.

THE SENIOR MANAGEMENT TEAM (SMT), MEETS REGULARLY AND IS MADE UP OF DIRECTORS AND SENIOR MANAGERS. THE SMT OVERSEES THE IMPLEMENTATION OF POLICY; ANALYSES TRAINING NEEDS, AND SETS STANDARDS AND SYSTEMS FOR TRAINING AND DEVELOPMENT ACTIVITIES WITHIN THE COMPANY. IT RECOMMENDS POLICY TO THE MAIN BOARD OF DIRECTOR

	Signature	Date
Operations Director		1 May 2009
General Manager		1 May 2009
Quality/Environmental Mgr		1 May 2009
Supply Chain/Partnering Mgr		1 May 2009