



# Training Policy Statement

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Seagull Maritime Security provides maritime security services to assist in the protection of ships, ports and other maritime assets.

Seagull Maritime Security is committed to the continuous training and development of its employees and contractors as part of its principal strategy of continual improvement. Our employees and contractors are one of our greatest assets and helping them to develop is crucial to the achievement of the organisation's goals. All training practices and procedures will endeavour to support individuals to strive to achieve these goals.

Training needs will be analysed in a number of ways as set out below. A record of training will be held for each individual employee. The Training and Development strategy is focused on creating a motivated workforce, which is capable of meeting new challenges, is skilled and competent in all aspects, and will tie in with Seagull Maritime Security's objectives, both short and long-term.

## **Professional Development**

Professional Development is identified as training needs which are identified as a means of an employee or contractor being enabled to improve their performance, their development as a professional within the organisation, or as a means of their retaining and developing key skills and competencies.

From time to time training needs may be identified as a result of a regulatory change and this will come under the same category.

## **Identification of Training Needs**

Job-related training needs will be identified:

- At appraisal, when training needs will be identified with the following year's objectives and will tie in with the organisation's plan and/or any anticipated business change or projects to ensure competency and skill levels.
- When an employee is promoted or given additional responsibility either on a temporary or permanent assignment.
- When regulatory change requires additional qualifications

Seagull Maritime Security  
Kfir Magen - CEO

Signed:

Name: Kfir Magen

Position: CEO

Dated: 12<sup>th</sup> June 2014