

# Action principles in terms of training

## ① Training relies on a shared investment

Training and development are the shared responsibility of both the company and the employee. Therefore, training requires a joint commitment of both the employee and the management, supported by the trainers, mentors and tutors.

## ② Training concerns all levels of employee

In view of the organisational structure of the group and of the nature of our activities, it is necessary to ensure that all levels of employee have access to training and that our training plans favour the more numerous and less educated employees

## ③ Training has to aim at the broader elements

Training is not limited to transmitting a taylorist way of working, focused on the « basic » repetition of gestures. It aims more at broadening the working knowledge by covering the surrounding context, which often is complex, and at achieving the level of quality expected by customers

## ④ Veolia trains Veolia

The Group's specificities are based on already constituted but constantly evolving know-how. This is why Veolia Environment has developed apprenticeships which offer both academic and work based training . This type of training concerns all those involved: trainers, tutors, mentors, management and, of course, the apprentices This is how Veolia trains Veolia

## ⑤ The skills acquired should be recognized

The Group wishes to develop opportunities to obtain a diploma or of a professional qualification. In order to do that, it is necessary that the skills acquired by and during training must lead to nationally recognised awards such as titles or national diploma