

# The goals of our training policy

## ① Professionalise our employees

Employees' knowledge and skills need to keep pace with the continuous technological improvements and efficiencies implemented in the work place

## ② Contribute to the group's mobility policy

Training forms an integral part of professional development whether it is a result of a personal decision, a market evolution or a structural change. Training is a major tool which helps in the management of career planning

## ③ Develop the culture of Veolia Environnement

The added value that the complementary nature of our activities represents to our clients requires solidarity and an increasing synergy. Training contributes to the identification and to the development of this culture, which is shared by all our activities, and which is a fundamental element in the development of Veolia Environnement

## ④ Contribute to commercial development

Veolia Environnement's know-how in the training field gives us a definite advantage over our competitors. It is therefore essential to illustrate on a daily basis each division's ability to develop and implement appropriate training programmes for existing or future employees which will also be of benefit to our customers