



Investment in People

Rennicks are committed to the welfare and training of all employees through the ISO accreditation. Rennicks believe it's important we have a set of values and philosophy; personnel practices, coupled with continued training, health and safety rules, which reflect our business ethos that is practical, professional and is a true reflection of the working environment. This emphasis enables staff to produce their best work, with clear methods, timescales to meet expectations.

Good induction training ensures new starters are retained, and then settled in quickly into their new role. Rennicks believe Induction training is more than skills training. It's about the basics that seasoned employees all take for granted. Rennicks induction process offers a wonderful early opportunity to establish clear foundations and expectations in terms of ethics, integrity, and corporate social responsibility.

Induction training includes the following elements:

- General training relating to Rennicks, including values and philosophy as well as structure and history, etc.
- Mandatory training relating to health and safety and other essential or legal areas.
- Job training relating to the role that the new starter will be performing.
- Training evaluation, entailing confirmation of understanding, and feedback about the quality and response to the training.

All employees participate in regular training reviews in the form of appraisals and structured one to one training development meetings we discuss personal strengths and personal development wishes and aspirations, so that staff see they are valued as individuals with their own unique potential, rather than just being a name and a function. This is part of making their role more meaningful and making people feel special and valued. It is of the utmost importance to Rennicks that all reviews are conducted in a relaxed environment with the maximum potential for constructive feedback. This ethos is the foundation to retaining a positive, upbeat and professional workforce.