



Progress against 2008 Objectives and Targets

Target	Achievement	Commentary
1. Our people		
1.1.1 To provide an average of at least one day's training a year per employee. KPI: Number of training days per employee.	100%	During the year to 31 March 2009, 1,283 training hours undertaken, an average of 2.38 days training per employee.
1.2.1 To ensure all employees are aware of the Group's CR Objectives and targets, annually. KPI: Acknowledgement of CR objectives memo received from employees.	100%	Achieved.
1.3.1 To support at least two employee led charity activities. KPI: Number of charities supported.	100%	Achieved.
1.4.1 To ensure employees confirm their understanding of the Company's Ethics Policy annually. KPI: Acknowledgement of Ethics Policy memo received from employees.	100%	Achieved.