



2008 Corporate Responsibility Objectives and Targets

Objective	Target
1. Employees	
1.1 To ensure employee personal development through relevant training.	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.
2.1 To raise employee awareness of the importance of CR throughout the organisation and how it can achieve our long-term business objectives.	2.1.1 To ensure all employees are aware of the Group's CR Objectives and targets, annually. KPI: Acknowledgement of CR objectives memo received from employees.
3.1 To encourage employee initiatives.	3.1.1 To support at least two employee led charity activities. KPI: Number of charities supported.
4.1 To ensure all employees operate ethically and with integrity.	4.1.1 To ensure employees confirm their understanding of the Company's Ethics Policy annually. KPI: Acknowledgement of Ethics Policy memo received from employees.