

Flint Group Learning & Development Policy Overview

Trustworthy is one of Flint Group's core values. Flint Group is committed to fostering a culture of continuous learning, skills development and ethical business conduct across all regions where we operate. This policy outlines our global principles for providing employees with accessible, high-quality learning opportunities so that they can build and maintain the skills, knowledge and behaviours required to perform effectively, thrive in their careers and contribute to Flint Group's strategic goals.

Key Principles / Commitments:

Equal access to learning: Flint Group commits to providing all employees with fair and consistent access to learning and development opportunities, regardless of region or role.

Continuous skills development & professional growth: We support our employees in maintaining and expanding the capabilities needed for effective performance, career advancement and alignment with business needs.

Shared responsibility for development: Learning is a partnership between the company and the employees:

- The company provides resources, training and development pathways.
- Employees are expected to actively engage in their development and complete required training.

Comprehensive training framework: Flint Group commits to offering a structured and diverse portfolio of training covering onboarding, compliance, role-specific, leadership, soft skills, technical and professional development.

Diverse and accessible learning formats: Training is delivered through multiple formats to ensure accessibility and effectiveness (e.g. e-learning, virtual sessions, classroom training, mentoring, on-the-job learning, workshops and self-directed learning).

Robust compliance training: Mandatory compliance training ensures employees understand and follow legal, regulatory and internal policy obligations, including ethics, safety, data protection and human rights.

Clear roles & accountability: Managers, HR, functional leaders and employees each have defined responsibilities to ensure training needs are identified, programmes are completed and learning remains aligned with organisational goals.

Regular review & continuous improvement: Learning programmes and training content are continuously evaluated, updated and improved based on performance metrics, feedback and organisational strategy.

Leadership commitment & oversight: Senior management supports the policy by modelling participation in all required training, promoting a learning culture, allocating resources and monitoring compliance.

Data Protection: Training records are collected, maintained and safeguarded in compliance with data privacy laws and internal privacy policies.

Commitment to Ethical Business Practices

We expect all employees to engage in business activities that reflect our commitment to continuous learning, professional integrity and responsible conduct. Through regular training, capability development and ongoing performance monitoring, we aim to ensure that our employees possess the skills, knowledge and behaviours necessary to meet our organisational standards, comply with applicable laws and uphold Flint Group's values across all areas of operation.