



TRAINING & DEVELOPMENT POLICY STATEMENT 2020

Our businesses (Niche Food & Drink Ltd & Niche Free-From Kitchen Ltd) is a leading gluten-free restaurant and food production business specialising in the free-from market, with a strong focus on fresh and regionally sourced products prepared and served on site by well trained staff.

Aim:

That every Niche employee is given the skills and knowledge to meet the requirements of their role and has the opportunity to develop and realise their full potential.

Policy Statement:

We are committed to providing the right level of training for all our people to enable them to fulfil their role effectively. We believe that people are more productive and happier in their work when the Company places their development and wellbeing high on the list of priorities. We want everyone to realise their full potential and develop their career in the Company.

To achieve this we will:

- Ensure all new starters receive a thorough induction and are given all the initial help they need to achieve the required standards in their new job.
- Equip our employees with the necessary skills and knowledge to enable them to do their job successfully and with confidence.
- Support people in reaching their full potential and give them the opportunity to develop their career.
- Deliver training programmes that are relevant, fun and maximise the learning opportunity.

Approval

This statement has been approved by Niche Directors.

Marc Warde & Adrian Morgan

Niche intends to review and update this statement as necessary on an annual basis.