

EMPLOYEE DEVELOPMENT PROMISE



As an employee of Morrison you will be working in an organisation where learning is valued. You will be supported to pursue learning and development activities that will help you to achieve and maintain a high standard of performance. You will be encouraged to realise your full potential.

You will have:

- Equality of opportunity in all aspects of your development,
- An induction program that supports you in your role as well as in the wider organisation
- An understanding of the direction and objectives of Morrison, your function, and your role, and you will have clear visibility of the linkage,
- An understanding of the contribution that is expected of you,
- Clear and measurable objectives on your performance at work,
- Annual review of your performance,
- Personal Development Plan, which addresses your development needs,
- A Manager who is committed to staff development.

You will be:

- Continuously learning and developing throughout your employment,
- Developing to enhance your career prospects,
- Released to undertake training activities that will enable you to do your job.

You recognise that:

- It is a shared responsibility to identify your development needs, between the Company and you,
- You should take the initiative when you recognise opportunities for learning and development,
- You should take an active part in Performance Management and staff development initiatives,
- You should share your knowledge with others.

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A Message from Guy Wakeley, Chief Executive, Morrison

Morrison's Employee Development Promise is intended to give a very clear message about the high level of commitment we have in your personal development, and the commitment we want you to have to your own learning and development.

Morrison recognises that it is vital that we develop and equip you with the skills and knowledge that you need to do your job. This way you will be able to meet the challenges of the business and support the organisation to exceed its goals and secure its future growth ambition.

It is our aim to create a culture of learning, and to ensure that we make progress; we are setting ourselves performance indicators and targets for learning and development, which will be monitored regularly by both the Executive Team and me. We will also be evaluating the Employee Development Promise and its impact on the performance of the business. I look forward to seeing the changes that you have been able to make to support both your personal development and the future success of Morrison.

Guy Wakeley
Chief Executive

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