



# **SKELTON & PLUMMER HOLDINGS**

## **SKILLS DEVELOPMENT POLICY**

The **S&P SKILLS PLAN** defines the functional operation of the S&P Group Skills Development Programme, and establishes Management's total commitment to Skills Development in order to meet the operational requirements of the company including employment equity and black economic empowerment that is based on operational empowerment and capacity building of historically disadvantaged people.

**The S&P Group of Companies is made up of the following two operating companies:**

### **Skelton & Plummer Projects (Pty) Ltd.**

- Projects Division – A mechanical, structural, plate-work and piping construction company.
- Plant Supplies Division – A Company supplying Turnkey Process Plant, Solid / Liquid Separation and Liquid Plants.

### **Eddcor Electrical and Instrumentation Projects (Pty) Ltd.**

- Electrical and instrumentation construction company

**It is our Company's policy that:**

- The Skills Development Programme be fully implemented and that the Skills Development Forum has the authority and responsibility to impose the requirements of this Skills Development Programme.

**We are committed to:**

- The provisions of the S&P Skills Development Plan.

A handwritten signature in black ink, appearing to read 'A. W. Michel', written over a horizontal line.

**A. W. Michel**  
**Managing Director**

**March 2009**