VANZ

Learning and Development Policy

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Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.

Veolia is committed to:

- Determining the competencies and providing the necessary training for employees to deliver our products and services;
- Providing opportunities for employees to develop their skills to support current and future business objectives and drive individual growth;
- Partnering with relevant stakeholders to provide the best possible solutions that engage our employees;
- Collaborating with employees to identify both individual and collective development goals;
- Promoting a learning culture where development is a shared responsibility between Veolia, line managers and each employee;
- Engaging with our communities to assist them in understanding the role of environmental solutions in building a sustainable future.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.