EMPLOYEE PRE- TRAINING AND DEVELOPMENT EVALUATION- FORM 4

EMPLOYEE'S NAMES: Remy NINSIIMA

POSITION: Environment and Community Superintendent

DEPARTMENT: EC

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1. What gaps has an Employee shown and objectives to Achieve?

- ✓ Limited formal training on RS ISO 14001:2015 EMS implementation.
- ✓ Need to strengthen structured EMS planning, documentation, and performance evaluation based on ISO requirements.

Objective: To enhance competence in implementing and maintaining of ISO 14001:2015.

2. What objectives are the Employee to achieve by undergoing the Training/Development program proposed?

- ✓ To fully understand and apply RS ISO 14001:2015 requirements.
- ✓ To effectively identify, evaluate, and manage environmental aspects and risks.
- ✓ To support my company to continual improvement of environmental performance and compliance in order to achieve our 2030 vision.

3. What category of Training/ Development proposed to improve on the gaps?

- ✓ Standards and Compliance Training specifically ISO 14001

4. What training/development program -title and summary contents do you propose achieve the objectives?

Title: Implementation Training on Environmental Management System based on RS ISO 14001:2015
Summary Contents:

- ✓ Overview and interpretation of RS ISO 14001:2015 requiremts
- ✓ Environmental aspects and impacts management
- ✓ Legal and compliance obligations
- ✓ Operational control, monitoring, and internal auditing

5. Please list Training/Development programs attended in the previous 2 years? (**If any**)

- ✓ Supervisory
- ✓ Introduction to sustainable finance

6. Please list your performance appraisal score in the previous 2 years? (**If any**)

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7. Do you have any other comments you would wish to add?
   - ✓ This training will directly support effective environmental management, regulatory compliance, and alignment with national standards

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EMPLOYEE'S IMMEDIATE SUPERVISOR NAMES & SIGNATURES:.....

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DATE:...../...../.....