

## EMPLOYEE PERSONAL TRAINING AND DEVELOPMENT NEEDS: FORM 1b

**EMPLOYEE'S NAMES:** Remy NINSIIMA

**POSITION:** Environment and Community Superintendent

**DEPARTMENT:** EC

---

1. What objectives are the Employee to achieve (objectives related to the Training/Development needs) and when to be achieved?

- ✓ To acquire in-depth understanding of RS ISO 14001:2015 requirements and practical implementation approaches.
- ✓ To support the establishment, implementation, and continual improvement of the Mine's Environmental Management System (EMS) in line with ISO 14001:2015.
- ✓ To strengthen compliance with legal, regulatory, and corporate environmental requirements and reduce environmental risks.

2. Why do you think Training/Development will be the answer to achieving the objectives? Isn't there any other Solution? Be explicit.

- ✓ The implementation of ISO 14001:2015 requires specific technical knowledge and practical skills that can only be effectively acquired through structured training by a recognized body whether National or international.
- ✓ This training will provide standardized guidance, practical tools, and best practices that cannot be achieved through on-the-job learning alone.

3. Which skills do you need to improve on /what do you want to change or to do differently in order to achieve the objectives mentioned above?

- ✓ Interpretation and application of RS ISO 14001:2015 requirements.
- ✓ EMS documentation, operational controls, and performance monitoring.
- ✓ Internal or External EMS auditing and continual improvement techniques.

4. What would you recommend as training/development program (title + summary contents) to allow you/Employee/s acquire necessary competences to achieve the objectives?

- **Implementation Training on EMS based on RS ISO 14001:2015**

Covers ISO requirements, environmental risk management, compliance obligations, monitoring, and continual improvement.

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

- ✓ SML4Change – Supervisory
- ✓ GIZ - Introduction to sustainable finance

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

.....

7. Do you have any other comments you would wish to add?

The training will strengthen my environmental management capacity, improve compliance and support organizational sustainability vision

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

.....

.....

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