

### What help will I get to settle in?

On joining the Company everyone attends our extensive induction programme that introduces Cardif Pinnacle, our various departments, and the world of insurance, to new employees. You will also commence a personal training schedule tailored to your particular role and individual needs.

Thereafter, we provide our staff with the training and development they need to do their jobs properly and effectively. We work hard to provide every member of the Cardif Pinnacle team with opportunities to realise their potential, whether in their current role, or elsewhere in the Company.

### Will I be encouraged to develop my business knowledge and skills?

As our Company continues to grow, we need our staff to grow with us. This may mean promotion to a more senior role and/or studying for relevant professional qualifications. Whatever training you receive, it will be geared towards both Cardif Pinnacle's business requirement, and your individual needs.

We run a range of training programmes for our staff. We have a large portfolio of internal training courses and for specialist requirements, staff may attend external courses run by leading training providers.

You may also be encouraged to pursue professional and vocational qualifications, such as those offered by the:

- Chartered Insurance Institute (CII);
- Chartered Institute of Personnel & Development (CIPD);
- Chartered Institute of Management Accountants (CIMA); and
- Association of Chartered Certified Accountants (ACCA).

This may involve time off for classes and study leave. Financial support will be provided if appropriate.

### Will there be opportunities for me to progress?

Our ambitious plans for the future mean that there will be an increasing need for staff to develop and advance beyond their current roles. We always seek to promote from within.

The more ambitious will have opportunities to attend a wide range of internal courses including a development programme for existing managers, or for those new to a management role.

