

Our  
future.  
It's in  
our hands.

## OUR SKILLS PLEDGE

On behalf of *Novus Rail Ltd*

I *Mr Mark McMahon*

am making a commitment that we shall:

- Actively encourage and support our employees to gain the skills and qualifications that will meet the needs of our business and will support their future employability
- Further support our employees to acquire basic literacy and numeracy skills and work towards their first full Level 2 qualification
- Demonstrably raise our employees' skills and competencies to improve our organisational performance through investing in economically valuable training and development

Signed

Date

Name *Mr Mark McMahon*

Position *Managing Director*

Company *Novus Rail Ltd*

I commend and thank you for the leadership you have shown in making the Skills Pledge

Signed

*John Y. Denham*

Date

*31/10/2008*

John Denham, Secretary of State  
Department for Innovation, Universities and Skills

