



Citation Approved Employment Systems

Citation Ltd hereby declares that, as at the date signed below, it has examined all the policies and procedures designed to promote good employee relations at

Global Guardians Management Ltd

And that these and all associated terms and conditions of employment comply with current legislation.

Signed on behalf of Citation Ltd
Head of Employment Law & HR Services:

A handwritten signature in black ink, appearing to read 'Bl O'Hare', written over a horizontal dashed line.

Valid from:

10th September 2015

This Certificate is valid for a period of:

7 Years

Certificate number:

GLOB34