

Citation Approved Employment Systems

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

Kennek Construction Ltd

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

Signed on behalf of Citation plc
Head of Personnel and Employment Law Division



Date 12th December 2007

Citation membership valid until 11th March 2011

Certificate number KENN 04

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QAR 72a (01/08)



QUEEN'S AWARD WINNING SERVICE



Citation plc