



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

E C Electronics 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 line.

Valid from:

1st June 2015

This Certificate is valid for a period of:

6 Years

Certificate number:

ECEL01

PROFESSIONAL SOLUTIONS