



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

Manns Waste 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 "Ali O'Hare".

Valid from:

12th August 2016

This Certificate is valid for a period of:

5 Years

Certificate number:

MANN04

PROFESSIONAL SOLUTIONS