

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

JKM and Sons Ltd

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

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



Valid from

31st March 2013

This Certificate is valid for a period of

6 Years

Certificate number

JKMS 01