



Citation plc

Employment Rights Act 1996

We Declare that we have examined the procedures applied with a view to promoting good Industrial Relations, and that all the terms & conditions of employment provided by the Directors, comply with current legislation for the benefit of all employees

and we certify that

Kernow Fixings

Achieved a commendable level of excellence in compliance with all statutory legislation laid down by Her Majesty's Government.

In Testimony whereof this Certificate is signed and witnessed on the 18/02/00 by the order of the Directors of Citation plc.

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