

Certificate of Employers' Liability Insurance(a)

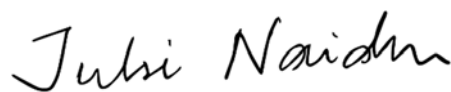
(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 2008 (the Regulations), a copy of this certificate must be displayed at all places where you employ persons covered by the policy or an electronic copy of the certificate must be retained and be reasonably accessible to each employee to whom it relates).

Policy No.	EQ849227
1. Name of policy holder	React Surveys Ltd & Lodge Service Intelligence Ltd & Lodge Security Ltd & Lodge Service UK Ltd & Lodg.ic Ltd & Guardhall Ltd & Employers Mutual Protection Services Ltd & Eclipse Recruitment Ltd & Pals Services Ltd & Transpeye Ltd
2. Date of commencement of insurance policy	1 August 2018
3. Date of expiry of insurance policy	1 August 2019

We hereby certify that subject to paragraph 2:

1. The policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, the Isle of Man, the Island of Jersey, the Island of Guernsey and the Island of Alderney (b)
2. (a) the minimum amount of cover provided by this policy is no less than £5 million (c)

Signed on behalf of Zurich Insurance plc (Authorised Insurer).



Tulsi Naidu
Chief Executive Officer of Zurich Insurance plc, UK Branch

Notes

- (a) Where the employer is a company to which regulation 3(2) of the Regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- (b) Specify applicable law as provided for in regulation 4(6) of the Regulations.
- (c) See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

Zurich Insurance plc
A public limited company
incorporated in Ireland
Registration No.13460
Registered Office Zurich
House,
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UK branch registered in
England and Wales
Registration No BR7985.
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Zurich Insurance plc is
authorised by the Central Bank
of Ireland and authorised and
subject to limited regulation by
the Financial Conduct
Authority. Details about the
extent of our authorisation by
the Financial Conduct
Authority are available from us
on request.
Our FCA Firm Reference Number
is 203093

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