



INVESTOR IN PEOPLE

CERTIFICATE OF RECOGNITION

This certificate records that

Deloitte & Touche Ltd, Cyprus

is recognised as an
Investor in People

A handwritten signature in black ink, reading "P. J. Williams", positioned above the title of the signatory.

Chairman, Investors in People UK

Date

4th December 2008

Next assessment due before

3rd December 2011

IQC 131940

BUSINESS IMPROVEMENT THROUGH PEOPLE