



# 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 'Bl O'Hare', written over a horizontal line.

Valid from:

12<sup>th</sup> August 2016

This Certificate is valid for a period of:

5 Years

Certificate number:

MANN04

PROFESSIONAL SOLUTIONS