

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	KF636544
1. Name of policy holder	Andrews Sykes Group Plc and Subsidiary Companies
2. Date of commencement of insurance policy	31.05.2010
3. Date of expiry of insurance policy	30.05.2011

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 Island, 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 off on behalf of Zurich Insurance plc



Guy Munnoch
Chief Executive Officer of Zurich Insurance plc

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 of 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 paragraph 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, Ballsbridge Park,
Dublin 4, Ireland

UK branch registered in England and
Wales. Registration No. BR7985

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Authorised by the Irish Financial Regulator
and regulated by the Financial Services
Authority