

# Citation



## 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*

### **Accent Services (Air Conditioning) Limited**

*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 'Sh. O'Flaherty'.

Valid from: 15/09/2020

Valid To: 14/09/2025

Certificate number: ATLCC-0000034538