



Certificate of Employers' Liability Insurance^(a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policy holder employs persons covered by the policy)

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| 1. Name of policy holder: | Insurance Policy No: B105318REC043952
Alan Firmin Ltd t/as Firmin Recruit |
| 2. Date of commencement of insurance policy: | 01/05/2018 |
| 3. Date of expiry of insurance policy: | 30/04/2019 |

We hereby certify that subject to paragraph 2:-

- 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, or to offshore installations in any waters outside the United Kingdom to which the Employers' Liability (Compulsory Insurance) Act 1969 or any amending primary legislation applies^(b); and
- (a) the minimum amount of cover provided by this policy is no less than £5,000,000^(c).

Signed on behalf of those Lloyd's Underwriters subscribing to the above insurance (Authorised Insurers)

Notes:

- 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.
- Specify applicable law as provided for in regulation 4(6) of the Regulations.
- 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. (Paragraph 2(b) does not apply and is deleted.)

Note: The information below this line does not form part of the statutory certificate. Those Underwriters at Lloyd's on whose behalf this certificate is issued require the following information to be entered by the issuing intermediary:

Name and address of issuing intermediary:

Camberford Law plc
Binding Authority Agreement Number: B1053BA004
Lygon House
50 London Road
Bromley
Kent
BR1 3RA

Issuing intermediary's reference:
(if different from the Policy Number stated above)

28/1/99
NMA2838

