



CERTIFICATE OF RECOGNITION

This is to certify that

Bolt & Heeks Limited

has achieved The Investors
in People Standard.

A handwritten signature in black ink, which appears to read 'Charlie Mayfield', is located below the text of the certificate.

Charlie Mayfield
Chairman, UK Commission for Employment and Skills

Date

11/07/2011

The UK Commission for Employment and Skills is responsible for the strategic ownership of Investors in People.

