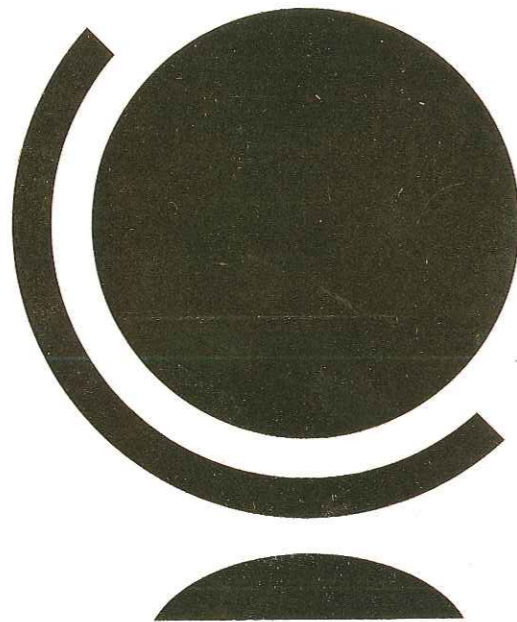




Globe of Honour — 2019 —



This is to certify that
TECOM Group

has been awarded the British Safety Council Globe of Honour for 2019.
In winning this award they have demonstrated an outstanding commitment
to environmental management during the last twelve months.

Lawrence Waterman OBE
Chair of The Board of Trustees
22 November 2019

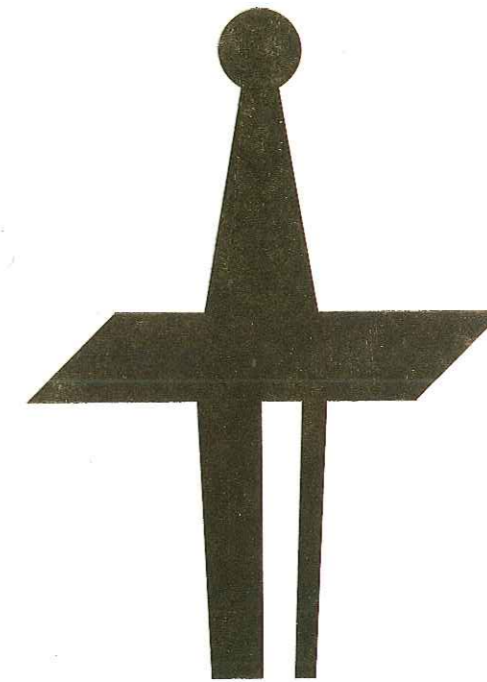
Mike Robinson
Chief Executive
22 November 2019



Certificate number
AW-0005659



Sword of Honour — 2019 —



This is to certify that
TECOM Group

has been awarded the British Safety Council Sword of Honour for 2019.
In winning this award they have demonstrated an outstanding commitment
to health and safety management during the last twelve months.

Lawrence Waterman OBE
Chair of The Board of Trustees
22 November 2019

Mike Robinson
Chief Executive
22 November 2019



Certificate number
AW-0005628