



A handwritten signature in black ink, reading "Liz Reay".

Liz Reay
Chief Executive, Equality North East

This is to certify that

OPUS Building Services
successfully achieved

The Equality Standard

on: 03 April 2009

A handwritten signature in black ink, reading "Kevin Rowan".

Kevin Rowan
Chair, Equality North East



Signed

A handwritten signature in black ink, likely representing OPUS Building Services.

For and on behalf of

OPUS Building Services

Passionate about equality & diversity

Certificate No: 1000001