



**This is to certify that**

Muckle LLP  
successfully achieved

**The Equality Standard**

on: 03 April 2009

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

Liz Reay  
Chief Executive, Equality North East

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

Kevin Rowan  
Chair, Equality North East



Signed

A handwritten signature in black ink, appearing to be "M. Quarter".

For and on behalf of

Muckle LLP

*Passionate* about equality & diversity

Certificate No: 1000002