



INVESTOR IN PEOPLE

# CERTIFICATE OF RECOGNITION

This certificate records that

**Northumbrian Roads Ltd**

---

is recognised as an  
Investor in People

A handwritten signature in black ink that reads "P. J. Williams".

Chairman, Investors in People UK

Date

**22 June 2007**

---

Next assessment due before

**21 June 2010**

---

**BUSINESS IMPROVEMENT THROUGH PEOPLE**