

BRONZE CERTIFICATE



Employment
Support
Scheme

This BRONZE Certificate number 15100 is to certify that

FIXFIRM LTD

Is a Subscriber to the **ESS™ Charter**, and as such is thereby authorised to use the **ESS™** mark. The Subscriber wishes to confirm that they are committed to support the ennobling concept of work and supporting specific individuals within their organisation with management, pastoral or financial assistance to reasonably fulfil their roles successfully.

Moreover, they may agree to support any other Employer, Trust, Charity, or individual who is a subscriber to the Charter or who may be in need of such support in order to sustain remuneration or employment within their organisation, from time to time.

Moreover, the Charter confirms that the Subscriber is committed to fair business practice and conditions, ethical sourcing, and compliance with all standards and legislation that relate to their specific industry and that may be contained and updated annually within the Charter.

Signed on behalf of

A handwritten signature in black ink, appearing to read 'Michael Power', written in a cursive style.



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date: 11th September 2018