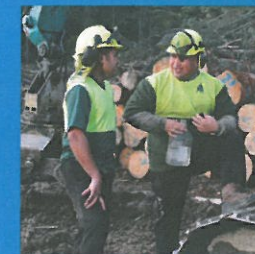


ACC Workplace Safety Management Practices



This certifies that

Carus Group Ltd

has met the Secondary level requirements for ACC Workplace Safety Management Practices

This is effective for the period: 01 December 2016 to 30 November 2018

A handwritten signature in blue ink, which appears to be 'P. Gimblett'.

Paul Gimblett
Head of Workplace Safety
ACC