

INVESTOR IN PEOPLE

THIS CERTIFICATE
RECORDS THAT

Nicholson & Bass Ltd

IS RECOGNISED AS MEETING
THE NATIONAL STANDARD FOR
EFFECTIVE INVESTMENT
IN PEOPLE

Paddy Turnbull

CHAIRPERSON

Mr Paddy Turnbull

22 Dec 1999

DATE

Training & Employment Agency

Investors in People was achieved in December 1999

Investors in people is the National Standard which sets the level of good practice for the training and development of people to achieve business goals. Investors in people is based on common sense, everything it specifies has a clear business purpose. The standards provide the basis for Nicholson & Bass to continuously improve the organisation achieving productivity and efficiency.