

CERTIFICATE

Management system as per

ISO 9001 : 2015

Quality Management Systems-Requirements

In accordance with TÜV HELLAS (TÜV NORD) S.A., procedures, it is hereby certified that

**ICAP EMPLOYMENT SOLUTIONS
TEMPORARY WORK AGENCY S.A.**

2, Eleftheriou Venizelou Ave.

176 76 Kallithea

Hellas

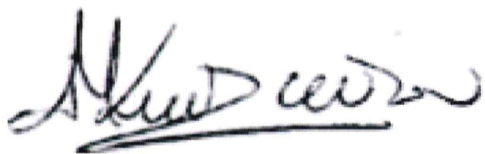


applies a management system in line with the above standard for the following scope

Provision of Temporary Employment and Staff Recruitment Services.

Certificate Registration No. 041 13 0099
Audit Report No. E-2003/2022

Valid from 2022-05-25
Valid until 2025-05-24
Initial certification 2010



TÜV HELLAS (TÜV NORD) S.A. Certification Body

Athens, 2022-11-07

This certification was conducted in accordance with the TÜV HELLAS (TÜV NORD) S.A. auditing and certification procedures and is subject to regular surveillance audits.

