



INVESTOR IN PEOPLE

# CERTIFICATE OF RECOGNITION

This certificate records that

**SMS ENVIRONMENTAL LTD**

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is recognised as an  
Investor in People

A handwritten signature in dark ink, appearing to read 'P. J. Williams'.

Chairman, Investors in People UK

Date

**7 December 2007**

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Next assessment due before

**6 December 2010**

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BUSINESS IMPROVEMENT THROUGH PEOPLE