



CERTIFICATE OF EMPLOYERS' LIABILITY INSURANCE (a)

(Where required by regulation 5 of the Employers' Liability (Compulsory Insurance) Regulations 1998 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policy holder employs persons covered by the policy)

1. Name of policy holder Policy No 20EL325258PA

Marlowe Plc and Marlowe 2016 Limited and Subsidiary Companies as follows:-

Advance Environmental Ltd, Aquatreat Group Ltd, Aquatreat Chemical Products Ltd, Aquatreat UK Ltd, Atana Ltd, Atana (Scotland) Ltd, Future Water Ltd, G.P.C.S Ltd, Guardian Water Treatment Ltd, Kingfisher Environmental Services Ltd, Steven Industrial Services Ltd, WCS Environmental Ltd, WCS Environmental Ltd t/as WCS Group, WCS Services Ltd, Clearwater Group Ltd, Clearwater Technology Group Ltd, Clearwater Compliance Ltd, Ultrapur Ltd, Tersus Consultancy Ltd, Tersus Management Services Ltd, Tersus Training Services Ltd, William Martin 2018 Ltd, William Martin Compliance Solutions Ltd, William Martin Firefly Ltd, Quantum Risk Management Ltd trading as Quantum Compliance, Eurosafe UK Group Ltd, Eurosafe UK Ltd, Eurosafe UK (CDM Services) Ltd, Eurosafe Plus Ltd, Clouds Ultimate Manager Ltd, Law at Work (Holdings) Ltd, Law at Work Ltd, Law at Work Empire Ltd, Law at Work (IS) Ltd, Law at Work (Group) Ltd, Square Circle HR Ltd, Empire HR Group Ltd, Nestor Business Consulting Ltd, Solve HR Limited and HR Solver Ltd

2. Date of commencement of insurance policy 31 March 2020

3. Date of expiry of insurance policy 30 March 2021

We hereby certify that subject to paragraph 2:

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, Isle of Man, Island of Jersey, Island of Guernsey, Island of Alderney; or any offshore installations in territorial waters around Great Britain and its Continental Shelf **(b)**; and;
2. (a) the minimum amount of cover provided by this policy is no less than £5 million **(c)**; or
~~(b) the cover provided under this policy relates to claims in excess of [£] but not exceeding [£].~~
3. the policy covers the holding company and all its subsidiaries

Signed on behalf of QBE Casualty Syndicate 386 (Authorised Insurer)

Notes

- (a)** Where the employer is a company to which regulation 3(2) of the Regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.
- (b)** Specify applicable law as provided for in regulation 4(6) of the Regulations.

Important

Display will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form.



(c) See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

Important

Display will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form.

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