



BRONZE

CERTIFICATE OF ACCREDITATION

This is to certify that

Friction Marketing Co Ltd

has achieved Investors in People Bronze

A handwritten signature in black ink, appearing to read 'Charlie Mayfield'.

Charlie Mayfield
Chairman, UK Commission for Employment and Skills

Date

7th November 2014

Expires: 6th November 2017

The UK Commission for Employment and Skills is responsible for the strategic ownership of Investors in People.