



CERTIFICATE OF ACCREDITATION

This is to certify that

Varnavas Hadjipanayis Ltd

has achieved the Investors
in People Standard.

Charlie Mayfield
Chairman, UK Commission for Employment and Skills

Date

3rd January 2014

Expires

2nd January 2017

IIP1 132472

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

