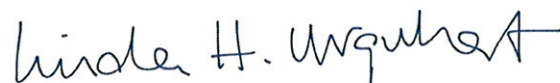


CERTIFICATE OF ACCREDITATION

This is to certify that

J.B. Barbour & Company Ltd

Has achieved the Investors in Young People Standard



Linda Urquhart

Chairman, Investors in People Scotland

Date accredited

02/04/2015

Date expires

02/04/2018

