MANAGEMENT SYSTEM CERTIFICATE

Certificate No: 193846-2016-ASA-ITA-SAAS

Initial certification date: 13 March 2016

Valid: 08 December 2017 - 13 March 2019

This is to certify that the management system of

E.N.P.A.C.L. - ENTE NAZIONALE DI PREVIDENZA E ASSISTENZA PER I CONSULENTI DEL LAVORO

Via del Caravaggio 78, 00147, ROMA, RM, Italy

has been found to conform to the Social Accountability Management System Standard: **SA 8000:2014**

This certificate is valid for the following scope:

Provision of social security services for labour consultants

Place and date:

Barendrecht, 08 December 2017





For the issuing office:

DNV GL – Business Assurance Zwolseweg 1, 2994 LB, Barendrecht, Netherlands

Erie Koek Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.

ACCREDITED UNIT: DNV GL Business Assurance B.V., ZWOLSEWEG 1, 2994 LB, BARENDRECHT, NETHERLANDS. TEL:+31102922689. assurance.dnvgl.com