



This is a certificate awarded to

Michael Ritchie

on successfully completing

Directing Safely for Small to Medium Enterprises

a course approved and validated by the

Institution of Occupational Safety and Health

in association with

RBS Mentor Services

Signed on behalf of IOSH

A handwritten signature in black ink, appearing to be 'D. Smith', written over a white background.

Chief Executive

A handwritten signature in black ink, appearing to be 'I. Smith', written over a white background.

Course Organiser

