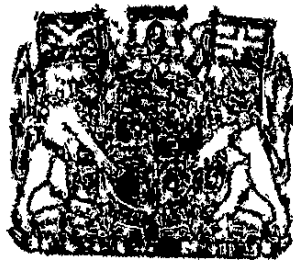


(DUPLICATE FOR THE FILE.)

No. 25020



Certificate of Incorporation.

I hereby Certify that

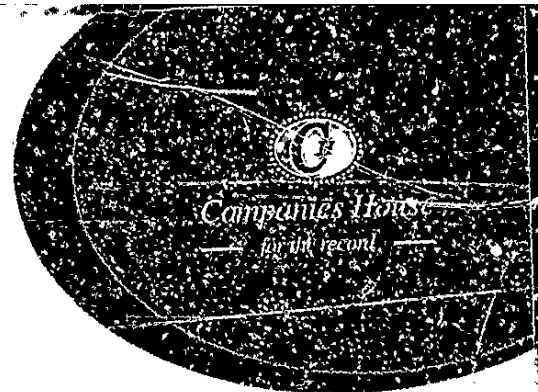
"A. P. Rattray & Company Limited"

is this day incorporated under the Companies Act, 1929, and that this Company is Limited.

Given by me at Edinburgh this _____ day of _____ February _____

One Thousand Nine Hundred and twenty-seven

[Signature]
Registrar of Companies



NOTICE OF ILLEGIBLE DOCUMENT ON THE MICROFICHE RECORD

Companies House regrets that the microfiche record for this company contain some documents which are illegible.

The poor quality has been noted, but unfortunately steps taken to improve them were unsuccessful.

Companies House would like to apologise for any inconvenience this may cause.



Cent No. FG 31059
Personnel & Training



AWARDED FOR EXCELLENCE



INVESTOR IN PEOPLE

CHPM 4 (07/02)