

Citation



Citation Approved Employment Systems

Citation Ltd hereby declares that, as at the date signed below, it has examined all the policies and procedures designed to promote good employee relations at

Ivanhoe Trading Ltd

and that these and all associated terms and conditions of employment comply with current legislation.

Signed on behalf of Citation Ltd
Head of Employment Law & HR Services:

Valid from:

20/11/2017

Valid To:

19/11/2021

Certificate number:

ATLCC-0000011569

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