

This is to certify that

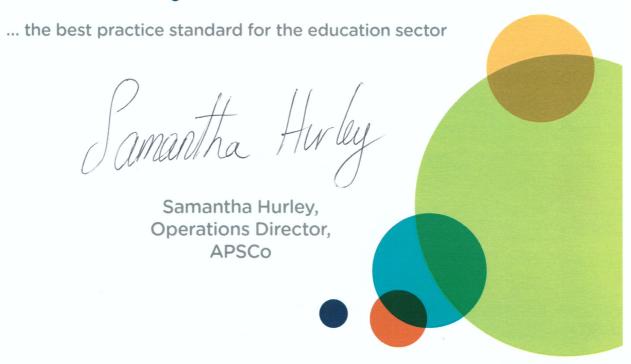
Bay Resourcing

was audited on

13 November 2019

and meets the requirements of

Compliance+



RESPECT

INTEGRITY

RELATIONSHIPS

SUCCESS

LEADERSHIP