

Dated 15 August 2011

Deed of Amendment

governing the

THE LEADERSHIP FACTOR LTD DIRECTORS RETIREMENT PLAN

Parties

- 1 THE LEADERSHIP FACTOR LIMITED of Taylor Hill Mill, Fairlea Road, Huddersfield HD4 6JA. (Company number 03145836) (in this deed called the 'Principal Employer')
- 2 STEPHEN NIGEL HILL and JANET HILL both of Osborne House, Cliffe Road, Shepley, Huddersfield, HD8 8AG, CHRISTOPHER DAVID HILL of Honeysuckle Cottage, Main Street, Alne, York, YO61 1RP and NICHOLAS JAMES HILL of Sylvia Dene, Main Street, Alne, York, YO61 1TA (in this deed called the 'Trustees')

Recitals

- (A) **THE LEADERSHIP FACTOR LTD DIRECTORS RETIREMENT PLAN** (in this Deed called the 'Scheme') is a pension scheme which is governed by a Definitive Trust Deed 15 August 2006 and all Supplemental Deeds (in this Deed called the 'Existing Provisions')
- (B) The General Trustees are the trustees (the 'Trustees') of the Scheme.
- (C) It is intended to replace all the Existing Provisions in their entirety, pursuant to Clause 13.1 of the Existing Provisions which vests the power of amendment in the Principal Employer and the Trustees.

Operative provisions


- 1 Each Trustee who is a member by his execution of this deed gives his consent as a member to any and all modifications made by this deed, and confirms that he has had a reasonable opportunity to make representations to the other Trustees about the modifications, and that he is aware that the consent requirements apply in his case in respect of the modifications. Words given a specific meaning for the purposes of section 67 of the Pensions Act 1995 shall have the same meaning in this clause.
- 2 Pursuant to Rule 13.1 of the Existing Provisions, those Existing Provisions shall cease to have effect and the Scheme shall be governed by the attached Rules, PROVIDED THAT:
 - 2.1 the power in Rule 3.1 (Power of Amendment) may be exercised by the Principal Employer with the consent of the majority of Trustees.
 - 2.2 the power in Rule 4.1 (Power of Appointment and Removal of Trustees) may be exercised by the Principal Employer


The provisions of this deed shall have effect on and from the date of this deed.


IN WITNESS OF WHICH this document is executed as a deed and is delivered on the date stated above.

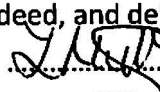
SIGNED as a deed, and delivered when
dated, by THE LEADERSHIP FACTOR
LIMITED acting by


Director Signature: 
Name : Janet Hill

Director Signature: 
Name : Stephen Nigel Hill


SIGNED as a deed, and delivered when
dated, by  (signature)
STEPHEN NIGEL HILL in the presence of:

Witness Signature: 
Name : J. NOTTINGHAM
Address : 33 MEADOW LANE, SLAITHWAITE HD7 5GX


SIGNED as a deed, and delivered when
dated, by  (signature)
JANET HILL in the presence of:

Witness Signature: 
Name : J. NOTTINGHAM
Address : 33 MEADOW LANE, SLAITHWAITE HD7 5GX

SIGNED as a deed, and delivered when
dated, by (signature)
CHRISTOPHER DAVID HILL in the
presence of:

Witness Signature: 
Name : J. NOTTINGHAM
Address : 33 MEADOW LANE, SLAITHWAITE HD7 5EX

SIGNED as a deed, and delivered when
dated, by (signature)
NICHOLAS JAMES HILL in the presence
of:

Witness Signature: 
Name : J. NOTTINGHAM
Address : 33 MEADOW LANE, SLAITHWAITE HD7 5EX