



CERTIFICATE OF CONFORMITY

issued in accordance with
**U.S. Statement on Standards for Attestation
Engagements No. 18 - SSAE 18**
and
**International Standard on Assurance Engagements
No. 3402 - ISAE 3402**

to
**KEY PAYROLL
DIVISION OF HUMANSOLUTION SRL
(SGB HUMANGEST GROUP)**
Via Manzoni, 37 - 20121 Milano (MI) - Italy

for the following activity

**Payroll full outsourcing service
Independent report on controls placed in operation
and tests of operating effectiveness.**

for the period
from **January 1, 2020** to **December 31, 2020**

Certificate n. **IT304540**

Issue date: **01 March 2021**

GIORGIO LANZAFAME – Local Technical Manager

**TIZIANA GUGGINO - Dottore Commercialista
Revisore Legale - AICPA Member no. 5329884**

Certification body address: Viale Monza, 347 – 20126 Milano (MI)

Further clarifications regarding the scope of this certificate and the applicability of the Standard Requirements may be obtained by consulting the organization.
To check this certificate validity please refer to the website www.bureauveritas.it