



Institution of Occupational Safety and Health

Incorporated by Royal Charter 2003

This is to certify that

Karl Degroot

was admitted as a

Graduate Member

on

11th December 2022

Signed on behalf of the Council

Vanessa Hammett-Williams

Chief Executive

Lawrence Webb

President



Cen No. 233761

This certificate remains the property of the Institution of Occupational Safety and Health and should be returned if requested