

Dated:

Trust Deed

establishing the

TECH STEP DEVELOPMENT PENSION

Parties

- 1 TECH STEP LIMITED (company number 07170352 (in this deed called the 'Principal Employer') of Hill House, 8 Warwick Road, Southam, Warwickshire, CV47 0HN
- 2 MICHAEL ANDREW BEARD (in this deed called the 'Trustees') of Hill House, 8 Warwick Road, Southam, Warwickshire, CV47 0HN

Recitals

- (A) The Principal Employer wishes to establish a pension scheme to be known as TECH STEP DEVELOPMENT PENSION in this deed called the 'Scheme' intended to qualify as a registered pension scheme for the purposes of Part 4 of the Finance Act 2004.
- (B) The Trustees have agreed to be the trustees of the Scheme.

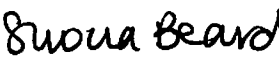
Operative provisions

- 1 The Principal Employer establishes the Scheme and appoints the Trustees as the first trustees of the Scheme.
- 2 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
 - 2.2 the power in Rule 4.1 (Appointment and Removal of Trustees) may be exercised by deed by the Principal Employer.
- 3 The provisions of this deed shall have effect on and from its date.

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

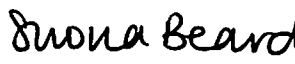
SIGNED as a deed, and delivered when dated, by
TECH STEP LIMITED acting by

Director Signature: 
Name : MICHAEL BEARD

Witness Signature: 
Name : SHARON JANE BEARD
Address : HILL HOUSE 8 WARWICK ROAD SOUTHAM
 CV47 0HN, WARWICKSHIRE

SIGNED as a deed, and delivered when dated, by
MICHAEL ANDREW BEARD in the presence of:

 (signature)

Witness Signature: 
Name : SHARON JANE BEARD
Address : HILL HOUSE, 8 WARWICK ROAD, SOUTHAM
 CV47 0HN, WARWICKSHIRE