



A handwritten signature in black ink, appearing to read "A. Johnson", positioned above a thin horizontal line.

Andrea Johnson, Head of Operations  
Equality North East

**This is to certify that**

**DISC**

successfully renewed

**The Equality Standard Gold Award**

Achieved on: 22nd November 2016

A handwritten signature in black ink, appearing to read "P. Townsley", positioned above a thin horizontal line.

Paul Townsley, Chief Executive Officer  
DISC



*Passionate* about equality & diversity