



**CERTIFICATE OF INCORPORATION  
OF A  
PRIVATE LIMITED COMPANY**

Company Number **518581**

The Registrar of Companies for Scotland, hereby certifies that

**HIGHLAND PAYROLL SERVICES LIMITED**

is this day incorporated under the Companies Act 2006 as a private company, that the company is limited by shares, and the situation of its registered office is in Scotland.

Given at Companies House, Edinburgh, on **23rd October 2015**.

The above information was communicated by electronic means and authenticated by the Registrar of Companies under section 1115 of the Companies Act 2006