

Consent to certain actions for the purposes of the Initial Enforcement Order made by the Competition and Markets Authority ('CMA') on 21 November 2014

Completed acquisition of G.W. Butler Limited ('GW Butler') by Healthcare Environmental (Group) Limited ('HEG')

We refer to your letter dated 24 November 2014 requesting that the CMA consents to derogations to the Initial Enforcement Order of 21 November 2014 (the 'Initial Order'). Under the Initial Order provision was made that HEG and HES will hold separate the Healthcare Environmental business (as defined in the Initial Order) from the GW Butler business unless given written consent by the CMA to do otherwise. After due consideration of your request for derogations from the Initial Order, HEG and HES may carry out the following actions, in respect of the specific paragraphs:

Paragraphs 5(c) and 5(i) of the Initial Order

Under paragraphs 5(c) and 5(i) of the Initial Order, HEG and HES shall at all times during the specified period (as defined in the Initial Order) procure that, except with the prior written consent of the CMA, no changes are made to key staff of the GW Butler business or the Healthcare Environmental business and no substantive changes are made to the organisational structure of, or the management responsibilities within, the GW Butler business or the Healthcare Environmental business.

The CMA gives its consent for HEG and HES to suspend [redacted] in order to consider and investigate certain serious allegations that have been made against this employee. The CMA has not considered or provided any view as to the legality of the suspension but gives its consent on the basis of the following representations made to the CMA by HEG and HES:

- HEG and HES have received independent legal advice recommending this course of action.
- [redacted].
- The suspension is required to ensure that the existing GW Butler directors can fulfil their statutory and fiduciary duties.