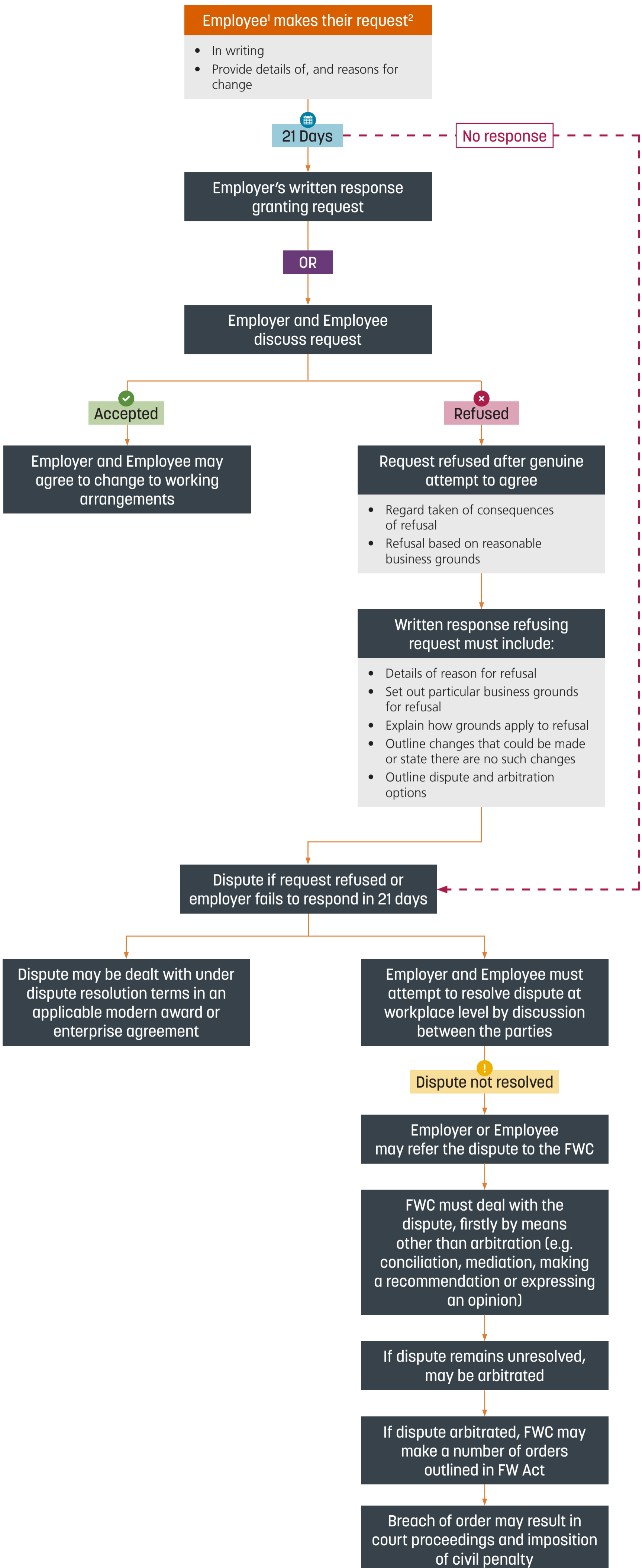


Flexible working arrangements



1. Only certain employees qualify

2. Request may only be made in limited circumstances