

# Certificate

This is to testify that

**OPAP**

has been certified as



Based on a comprehensive analysis of their Human Resources environment, this company has the right to use the Top Employer Certification seal for one calendar year.

The certificate serves as confirmation that independent research by Top Employers Institute has assessed and confirmed HR practices and policies in the following domains:



The company completed the following steps: **HR BEST PRACTICE SURVEY, VALIDATION and AUDIT** in order to qualify for certification. The company's performance score was rated against an international standard and this company has achieved Top Employer status for the year 2023.

We thank you for contributing to enriching the world of work.  
Congratulations Top Employer!

Amsterdam, 18 November 2022

David Plink  
Chief Executive Officer



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