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legibly, preferably
in black type, or
bold block lettering

* insert full name
of company

COMPANIES FORM No. 395

Particulars of a mortgage or charge

now £10
135820

395

A fee of £10 is payable to Companies House in respect of each register entry for a mortgage or charge.

Pursuant to section 395 of the Companies Act 1985

To the Registrar of Companies
(Address overleaf - Note 5)

For official use

Company number

Name of company

* QED RECRUITMENT SPECIALISTS LIMITED

Date of creation of the charge

30 NOVEMBER 2001

Description of the instrument (if any) creating or evidencing the charge (note 2)

FIXED AND FLOATING CHARGE ("the Charge")

Amount secured by the mortgage or charge

All monies which now or at any time in the future may be owing due and/or payable (but remaining unpaid) by the Company to the Security Holder in any manner and for any reason on any account ("the Secured Monies") including all such monies due by the Company, either alone or jointly with any other person or on any partnership account (even though the whole or any part of such monies is represented or secured by any mortgages, guarantees, trust receipts, bills of exchange, leasing, hire or conditional sale agreements, assignments, agreements for discounting or factoring of Debts or any other agreements or securities) and whether or not any of them have or has fallen due or become payable and whether or not default shall have been made in respect thereof and further including any of the following whether now or in the future:

(Please see continuation sheets 1 and 2)

Names and addresses of the mortgagees or persons entitled to the charge

THE ROYAL BANK OF SCOTLAND COMMERCIAL SERVICES LIMITED, SMITH HOUSE,
P.O. BOX 50, ELMWOOD AVENUE, FELTHAM, MIDDLESEX.

(the "Security Holder")

Postcode TW13 7QD

Presentor's name address and
reference (if any):

Hammond Suddards Edge
7 Devonshire Square
Cutlers Gardens
London EC2M 4YH

Time critical reference

For official Use
Mortgage Section

Post room



A06
COMPANIES HOUSE

A633M6KY

0475
13/12/01

Short particulars of all the property mortgaged or charged

(a) a fixed charge by way of legal mortgage on all freehold and leasehold property owned by the Company, including but not limited to land of which the Company is registered as proprietor at H M Land Registry (details of which are set out in the Third Schedule to the Charge);

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(b) a fixed charge on all of the following assets, whether now or in the future belonging to the Company:

(i) the freehold and leasehold properties of the Company not effectively mortgaged under clause 2.1.1 of the Charge including such as may hereafter be acquired;

(ii) all fixtures and fittings (including trade fixtures and fittings) and fixed plant and machinery in, on or attached to the property subject to the legal mortgage under clause 2.1.1 of the Charge and all spare parts, replacements, modifications and additions for or to the same;

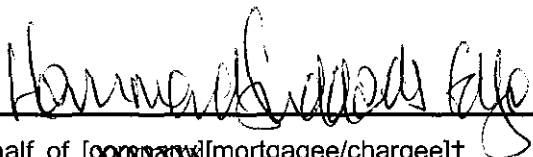
(Please see continuation sheets 1 and 2)

Particulars as to commission allowance or discount (Note 3)

NONE

A fee of £10 is
payable to
Companies House
in respect of each
register entry for a
mortgage or
charge.
(See Note 5)

Signed



Date 11/12/2001

On behalf of ~~company~~ [mortgagee/chargee]

† delete as
appropriate

Notes

- 1 The original instrument (if any) creating or evidencing the charge, together with these prescribed particulars correctly completed must be delivered to the Registrar of Companies within 21 days after the date of creation of the charge (section 395). If the property is situated and the charge was created outside the United Kingdom delivery to the Registrar must be effected within 21 days after the date on which the instrument could in due course of post, and if dispatched with due diligence, have been received in the United Kingdom (section 398). A copy of the instrument creating the charge will be accepted where the property charged is situated and the charge was created outside the United Kingdom (section 398) and in such cases the copy must be verified to be a correct copy either by the company or by the person who has delivered or sent the copy to the registrar. The verification must be signed by or on behalf of the person giving the verification and where this is given by a body corporate it must be signed by an officer of that body. A verified copy will also be accepted where section 398(4) applies (property situate in Scotland or Northern Ireland) and Form No. 398 is submitted.
- 2 A description of the instrument, eg "Trust Deed", "Debentures", "Mortgage", or "Legal charge", etc. as the case may be, should be given.
- 3 In this section there should be inserted the amount or rate per cent. of the commission, allowance or discount (if any) paid or made either directly or indirectly by the company to any person in consideration of his:
 - (a) subscribing or agreeing to subscribe, whether absolutely or conditionally, or
 - (b) procuring or agreeing to procure subscriptions, whether absolute or conditional,for any of the debentures included in this return The rate of interest payable under the terms of the debentures should not be entered.
- 4 If any of the spaces in this form provide insufficient space the particulars must be entered on the prescribed continuation sheet.
- 5 Cheques and Postal Orders are to be made payable to **Companies House**.
- 6 The address of the Registrar of Companies is:-

Companies House, Crown Way, Cardiff CF14 3UZ

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Particulars of a mortgage or charge (continued)

Continuation sheet No 1
to Form No 395 and 410 (Scot)

*Please complete
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bold block lettering*

Company number

03470417

Name of company

QED RECRUITMENT SPECIALISTS LIMITED

Limited *

* delete if
inappropriate

Description of the instrument creating or evidencing the mortgage or charge (continued) (note 2)

- 1) All monies due or payable under the Financing Agreement (as defined in the Charge) or by virtue of any guarantee or indemnity given by the Company to the Security Holder;
- 2) all monies which the Security Holder can charge to the Company and all costs, charges and expenses incurred by the Security Holder after default in payment of any such monies or of breach by the Company of any of the provisions of the Charge;
- 3) the charges of surveyors and/or solicitors instructed by the Security Holder in connection with any part of the Mortgaged Property (as defined in the Charge);
- 4) all advances which the Security Holder has made or shall make to the Company;
- 5) any indebtedness now or hereafter to be incurred by the Security Holder for or at the request of the Company, including all monies which the Security Holder shall pay or become liable to pay for or on account of the Company or any other person at the request or order of the Company or under its authority, either alone or jointly with any other person and whether or not by any of the following:
 - 5.1) the Security Holder making direct advances; or
 - 5.2) the Security Holder drawing, accepting, endorsing, paying or discounting any Remittance (as defined in the Charge); or
 - 5.3) the Security Holder entering into any bond, guarantee, indemnity or letters of credit; or
 - 5.4) the Security Holder confirming orders; or
 - 5.5) the Security Holder otherwise accepting any other liability for or on behalf of the Company;
- 6) all costs and charges and expenses which the Security Holder may from time to time incur in:-
 - 6.1) stamping, perfecting, registering or enforcing the Charge; or
 - 6.2) the negotiations for the preparation and execution of the Charge and the Financing Agreement or any guarantee and indemnity or priority arrangements, waivers or consents in respect of them; or
 - 6.3) obtaining payment or discharge of the Secured Monies; or
 - 6.4) paying any rent, rates, taxes or outgoings for the Mortgaged Property; or
 - 6.5) insuring, repairing, maintaining, managing, realising any part of the Mortgaged Property; and
 - 6.6) the preservation or exercise of any rights under or in connection with the Charge or any attempt to do so;
 - 6.7) giving a discharge or release of the Charge; or
 - 6.8) dealing with or obtaining advice about any other matter or question arising out of or in connection with the Charge;

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with the intention that the Security Holder shall be afforded a full complete and unlimited indemnity against all costs, charges and expenses paid or incurred by it and whether arising directly or indirectly in respect of the Charge or of any other security held by the Security Holder for the Secured Monies;

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Names, addresses and descriptions of the mortgagees or persons entitled to the charge (continued)

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- (iii) any other freehold and leasehold property which the Company shall own, together with all fixtures and fittings (including trade fixtures and fittings) and fixed plant and machinery, in on or attached to such property and all spare parts, replacements, modifications and additions for or to the same;
- (iv) all plant and machinery and other equipment listed in the Fifth Schedule of the Charge and all spare parts, replacements, modifications and additions for or to the same;
- (v) all fixed plant and machinery, including spare parts, replacements, modifications and additions for or to the same, not listed in the Fifth Schedule of the Charge;
- (vi) all goodwill, unpaid and/or uncalled capital of the Company;
- (vii) all the Company's Intellectual Property (as defined in the Charge);
- (viii) all the Company's Securities (as defined in the Charge);
- (ix) all loan capital, indebtedness or liabilities on any account or in any manner owing to the Company from any Subsidiary (as defined in the Charge) of the Company or a member of the Company's Group (as defined in the Charge);
- (x) all amounts realised by an administrator or liquidator of the Company, upon enforcement or execution of any order of the Court under Part IV of the Insolvency Act 1986.

(c) a fixed charge on all or any of the following, whether now in existence or coming into existence in future:

- (i) all documents of title to any item of property which at any time and for any purpose has been or may be deposited with the Security Holder;
- (ii) the assets mentioned in the title documents referred to in the immediately preceding sub-paragraph;
- (iii) all monies in the bank account specified in clauses 3.1.6(i) and 3.1.7 of the Charge including Remittances (as defined in the Charge) transferred pursuant to clause 3.1.6(iii) of the Charge;
- (iv) all Remittances in respect of the Company's Other Debts and Non-Vesting Debts (as defined in the Charge) which in accordance with clause 3.1.6(ii) of the Charge shall be received by the person or at the address or post office box specified in that sub-clause;
- (v) all other Remittances in respect of the Other Debts and Non-Vesting Debts received by the Company pending their being dealt with in accordance with the terms of the Charge or any instructions given in accordance with it;
- (vi) any account in the name of the Company under the control of or operated in accordance with the directions of the Security Holder;

(d) a fixed charge on all the Company's Non-Vesting Debts and the Company's Other Debts present and future;

(e) a floating charge on such of the monies present or future which the Company may receive in respect of the Company's Other Debts and Non-Vesting Debts and which, until any direction from the Security Holder to the contrary, are paid into the bank account of the Company referred to in clause 3.1.8 of the Charge and which upon such payment will be released from the fixed charge thereon;

(f) a floating charge on the remainder of the undertaking, property rights and assets of the Company whatsoever and wheresoever, both present and future not subject to the above charges.

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Particulars of a mortgage or charge (continued)

Continuation sheet No 2
to Form No 395 and 410 (Scot)

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Company number

03470417

Name of company

QED RECRUITMENT SPECIALISTS LIMITED

Limited *

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Description of the instrument creating or evidencing the mortgage or charge (continued) (note 2)

7) all monies expended by any attorney appointed pursuant to the Charge in exercising his powers;

8) interest on all monies due and owing to the Security Holder at such rate as may from time to time be payable to any agreement or arrangement relating thereto.

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Names, addresses and descriptions of the mortgagees or persons entitled to the charge (continued)

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NB: The Company agrees, inter alia, that whilst the Charge exists;

(A) it will deal with the Non-Vesting Debts, and their Related Rights as if they were Debts and their Related Rights purchased by the Security Holder under the Financing Agreement and in particular will not bank or deal with Remittances in respect of them except by dealing with them in accordance with the Financing Agreement;

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(B) it will not sell, transfer, lease, licence or dispose of the Mortgaged Property subject to the floating charges referred to at (e) and (f) above, except by way of sale at full value in the ordinary course of its business now being carried on;

(C) it will not sell, transfer, lease, licence or dispose of the Mortgaged Property subject to the fixed charges referred to at (a), (b), (c) or (d) above without the prior written consent of the Security Holder; such restriction shall not prohibit the disposal of an asset, other than freehold or leasehold property, for the purpose of immediate replacement, modification, repair and/or maintenance;

(D) it will deal with the Company's Other Debts and Remittances in accordance with the Security Holder's written directions; until such directions are given, will only deal with the Company's Other Debts by way of getting in and realising the same in the ordinary course of its business;

(E) it will only pay or otherwise deal with the monies in any of the Company's bank accounts referred to in Clause 3.1.6 of the Charge in accordance with the written directions from time to time given by the Security Holder (subject only to any rights which the bank at which the account is held has in respect thereof);

(F) it will not charge, sell, discount, factor, dispose of or, except in accordance with the Charge, otherwise deal with its Other Debts and Non-Vesting Debts or the relative Remittances unless it has the prior written consent of the Security Holder.

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CERTIFICATE OF THE REGISTRATION OF A MORTGAGE OR CHARGE

Pursuant to section 401(2) of the Companies Act 1985

COMPANY No. 03470417

THE REGISTRAR OF COMPANIES FOR ENGLAND AND WALES HEREBY CERTIFIES THAT A FIXED AND FLOATING CHARGE DATED THE 30th NOVEMBER 2001 AND CREATED BY QED RECRUITMENT SPECIALISTS LIMITED FOR SECURING ALL MONIES DUE OR TO BECOME DUE FROM THE COMPANY TO THE ROYAL BANK OF SCOTLAND COMMERCIAL SERVICES LIMITED ON ANY ACCOUNT WHATSOEVER UNDER THE FINANCING AGREEMENT (AS DEFINED) WAS REGISTERED PURSUANT TO CHAPTER 1 PART XII OF THE COMPANIES ACT 1985 ON THE 13th DECEMBER 2001.

GIVEN AT COMPANIES HOUSE, CARDIFF THE 17th DECEMBER 2001.

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THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES



Companies House

— for the record —