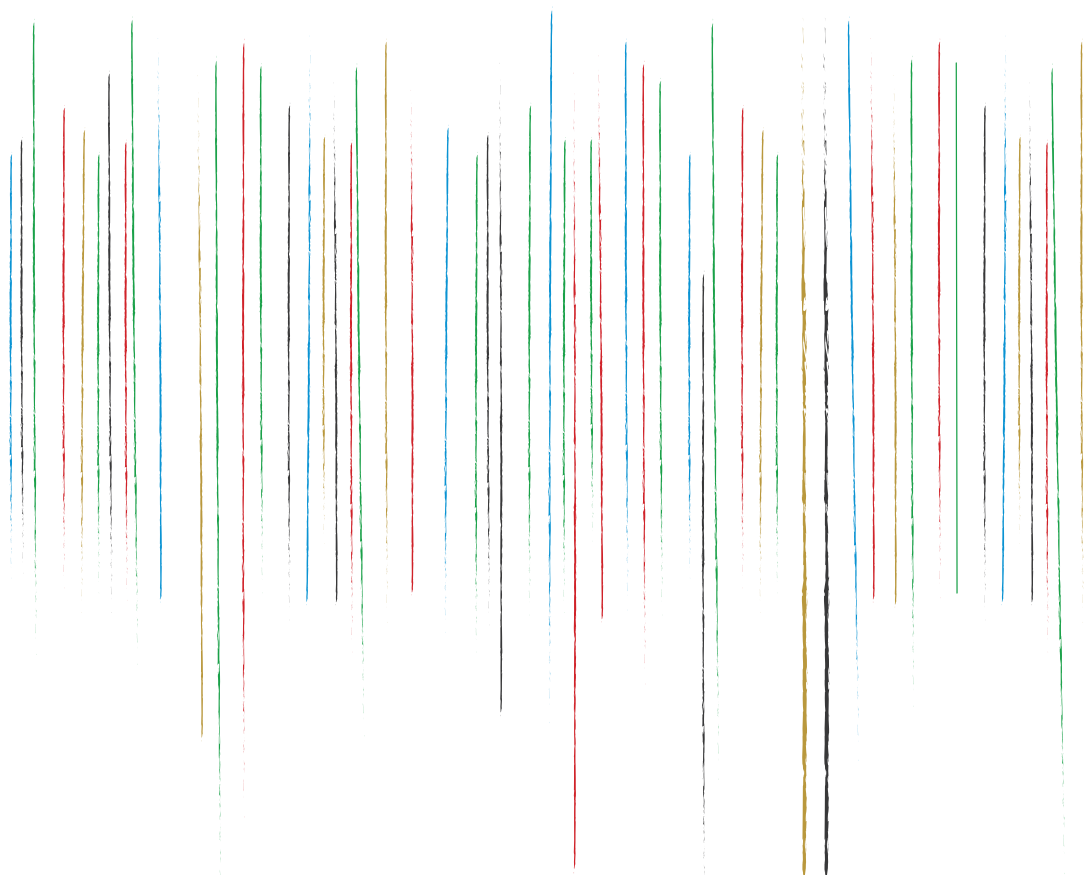
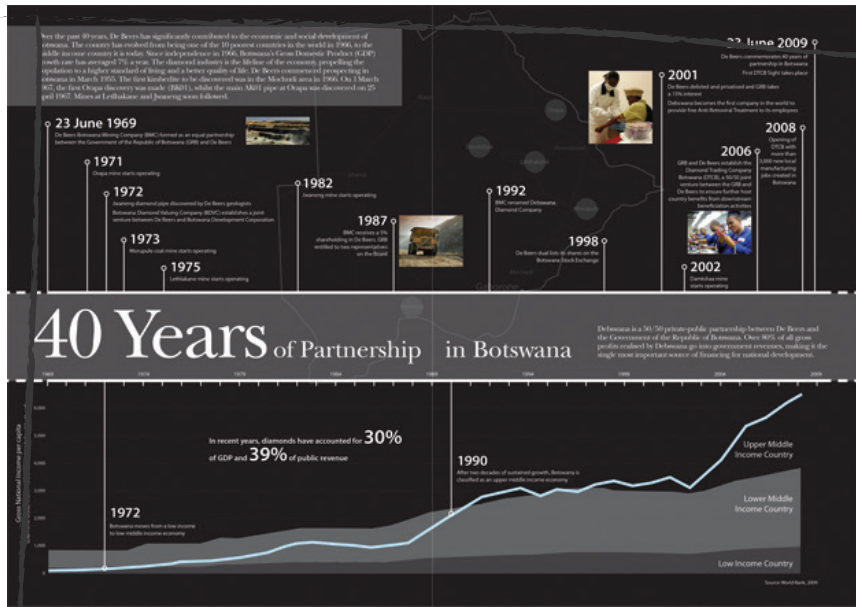


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# corporate reporting



## 3.1 Kimberley Process and System of Warranties credibility

**Risk:** The Kimberley Process has been criticised over the strength of its colour control mechanisms, as well as its ability to deal with serious human rights violations associated with industrial diamond mining. Such criticism has been spurred by reports of corruption and human rights violations in Zimbabwe, as well as from Congo, Venezuela, Guinea and Lebanon. Likewise, the diamond jewellery retail sector has not traditionally provided necessary consumer assurance that diamonds are from conflict-free sources. This presents a risk to the reputation and sustainability of the industry.

In 2009, the Kimberley Process came under increasing criticism from sceptics of the international community following revelations of alleged human rights abuses in the original official diamond fields of De Beers. While De Beers has taken steps to address these issues, it has not been able to convince the international community of its commitment to the Kimberley Process. In 2009, the Kimberley Process was established in 2002 by the United Nations Security Council, with the aim of ending the trade in conflict diamonds and ensuring that diamonds are from conflict-free sources. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources.

### 3.1.1 The Kimberley Process

The Kimberley Process was established in 2002 by the United Nations Security Council, with the aim of ending the trade in conflict diamonds and ensuring that diamonds are from conflict-free sources. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources.

Members of the Kimberley Process agreed on a simple system which would ensure that diamonds are from conflict-free sources and are not linked to human rights abuses. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources.

### 3.1.2 Successes and challenges

Since 2002, 2009 highlighted the need for continued progress in terms of ensuring the integrity and effectiveness of the Kimberley Process.

**3.1.2.1 Key events to 2009**

- In 2002, the Kimberley Process was established in 2002 by the United Nations Security Council, with the aim of ending the trade in conflict diamonds and ensuring that diamonds are from conflict-free sources.
- In 2003, the Kimberley Process was established in 2002 by the United Nations Security Council, with the aim of ending the trade in conflict diamonds and ensuring that diamonds are from conflict-free sources.
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**3.1.2.2 Challenges to enforcement**

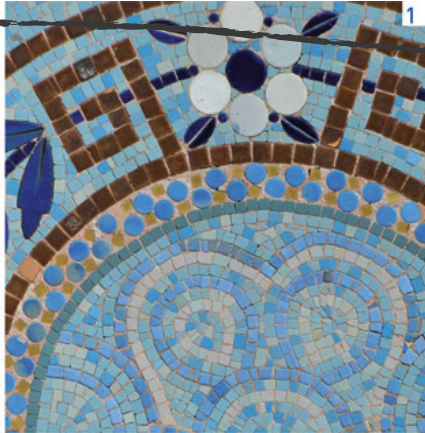
In 2009, the international community became increasingly aware of alleged human rights abuses carried out in Zimbabwe. High Value Low Risk (HVLRL) diamonds carried out in public security forces. The report also reported on the work of a United Nations Panel of Experts on the Illegal Trade in Conflict Diamonds and a good thing for the State of Botswana. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources.



**3.1.2.3 Conflict and human rights**

The Kimberley Process was established to address the concerns of the international community regarding the trade in conflict diamonds. The Kimberley Process is a multi-stakeholder initiative that includes governments, industry, and civil society. It is a voluntary system of warranties that is designed to ensure that diamonds are from conflict-free sources.

# 1 DAS FÜHRENDE UNTERNEHMEN FÜR GESUNDES TRINKEN



## 1 DAS FÜHRENDE UNTERNEHMEN FÜR GESUNDES TRINKEN

- 1.1 Flüssigkeitsbedarf im Mittelpunkt der Herausforderungen für die Volksgesundheit
- 1.2 Globaler Marktführer in der Trinkwasserindustrie
- 1.3 Marken und Produkte von Nestlé Waters

1 DAS FÜHRENDE UNTERNEHMEN FÜR GESUNDES TRINKEN

1 DAS FÜHRENDE UNTERNEHMEN FÜR GESUNDES TRINKEN

### 1.2 Globaler Marktführer in der Trinkwasserindustrie

Daten (Ende 2010)

Länder, in denen wir aktiv sind: **36**

Anzahl an Fabriken: **102**

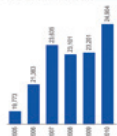
Anzahl an Marken: **67**

Exporte (in % der Gesamtproduktion): **5 %**

Anzahl an Mitarbeitern: **31,602**



Abbildung 1: Produktionsentwicklung 2005-2010 (Gesamt Nestlé Waters in Liter/Mtl)



Weltweite Führungsposition

Nestlé Waters ist der Geschäftsbereich für Trinkwasser in Flaschen von Nestlé. Er gehört zu 100% zum Eigentum von Nestlé und macht etwa 10% der weltweiten Verkäufe der Gruppe aus. Im Jahr 2010 operierte Nestlé Waters in 36 Ländern mit 102 Fabriken und mehr als 26.000 Mitarbeitern. Mit 8.984 verkauften Litern im Jahr 2010 (26% mehr als 2005) (Abbildung 1) ist Nestlé Waters die weltweit führende Unternehmen in diesem Geschäftsfeld, was etwa 16,5% des globalen Marktes einnimmt.

Im Jahr 2010 erzielte Nordamerika (USA und Kanada) etwas weniger als die Hälfte des verkauften Gesamtertrags. Der Einfluss der viel entwickelten europäischen Märkte (mit dem höchsten Pro-Kopf-Nachfrage) ist in den letzten fünf Jahren zurückgegangen. Diese Region macht jetzt weniger als 40% der Verkäufe aus. Im gleichen Zeitraum ist unter Geschäft in den Schwellenländern weltweit und Nordamerika auf fast 23% des Gesamtvertrags gestiegen (Abbildung 2).

Abbildung 2: Produktionsentwicklung 2005-2010 (in Prozent in % der Gesamtproduktion)





International Post Corporation (IPC)  
 110 Avenue de France  
 1100 Brussels, Belgium  
 www.internationalpost.com  
 Postal Subscribers Mailbox 10



## Postal Sector Sustainability Report 2009 Environment



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### EMMS Participants



### About this Report

This Post IPC Postal Sector Sustainability Report focuses on the environment. It reports performance figures from the 2008 cycle of the Environmental Reporting Transparency (ERT) Programme for Measurement and Monitoring System (EMMS) based on a baseline information provided by the EMMS Member Participants for the 2008/2009 reporting period. The report provides an overview of environmental performance in the postal sector and presents key environmental data for the postal sector. Further information on the ERT and EMMS can be found on the website [www.postsector.com](http://www.postsector.com).

This Report is valid from 1st January 2009 to 31st December 2009.

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### About IPC

International Post Corporation (IPC) is a unique combination of 24 member governments and postal operators from 24 countries across the world. Member IPCs have collaborated to create the world's largest postal network, providing a wide range of postal services to the public and private sectors. IPC is committed to the highest standards of environmental performance and to the highest standards of service. IPC is committed to the highest standards of environmental performance and to the highest standards of service. IPC is committed to the highest standards of environmental performance and to the highest standards of service.

Introduction
Business Description
Market Size
Value
Carbon Footprint
Sustainability
Next Steps
Investment
Advice

### CORREOS

**Key Statistics**

- Name of company: Correos de España
- Country: Spain
- Year of establishment: 1940
- Number of employees: 10,000
- Number of operating countries: One
- Number of full-time employees: 10,000
- Number of facilities: 1,000
- Number of vehicles: 10,000
- Number of carbon targets in development: One
- Carbon gas reduction target: 10% by 2020
- Greenhouse gas reduction target: 10% by 2020

## Correos y Telégrafos

**Sustainability Vision**

Correos is committed to "sustainability" as a key part of its corporate vision. It also adheres to the National Environmental Policy. Correos has been a signatory since 1998 to the Environmental Charter for Spain, established by the Environmental Council that oversees the environmental policy and related issues in Spain. The Charter also sets a Plan of Action for 2008-2010 and a commitment to include the reduction of greenhouse gas emissions as one of its priorities and working. Correos is now completing energy efficiency work in each business environment and is also implementing energy conservation through reduction.

**The Challenge**

**Introduction to the project**

A number of initiatives have been implemented to reduce energy consumption and other direct emissions:

- The establishment of an Audited Carbon Footprint system in the Correos Environmental Management System (EMS) in 2009.
- The review of vehicle fleets and replacement of the vehicle fleet with lower carbon technology vehicles.
- Environmental training and awareness programmes including gas-saving courses for all employees.

**Results and key findings**

- Action plans have been implemented to reduce energy consumption in the 17 Audited Carbon Footprint sites.
- In 2009, Correos added energy use and vehicle fleets as part of a pilot project to test the viability of an initiative. It is also being significantly developed in other pilot sites. Similar pilot sites are being implemented to better address in Barcelona, Terrassa and other locations.

**Plan for the planet**

- The use and recycling of green products including ecological pencils, envelopes, boxes and packages manufactured from recycled materials. A percentage of jobs from these environmental products is dedicated to employment of people with disabilities in Spain.
- Collaboration with the Spanish Non-Profit Campaign "Plan for the Planet" established by the United Nations Development Programme (UNDP). The campaign aims to plant trees for the extra electricity generated by using 100,000 tonnes and another global initiative to encourage the use of bicycles.

**Next steps for improvement**

- The next step is to implement the roll-out of the pilot plan across all of the Audited Carbon Footprint sites. This will allow us to measure the effects of energy conservation. The analysis will include the implementation of energy saving and awareness programmes in 2009. Correos will increase the electric vehicle fleet and also continue to introduce energy and energy awareness in the new planning energy sustainability. Objectives will be included in annual objectives from 2010.

International Corporate

4.26.1

Postal Sector Sustainability Report 2009 Document

Postal Sector Sustainability Report 2009 Document

Introduction
Business Description
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Carbon Footprint
Sustainability
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Advice

### U POST

**Key Statistics**

- Name of company: Australian Postal Corporation
- Country: Australia
- Year of establishment: 1989
- Number of employees: 10,000
- Number of operating countries: One
- Number of full-time employees: 10,000
- Number of facilities: 1,000
- Number of vehicles: 10,000
- Number of carbon targets in development: One
- Carbon gas reduction target: 10% by 2020
- Greenhouse gas reduction target: 10% by 2020

## Australian Postal Corporation

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**Contributing every day for a sustainable tomorrow**

The implementation of the entire environmental plan has also included the need for environmental problems from other companies, such as green products and other environmental initiatives. The use of bicycles for delivery has been a key initiative. The use of bicycles for delivery has been a key initiative. The use of bicycles for delivery has been a key initiative.

**Next steps for improvement**

- The next step is to implement the roll-out of the pilot plan across all of the Audited Carbon Footprint sites. This will allow us to measure the effects of energy conservation. The analysis will include the implementation of energy saving and awareness programmes in 2009. Correos will increase the electric vehicle fleet and also continue to introduce energy and energy awareness in the new planning energy sustainability. Objectives will be included in annual objectives from 2010.

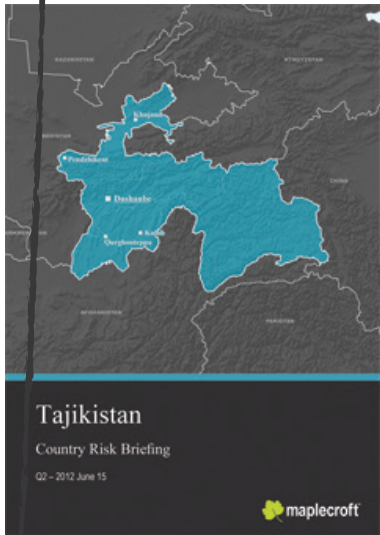
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Tajikistan Country Risk Briefing

Q2 - 2012 June 15

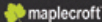


Table with 5 columns: Key areas influencing our risk, Risk of government, Key government activities, Main political parties, and National business opportunities. Rows include President Emomali Rahmonov and various government ministries.

Country Risk Briefing - Tajikistan

Q2 June 2012

5 Human rights and society

5.1 Labour rights and protection

Violations of labour rights continue to occur despite official legislation to enforce their protection. This is partly due to a lack of capacity to enforce legislation, but also due to a lack of political will at all levels of government. Tajikistan's 2012 Labour Rights and Protection Index measures the rate of association with, and enforcement of, violations of labour rights within a given country. Tajikistan scores a high 72 out of 100 countries, reflecting considerable use of contracts with labour relations by companies operating in the country. Tajikistan is scoring in comparison to Russian (81), Kazakhstan (65), Jordan (75) and Lebanon (76).

5.1.1 Freedom of Association and striking

Efforts to the Federation of Trade Unions to effectively represent the rights of workers in the national parliament have failed to date. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet.

Striking of the public sector and labour rights of long-term contract workers are still not enforced, enforcement of legislation against child labour remains weak. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet.

Labour unions are registered in Tajikistan, as are most of strong government, however, there are no unions active, in order to enforce the law of association with unions across all sectors, Tajikistan is scoring 40 out of 100. There is no legislation in place to enforce labour rights, but there is no legislation in place to enforce labour rights. Tajikistan is scoring 40 out of 100. There is no legislation in place to enforce labour rights, but there is no legislation in place to enforce labour rights.

The government has not introduced systemic government-wide measures to improve working conditions in the public sector. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet.

5.2 Civil and political rights

Small measures of opposition through a range of religious groups remain to be made as yet. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet.

UNICEF national policy dialogue supports water sector reform in Tajikistan

UNICEF national policy dialogue supports water sector reform in Tajikistan. The government would like to see the Federation of Trade Unions to effectively represent the rights of workers in the national parliament, but this has not happened yet.

# Self-confidence in sport

John Honeybourne examines the important role that self-confidence plays in motivating athletes and helping them to continue to try in the face of adversity.



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**T**op performers in sport often display high levels of confidence in their own abilities. There may be a certain arrogance about them – they spend their spare time and create an aura of self-confidence. Let's face it, they need to. Performers are regularly on the spotlight with crowds of onlookers waiting for them to make mistakes. There are high expectations from others and from the performers themselves. Whether Premiership footballer or club sports self-confidence is crucial. Just what is meant by self-confidence, and how do opportunities and setbacks ensure that they have reflected in their own abilities? What affects self-confidence and what happens when it's lacking and the performer struggles to see himself doing well and winning?

### Definition

Self-confidence in sport is a general disposition of self-trust and the feeling that the athlete is up to the task. According to Vealey (1984), it is the belief or degree of certainty individuals possess about their ability to be successful in a given situation. In other words, self-confidence can be specific to a particular situation and he calls this self-efficacy. This specific confidence can vary from situation to situation and can affect the performance of sports performance. We have all been in a situation where we have lacked confidence and this has led to a poor performance. Many can recall how well they have played or performed in sport with high self-confidence.

Sports activities we choose to be involved in are often a result of our level of confidence in that sport. High self-confidence may influence how much effort we put into an activity and whether we persist or simply throw in the towel and give up. Our expectations of whether or not self-confidence is going to be high or low may determine the activity we choose, the amount of effort we put into it and whether we stick with the task or give up easily.

### What affects confidence or self-efficacy?

Factors that affect how much confidence we have in a sporting situation, include how good we think we are, often based upon past performance. The way other people react to us and other evidence

### Key box 1

**Reinforcement** A strategy used to help promote the acquisition of a new response. When a coach offers praise for skills you're to be able to perform in the future, this is an example of reinforcement. We will return to this in a later issue.



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our feelings of confidence or undermine these also affect our level of self-trust. For example, a coach who tells you that he believes in your ability and motivates you, rather than criticizing or ridiculing you, can help to build your self-confidence. Some psychologists believe that we have innate levels of self-confidence – it is a trait that we are born with and we have either got it or we haven't. Many people believe that it is probably a combination of all the factors discussed here that affects levels of self-confidence.

Banister (1977) states that self-confidence is a personality trait dependent on the types of reinforcement.

# Arousal

The most influential psychological factor in sports performance?

Shelley Johnson considers the psychological effects of too much or too little arousal on sports performance.

### Effects of over- and under-arousal

Arousal is a key factor in determining success in sport. Getting it, and then keeping it, the right levels of arousal is hard to achieve and is often the downfall of sports people. This is because both too little (under-arousal) and too much (over-arousal) can have catastrophic effects on performance. If a performer has too achieved a high enough level of arousal, but the next minute their adverse psychological effects such as hyper-ventilation, a lack of concentration and poor self-efficacy ensue. Imagine a man like the downing by a large weight, he has to think back to go to the player around the study division and when this happens mistakes tend to occur.

### Key box 2

**Flow state** A state of complete immersion and focus on the current activity. It is often described as 'being in the zone'.

However, it is the effects of over-arousal that cause the most problems in sports performance. When a performer goes beyond their optimum level of arousal – the level of arousal most suited for the task performance – arousal and

physical problems can occur. Think of a sprinter going out and down the track just before the start of a race. He displays many symptoms of high arousal and he may concentrate a great deal himself up as much as possible. For sprinting, these symptoms – for example, increases in breathing and heart rate, sweating, shaking and some muscle tension – are necessary conditions for success. These symptoms can either be a vital element and you can see that they will affect performance.

### Key box 3

**Autonomic nervous system** The part of the nervous system that controls involuntary functions, such as heart rate, breathing and digestion.

Psychologically, high arousal can cause **attentional narrowing**. This is when the performer misses important stimuli, such as a wicket being up or a ball when a batsman is in a weak position. Another effect of over-arousal is **attentional wandering**. This is when a performer's attention is focused on such things as their own thoughts, rather than the relevant ones – for example, focusing on their form the correct, rather than focusing on the score, the opposition and the ball.



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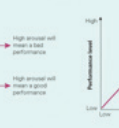


Figure 1: Direct theory

Other psychological effects of over-arousal can include anxiety (nervousness), aggression, poor judgement and poor decision making. Arousal can negatively affect many other psychological factors and this way it is significant as a performer's ability to be successful in a sporting situation.

### Theories of arousal

Much research has been carried out on the relationship between arousal and performance. They state theories have been proposed that theory and inverted U theory.

### Direct theory

This theory was developed by Hull (1908), who suggested that the relationship between arousal and performance is a linear one (see Figure 1). In other words, as arousal levels increase, so does performance.

Further research into this rather simplistic theory led to the suggestion that a performer's **dominance response** may affect arousal. A dominance response is the performer's most likely response. For example, aggression and dominance responses can make mistakes and so prevent the skill execution, or unrequited performance

dominance response can perform the skill accurately and consistently. Inverted-U theory suggests that increased arousal increases the number of mistakes. Although this theory appears to be a simple way to explain why high arousal will perform better, because the two measures dominance response will increase, but an experienced performer will perform better even his best correct dominance response will be performed.

Inverted-U theory was first introduced, it suggested that the relationship between arousal and performance is simple – performance is at its best when arousal levels are moderate, too much or too little arousal means a decline in performance (see Figure 2).

Although this theory appears to be a simple way to explain why high arousal will perform better, because the two measures dominance response will increase, but an experienced performer will perform better even his best correct dominance response will be performed.

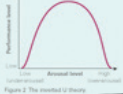


Figure 2: The inverted-U theory

## Contents

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#### One-Day Teacher and Practitioner Workshops

# Child Care/ Early years

London, Manchester

November 2004 – June 2005

Our workshops are designed to be practical, informative and directly relevant to the needs in the classroom. Topics include child and adult care, as well as experienced teachers and those who have worked with us. For many attending our workshops generally receive materials, including notes, teaching materials and a certificate for immediate use back in school.

We offer an ideal opportunity for teachers to meet, discuss ideas and share good practice. They are mostly located in star hotels or equivalent and delegates are provided with a restaurant voucher throughout the day.

#### Teachers say

...and everything that I wanted to know for concrete examples. Able to meet people at myself - great psychological help.

'My helpful people Super event'

'well and well prepared they clear advice on by the experts - practice really'

'y professional - well run'

'refreshment with new ideas given'

'great with excellent advice and opportunity'

### Workshops

Skills of observation and assessment ..... 3

Child protection: good practice for early years ..... 4

Good practice in working with under fives ..... 5

Include me in - practical suggestions for an inclusive SEN policy ..... 6

A personal matter - writing and reviewing IEPs ..... 7

Creative and physical development in Foundation Stage curriculum ..... 8

Learning in the outdoor environment ..... 9

Managing end-of-lesson activities safely ..... 10

Supporting newly qualified teachers in their induction year ..... 11

Booking forms ..... 12

The fee covers:



is required four weeks before the date of the workshop. Please ensure that your event follows the correct procedure for booking and do not attend the workshop without a booking form.

name	Date	Course fee per head (after VAT)	Number of places available
indian	18/11/04	£230	
architect	19/11/04	£230	
indian	18/11/04	£230	
architect	18/11/04	£230	
indian	18/11/04	£230	
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 Philip Allan Updates, Market Place, Basingstoke, Hampshire RG24 0SE  
 Philip Allan Updates reserves the right to amend its workshop programmes where circumstances dictate.







AS

# French

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Over 150 Questions & Answers  
Examiner's Notes



AS

# Law

## **Flashrevise Cards**

100 Colour Cards

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Examiner's Notes

# marketing material

Established since 1990



All Saints' Pre-School

Bringing children and success together through play

Registered Charity No. 1026414

All Saints' Pre-School was last inspected in February 2010

“...the quality of the provision is outstanding.”



**Contact details**

All Saints' Pre-School  
Opera's House  
Leach Road  
Holly  
L29 8DE  
Tel: 07947 612547 (mobile only)  
[www.allsaintspschool.org.uk](http://www.allsaintspschool.org.uk)



It also lets you see how the pre-school operates, and gives you the opportunity to participate on differing levels - this may be getting involved on the Committee, organising a fund raising event or just simply sharing your talents and skills with the children.

Once children reach the age of three and half to four years old they will soon be getting ready for their steps into primary school. Here at pre-school we fully prepare for those children through a co-ordinated transition programme and work closely with all the primary schools within the local area.

#### Your Staff:

Vicky Wood: Play Leader  
Jeanette Pickles: Deputy Play Leader  
Nani: Pre-School Assistant  
Suzanne: Pre-School Assistant  
Sally: Pre-School Assistant



## NEW PARENT GUIDE

### Who we are:

Welcome to All Saints' Pre-School Play Group! We hope that you find all you need to know within this booklet but if we have missed anything please do not hesitate to chat to a member of staff, contact Vicky Wood our Play Leader or contact one of our committee members.

All Saints' Pre-School was founded in 1990, since then we have operated side by side as an independent pre-school with All Saints' C of E Primary School. Even though the school is sited on Skipton Road, we still maintain our strong links with the school, parents and governors. Our future aim is to move onto the school grounds and once again be reunited. This dream is close to becoming a reality as plans are in the offing for a new purpose built building to house the pre-school on the All Saints' site; watch this space!

We are an independent pre-school which also has charitable status and is run by the parents. This effectively means that all monies raised or surplus monies are spent directly on the children, they are at the heart of our aims. It is a non profit making organisation. We aim to serve every child within the local community and beyond. We maintain strong links with all aspects of the community from churches to the local secondary school. We believe that children play a vital role within communities.

portfolio

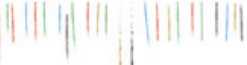


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# stationery

Dear

## Gifts

We will be delighted if you can join us for the day, and would consider that a great gift.

We do not expect anything further, however a wedding list will be available at John Lewis, code 403071 from the 19 March 2010.

## Saturday

For anyone who wishes to extend their trip to Somerset, we will arrange some more (informal) celebrations on the Saturday night; probably a pub quiz! Please indicate on your RSVP if you would like to join us for this.

## Directions

### From M5 J20

Leave the motorway in the direction of Clevedon.  
Go straight over 2 roundabouts in the town.  
Go past Morrisons on the right and Lid on left, then turn left at the traffic lights (past the oldest working cinema in the world on left). Carry straight on (past turn to our house), follow the road around to the right past the playing fields on the left (see the sea!). Go straight over the mini roundabout, past the bandstand on left, and take the next left following along the sea front towards pier. Go past the pier following the road up the hill.

### For the Church

At the T-junction you will see the church up on the right. Limited parking may be available, or some street parking around the church or on the sea front.

### For the Hotel

At the T-junction go left, the hotel is on the left at the bend (about a 5min walk from the Church).

a3: Moon and Sixpence  
Double room from £60  
tel: 01275 872443  
www.moonandsixpenceclevedon.co.uk

a4: Cavell House  
Double Standard Rooms £55 1 night  
2 nights or more £45 pn  
tel: 01275 874477  
www.cavellhouse.com

portfolio



Thank you



Mary

Mary

