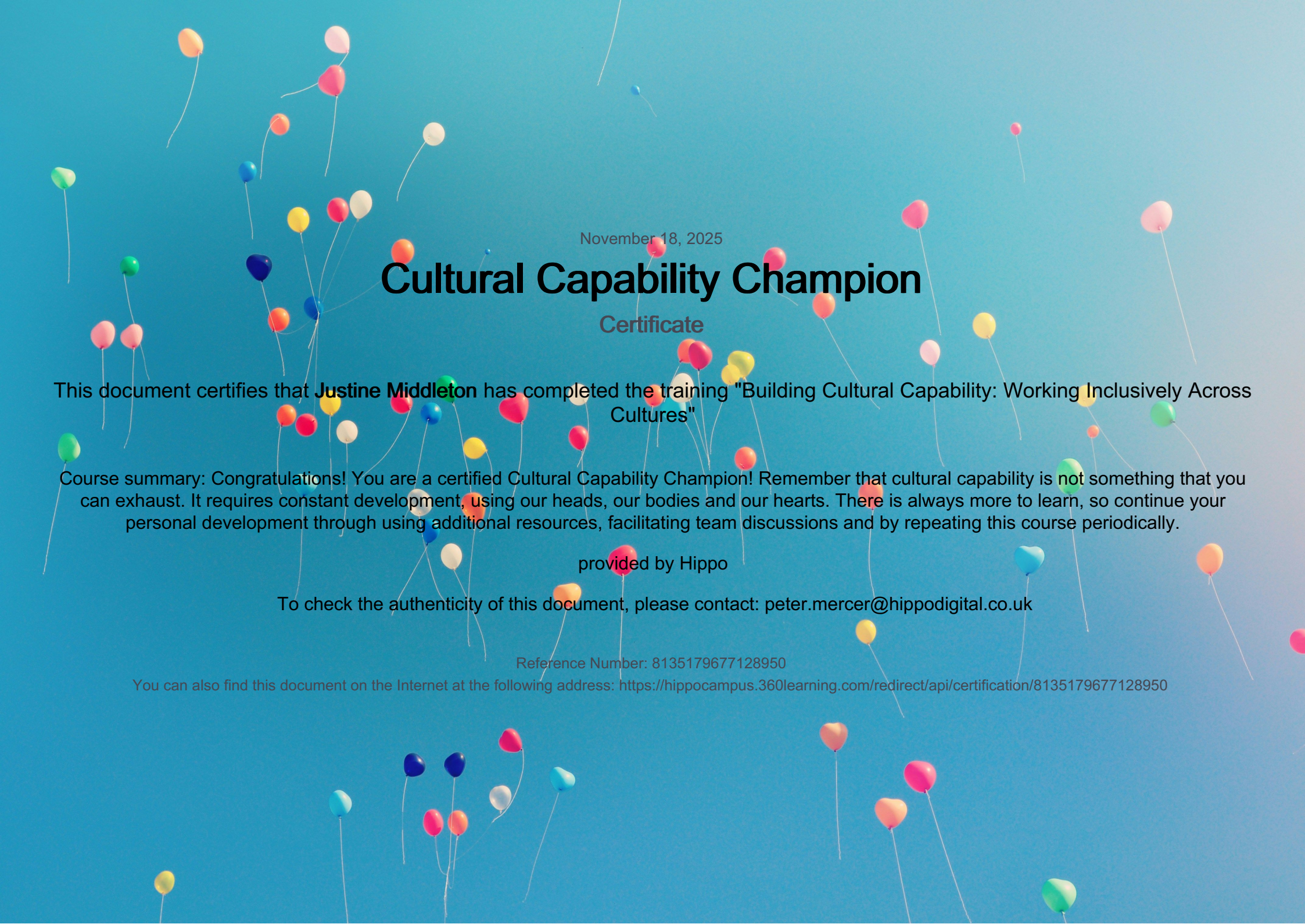




November 18, 2025

Cultural Capability Champion

Certificate

This document certifies that **Justine Middleton** has completed the training "Building Cultural Capability: Working Inclusively Across Cultures"

Course summary: Congratulations! You are a certified Cultural Capability Champion! Remember that cultural capability is not something that you can exhaust. It requires constant development, using our heads, our bodies and our hearts. There is always more to learn, so continue your personal development through using additional resources, facilitating team discussions and by repeating this course periodically.

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To check the authenticity of this document, please contact: peter.mercer@hippodigital.co.uk

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