

THIS FORM IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you are in any doubt about the Offer, the contents of the Offer Document or the action you should take, you are recommended to seek your own personal financial advice immediately from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser authorised under the Financial Services and Markets Act 2000 (as amended) if you are resident in the United Kingdom or, if not, from another appropriately authorised independent financial adviser in the relevant jurisdiction.

This form of acceptance (**Form**) should be read in conjunction with the accompanying offer document dated 13 July 2017 (the **Offer Document**) which is available on Work Group's website at www.workgroupplc.com and Gordon Dadds' website at www.gordondaddsgroup.com.

Unless the context requires otherwise, words and expressions defined in the Offer Document have the same meanings in this Form. Please read carefully the terms and conditions of the Offer as set out in the Offer Document, which are incorporated in, and form part of, this Form.

IF YOU HAVE SOLD OR OTHERWISE TRANSFERRED all of your Gordon Dadds Shares, please pass the Offer Document and reply-paid envelope, but not this personalised Form, at once to the purchaser or transferee, or to the stockbroker, bank or other agent through whom the sale or transfer was effected for delivery to the purchaser or transferee. **These documents should not, however, be mailed or otherwise sent in or into any Restricted Jurisdiction.** If you have sold or otherwise transferred only part of your holding of Gordon Dadds Shares, you should retain these documents and consult the stockbroker, bank or other agent through whom the sale or transfer was effected.

This Form is personalised. If you have recently purchased Gordon Dadds Shares and you receive this Form from the transferor of such shares, you should note that it cannot be used for the purpose of accepting the Offer in respect of the Gordon Dadds Shares you have purchased. Please contact Computershare on the telephone numbers below to obtain a replacement Form.

This Form should not be used to accept the Offer from within a Restricted Jurisdiction. The Offer will not be made in or into, and will not be capable of acceptance in or from, any Restricted Jurisdiction. Details relating to Overseas Shareholders are contained in paragraph 6 of Part B of Appendix I to the Offer Document.

Form of Acceptance

RECOMMENDED OFFER

by

Work Group PLC

for

Gordon Dadds Group Limited

Action to be taken

- To accept the Offer complete this Form on page 3 by following the instructions and notes for guidance set out on pages 2 and 4. Please sign page 3 of this Form in the presence of a witness who must also sign page 3 of this Form and state his or her name, address and occupation. If you hold Gordon Dadds Shares jointly with others, you must arrange for all your co-holders to sign this Form.
- Return this Form, duly completed and signed, accompanied by your share certificate(s) and/or other document(s) of title, by post to Computershare Investor Services Plc, Corporate Actions Projects, Bristol BS99 6AH or (during normal business hours only) by hand to **Computershare Investor Services Plc, The Pavilions, Bridgewater Road, Bristol BS13 8AE (the Receiving Agent) as soon as possible** but, in any event, so as to be received **no later than 5.00 p.m. on 3 August 2017**. A first class reply-paid envelope for use only in the United Kingdom is enclosed for documents to be lodged by post.
- If your share certificates and/or other documents of title in relation to your Gordon Dadds Shares are with your bank, stockbroker or other agent, you should complete and sign this Form and arrange for it to be lodged by such agent with the relevant document(s). If your share certificate(s) and/or other document(s) of title is/are not readily available or is/are lost, you should nevertheless complete, sign and return this Form as stated above, together with any share certificate(s) and/or other document(s) of title which you may have available, so as to be received by the Receiving Agent no later than 5.00 p.m. on 3 August 2017 and any share certificate(s) and/or other document(s) of title obtained subsequently or a letter of indemnity in a form provided by Gordon Dadds Corporate Services Limited, 6 Agar Street, London WC2N 4HN, should be lodged with the Receiving Agent as soon as they become available thereafter. Please also refer to Note 6 on page 4 of this Form.
- **Please read Parts A, B and C of Appendix I to the Offer Document, the terms of which are incorporated in and form part of this Form.**
- A Form which is received in an envelope postmarked in, or which otherwise appears to Work Group or its agents to have been sent from, any Restricted Jurisdiction will not constitute a valid acceptance of the Offer.

Helpline

If you have any questions as to how to complete this Form, please telephone the Receiving Agent Computershare Investor Services Plc, on 0370 707 1830 (from within the UK) and +44 (0) 370 707 1830 (if calling from outside the UK). Lines are open 8.30 a.m. to 5.30 p.m. (London time) Monday to Friday (except UK public holidays). Calls may be recorded and randomly monitored for security and training purposes. The Receiving Agent cannot provide advice on the merits of the Offer nor give any financial, legal or tax advice.

ALL REFERENCES TO TIME IN THIS FORM ARE TO THE TIME IN LONDON.

The provisions of Appendix 1 to the Offer Document are incorporated into, and form part of, this Form of Acceptance.

Your acceptance should be received no later than 5.00 p.m. on 3 August 2017.

1

TO ACCEPT THE OFFER

To accept the Offer, insert in Box 1 the total number of Gordon Dadds Shares in respect of which you wish to accept the Offer. You must also sign Box 2A (if you are an individual) or 2B (if you are signing on behalf of a company) which will constitute your acceptance of the Offer. If appropriate complete Box 3, Box 4A, Box 4B and/or Box 5.

If no number, or a number greater than your entire holding of Gordon Dadds Shares is inserted in Box 1, or Box 1 contains the word 'ALL' or any other word or marking, and you have signed Box 2, you will be deemed to have accepted the Offer in respect of your entire holding of Gordon Dadds Shares under the name and address specified in Box 1 or inserted in Box 5.

Please also provide a daytime telephone number, for use in the event of a query.

2

SIGNATURE(S)

You must sign Box 2A or 2B (as applicable) regardless of which other Box(es) you complete and, in the case of a joint holding, arrange for all other joint holders to do the same.

If you sign Box 2A or 2B without putting "NO" in Box 3, you are deemed to have represented and warranted in the terms of paragraph (c) of Part C of Appendix I to the Offer Document.

2A

If you are an individual, you must sign Box 2A in the presence of a witness who must also sign Box 2A where indicated. In the case of a joint holding, arrange for all other joint holders to do likewise. The witness must be over 18 years of age and must not be one of the joint registered holders. The same witness may witness the signatures of all the joint holders.

If this Form is signed under a power of attorney, the executed power of attorney (or a certified copy) must be lodged together with this Form of Acceptance. Please refer to Note 5 below. If this Form is not signed by the registered holder(s), insert the name(s) and capacity (e.g. executor) of the person(s) signing.

This Form shall take effect as a deed executed by you and by your joint holder(s), if any.

2B

If you are a company, you must execute Box 2B. The name of the company must be inserted alongside the signatures. A company incorporated within the United Kingdom may either execute under seal, the seal being affixed and witnessed in accordance with its articles of association or other regulations, or in accordance with section 44(2) of the Companies Act 2006, i.e. by two directors, one director and a company secretary, or one director and a witness.

A body corporate incorporated outside the UK should execute this Form in accordance with the laws of the territory in which the body corporate is incorporated or otherwise in accordance with the provisions of the Overseas Companies (Execution of Documents and Registration of Charges) Regulations 2009.

In all cases, each signatory must state the office which they hold in the company.

3

RESTRICTED JURISDICTIONS

If (but only if) you are unable to give the representations and warranties required by paragraph (c) of Part C of Appendix I to the Offer Document, YOU MUST PUT **NO** IN BOX 3 and you should read paragraph 6 (Overseas Shareholders) of Part B of Appendix 1 to the Offer Document. If you do not put **NO** in Box 3, you will be deemed to have given such representations and warranties.

4A

ALTERNATIVE ADDRESS(ES)

If you wish the Offer Shares and/or any documents to be returned to you to be sent to an address other than the address of the first-named registered holder set out to the left of Box 1 or in Box 5, or to someone other than such first-named registered holder, you should complete Box 4A.

Box 4 must also be completed by holders with registered addresses in a Restricted Jurisdiction or holders who complete Box 5 with an address in a Restricted Jurisdiction. You must not insert into Box 4A an address in a Restricted Jurisdiction.

4B

CREDITING THE OFFER CONSIDERATION TO CREST

If you wish the Offer Shares to be issued to you in **uncertificated form** (i.e. within CREST) then you should complete Box 4B with your CREST account details.

5

FULL NAME(S) AND ADDRESS(ES)

If your details as shown in Box 1 are correct, do not complete Box 5.

If your details shown in Box 1 are incorrect or no details are shown, complete Box 5 with the full name and address of the sole or first-registered holder, together with the full names and addresses of all other joint holders (if any) in BLOCK CAPITALS.

Unless you complete Box 4A or 4B, the address of the sole or first-named registered holder shown in Box 1 or inserted in Box 5 is the address to which your Offer Shares will be registered and the share certificate in respect thereof will be sent. If the address inserted in Box 5 is in a Restricted Jurisdiction, you must insert in Box 4A an alternative address outside the Restricted Jurisdiction. It is the responsibility of any Overseas Shareholder to satisfy himself as to the full observance of the laws and regulatory requirements of the relevant jurisdiction in connection with the Offer.

PLEASE ENSURE THAT YOU ENCLOSE YOUR SHARE CERTIFICATE(S) WITH THIS FORM.

PLEASE COMPLETE IN BLOCK CAPITALS AS EXPLAINED ON PAGES 2 AND 4 OF THIS FORM

1

TO ACCEPT THE OFFER

Insert in Box 1 the total number of Gordon Dadds Shares in respect of which you wish to accept the Offer.

No. of Gordon Dadds Shares in respect of which you are accepting the Offer:

For your information, the number of Gordon Dadds Shares held by you as at 12 July 2017 is:

Daytime telephone number in the event of a query:

2A

SIGN HERE TO ACCEPT THE OFFER

Execution by individual(s)

Signed and delivered as a deed by:

Witnessed by:

Witness name:

Date:

Holder 1 signature

Witness 1 signature:

Holder 2 signature

Witness 2 signature:

Holder 3 signature

Witness 3 signature:

Holder 4 signature

Witness 4 signature:

NOTE: The signature of each registered holder who is an individual should be witnessed in accordance with the instructions set out on Page 2. The witness must be over 18 years of age and must not be one of the joint holders.

2B

Execution by a company

Executed and delivered as a deed by:

Name of company

Director 1 name

Director 2/Witness name

Director 1 signature

Director 2/Witness signature

Date:

Date:



NOTE: For companies incorporated in Great Britain, witness attestation is only required if a document is being executed by one director in accordance with section 44 of the Companies Act 2006.

3

RESTRICTED JURISDICTIONS

Only complete this Box 3 by inserting "NO" if you are UNABLE to give the representations and warranties set out in paragraph (c) of Part C of Appendix I to the Offer Document.

4A

ALTERNATIVE ADDRESS FOR REGISTRATION OF THE OFFER SHARES AND DESPATCH OF SHARE CERTIFICATES

Alternative address (outside a Restricted Jurisdiction) to which the Offer Shares will be registered and the share certificates and/or other document(s) is/are to be sent, if not the same as that printed in Box 1, or inserted in Box 5.

4B

CREST ACCOUNT DETAILS

Only complete this Box 4B if you wish your Offer Shares to be issued in uncertificated form and credited to the CREST account detailed below:

Participant ID:

Member Account ID:

Registration Name:

Fund Name:

5

ONLY COMPLETE BOX 5 IF THE DETAILS OF YOUR FULL NAME(S) AND ADDRESS(ES) IN BOX 1 ARE NOT CORRECT

First registered holder:

Second registered holder:

Third registered holder:

Fourth registered holder:

1 Forename

2 Forename

3 Forename

4 Forename

Surname

Surname

Surname

Surname

(Mr/Mrs/Miss/Ms/Title)

(Mr/Mrs/Miss/Ms/Title)

(Mr/Mrs/Miss/Ms/Title)

(Mr/Mrs/Miss/Ms/Title)

Address

To be completed in BLOCK CAPITALS

ADDITIONAL NOTES ON THE COMPLETION OF THIS FORM

In order to avoid inconvenience and delay, the following points may assist you in completing this Form of Acceptance:

1 If a holder is away from home (eg, abroad or on holiday):

Send this Form and the Offer Document by the quickest means (e.g. air mail but not in or into any Restricted Jurisdiction) to the holder for execution or, if he has executed a power of attorney, have this Form signed by the attorney in accordance with Note 5 below. **No other signatures are acceptable.**

2 If you have sold or transferred all, or wish to sell part, of your holding of Gordon Dadds Shares:

If you have sold or otherwise transferred all of your holding of Gordon Dadds Shares, you should at once send the Offer Document (but not this personalised Form of Acceptance) as soon as possible to the purchaser or transferee or to the stockbroker, bank or other agent through whom you made the sale or transfer for delivery to the purchaser or transferee. However, such documents should not be forwarded or transmitted in or into any Restricted Jurisdiction. If you wish to sell part of your holding and to accept the Offer in respect of the balance but are unable to obtain the balance certificate in time to be sent with this Form by 5.00 p.m. on 3 August 2017, you should ensure that the stockbroker or other agent through whom you make the sale obtains the appropriate endorsement or indication, signed on behalf of Gordon Dadds in respect of the balance of your holding of Gordon Dadds Shares.

3 If the sole holder is deceased:

If grant of probate or letters of administration has/have been registered with Gordon Dadds Corporate Services Limited, this Form must be signed by the personal representative(s) or executor(s) of the deceased holder in the presence of a witness and returned to the Receiving Agent with all related share certificate(s) and/or other document(s) of title.

If grant of probate or letters of administration has/have not been registered with Gordon Dadds Corporate Services Limited the personal representative(s) or executor(s) (or prospective personal representative(s) or executor(s)) should sign this Form in the presence of a witness and forward it to the Receiving Agent, together with all related share certificates, the original death certificate (or a notarised copy), the relevant original probate or letters of administration and evidence of the authority to sign of the personal representative(s). The death certificate and relevant probate or letters of administration will be noted and returned.

4 If one of the joint holders has died:

This Form is valid if signed by the surviving registered holder(s) in the presence of a witness and returned to the Receiving Agent, accompanied by the share certificate(s), the original death certificate (or a notarised copy) and, grant of probate or letters of administration of the deceased holder. The death certificate or the relevant probate or letters of administration (as applicable) will be noted and returned.

5 If this Form is signed under a power of attorney:

The completed Form of Acceptance should be returned to the Receiving Agent accompanied by the original power of attorney (or a copy certified in accordance with the Power of Attorney Act 1971). The power of attorney will be noted and returned.

6 If the certificate(s) relating to your Gordon Dadds Shares are held by your stockbroker, bank or other agent:

If the share certificate(s) and/or other document(s) of title is/are readily obtainable, deliver this completed Form of Acceptance to your stockbroker, bank or other agent for lodging with the Receiving Agent no later than 5.00 p.m. on 3 August 2017, accompanied by the share certificate(s), or other document(s) of title.

If the share certificate(s), and/or other document(s) of title is/are not readily obtainable, send the completed Form of Acceptance to the Receiving Agent with a note stating, for example, 'certificates to follow', and arrange for the certificate(s) to be forwarded to the Receiving Agent as soon as possible thereafter. It will be helpful for your agent to be informed of the full terms of the Offer, unless he is in a Restricted Jurisdiction.

7 If any share certificate relating to your Gordon Dadds Shares has been lost:

Complete and send the Form of Acceptance to the Receiving Agent, together with any available certificate(s) and a letter stating that you have lost one or more of your share certificate(s) or other document(s) of title, by no later than 5.00 p.m. on 3 August 2017. You should then write as soon as possible to Gordon Dadds Corporate Services Limited, 6 Agar Street, London WC2N 4HN requesting a letter of indemnity which, when completed in accordance with the instructions given, should be returned to the Receiving Agent.

8 If your full name or other particulars differ from those appearing on your share certificate:

(a) Incorrect name, eg:

Name on certificateIlan McDonald

Correct name.....Iain Macdonald

Complete this Form with the correct name and lodge it with the Receiving Agent, accompanied by a letter from your bank, stockbroker or solicitor confirming that the person described on the certificate and the person who has signed this Form are one and the same.

(b) Incorrect address:

Write the correct address in Box 5 of this Form.

(c) Change of name:

Lodge your marriage or civil partnership certificate or the deed poll with this Form for noting.

9 If you wish to withdraw your acceptance:

You may withdraw your acceptance after having completed and returned a Form of Acceptance by written notice given to the Receiving Agent solely in the circumstances described in paragraph 4 of Part B of Appendix I to the Offer Document.

10 If you are not resident in the United Kingdom:

The attention of Gordon Dadds Shareholders not resident in the United Kingdom is drawn to paragraph 6 (Overseas Shareholders) of Part B of Appendix I to the Offer Document.

11 Issue of Consideration:

Without prejudice to Parts A and B of Appendix I to the Offer Document, Work Group reserves the right to treat as valid any acceptance of the Offer which is not entirely in order or which is not accompanied by the relevant share certificate(s) and/or other document(s) of title. In that event, no issue of the Offer Shares under the Offer will be made until the relevant share certificate(s) and/or other document(s) of title or indemnities satisfactory to Work Group have been received.

Forms of Acceptance should be returned as soon as possible and, in any event, so as to be received by the Receiving Agent, Computershare Investor Services plc, by post to Corporate Actions Projects, Bristol BS99 6AH, or by hand (during normal business hours only) at The Pavilions, Bridgwater Road, Bristol BS13 8AE no later than 5.00 p.m. on 3 August 2017.