

Company registration number 02855561 (England and Wales)

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

**Faulkner House
Victoria Street
St Albans
Hertfordshire
AL1 3SE**

**Rayner Essex LLP
Chartered Accountants**

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

COMPANY INFORMATION

Directors	Mr L Pacelli Mr G Shayler
Secretary	Ms H Patel (resigned 02 December 2021)
Company number	02855561
Registered office	3rd Floor 6 Hercules Way Watford Hertfordshire WD25 7GS
Auditor	Rayner Essex LLP Faulkner House Victoria Street St Albans Hertfordshire AL1 3SE

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

CONTENTS

	Page
Strategic report	1
Directors' report	2 - 3
Independent auditor's report	4 - 6
Profit and loss account	7
Group statement of comprehensive income	8
Group balance sheet	9
Company balance sheet	10
Group statement of changes in equity	11
Company statement of changes in equity	12
Group statement of cash flows	13
Notes to the financial statements	14 - 29

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

STRATEGIC REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The directors present the strategic report for the year ended 31 August 2022.

Fair review of the business

The directors can report that business levels improved markedly, particularly in the second half of the year as the economy came out of Covid restrictions. The business focused increasingly across Europe resulting in a much better spread of clients by type and geography. The CBIL scheme was helpful during this time and the board is confident that the business is now well positioned to return to solid levels of profitability in the coming year.

Principal risks and uncertainties

The directors cannot see any risks or uncertainties other than the normal commercial risks associated with running a business of this size in the recruitment sector. The principal risks and uncertainties being detailed below:

Liquidity risk

The directors manages liquidity risk by a combination of controls such as monitoring gearing levels and ensuring facilities are readily available for future use.

Competition risk

The directors considers that following a detailed review, the group is in a good position to attract new clients and ultimately capitalise on new opportunities which may arise in the coming year.

Development and performance

The group continues to develop the business in accordance with plans and projections.

Key performance indicators

The key performance indicators (KPI's) of the group reviewed by the directors are the gross profit margin, operating profit margin, and net profit margin. The directors approves forecasts for the coming year and these together with the expected KPI's are compared against the actual figures throughout the financial year.

The group's financial performance for the year is monitored using the KPI's detailed above:

- Turnover for the year - £32.8m (2021: £24.6m)
- Gross profit % - 14.20% (2021: 12.94%)
- Operating profit % - 0.34% (2021: -1.99%)
- Net profit % - 0.32% (2021: -2.05%)

On behalf of the board

Mr L Pacelli
Director

30 March 2023

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The directors present their annual report and financial statements for the year ended 31 August 2022.

Principal activities

The principal activity of the company and group during the year was that of a staff employment agency for the supply of technical staff.

Results and dividends

The results for the year are set out on page 7.

No ordinary dividends were paid. The directors do not recommend payment of a further dividend.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Mr L Pacelli
Mr G Shayler

Financial instruments

Treasury operations and Financial instruments

The group uses financial instruments comprising of bank loans and asset based financing facilities, together with various items such as trade debtors and trade creditors that arise directly from its operations. It is the objective of the board to ensure that the group has ready access to the level of funds that the board deems necessary at any time during the year. The board reviews future projections to highlight any times when requirements may exceed current levels of funding to ensure that facilities are in place and available.

The main risks arising from the financial instruments used by the group are liquidity risk and competition risk. The board reviews and agrees policies for managing these risks, as detailed in the strategic report to minimise exposure.

Auditor

The auditor, Rayner Essex LLP, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Statement of directors' responsibilities

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and company, and of the profit or loss of the group for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the group's and company's transactions and disclose with reasonable accuracy at any time the financial position of the group and company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the group and company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the auditor of the company is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the auditor of the company is aware of that information.

On behalf of the board

Mr L Pacelli
Director

30 March 2023

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

Opinion

We have audited the financial statements of Mane Contract Services Ltd and Subsidiary Undertakings (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 August 2022 which comprise the group profit and loss account, the group statement of comprehensive income, the group balance sheet, the company balance sheet, the group statement of changes in equity, the company statement of changes in equity, the group statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent company's affairs as at 31 August 2022 and of the group's profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the directors are responsible for assessing the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with the directors and other management, and from our commercial knowledge and experience of the recruitment sector.
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation and data protection, anti-bribery, employment law, Agency Workers Regulations 2011, Employment Business Regulations 2003 and other relevant regulations;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC and relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Antony Federer FCA FCCA CF (Senior Statutory Auditor)
For and on behalf of Rayner Essex LLP

5 April 2023

Chartered Accountants
Statutory Auditor

Faulkner House
Victoria Street
St Albans
Hertfordshire
AL1 3SE

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

GROUP PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £
Turnover	3	32,837,868	24,646,508
Cost of sales		(28,174,712)	(21,456,517)
Gross profit		4,663,156	3,189,991
Administrative expenses		(4,590,437)	(4,221,398)
Other operating income		40,263	540,462
Operating profit/(loss)	4	112,982	(490,945)
Interest payable and similar expenses	8	(7,811)	(13,455)
Profit/(loss) before taxation		105,171	(504,400)
Tax on profit/(loss)	9	(27,390)	53,312
Profit/(loss) for the financial year		77,781	(451,088)

Profit/(loss) for the financial year is all attributable to the owners of the parent company.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

GROUP STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
Profit/(loss) for the year	77,781	(451,088)
Other comprehensive income	-	-
Total comprehensive income for the year	<u>77,781</u>	<u>(451,088)</u>

Total comprehensive income for the year is all attributable to the owners of the parent company.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

GROUP BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	10		246,427		321,625
Current assets					
Debtors	13	8,533,085		5,987,396	
Cash at bank and in hand		495,319		132,528	
		<u>9,028,404</u>		<u>6,119,924</u>	
Creditors: amounts falling due within one year	14	<u>(7,345,337)</u>		<u>(4,339,836)</u>	
Net current assets			<u>1,683,067</u>		<u>1,780,088</u>
Total assets less current liabilities			<u>1,929,494</u>		<u>2,101,713</u>
Creditors: amounts falling due after more than one year	15		<u>(125,000)</u>		<u>(375,000)</u>
Net assets			<u><u>1,804,494</u></u>		<u><u>1,726,713</u></u>
Capital and reserves					
Called up share capital	19		298,620		298,620
Share premium account			45,000		45,000
Capital redemption reserve			63,158		63,158
Profit and loss reserves			<u>1,397,716</u>		<u>1,319,935</u>
Total equity			<u><u>1,804,494</u></u>		<u><u>1,726,713</u></u>

The financial statements were approved by the board of directors and authorised for issue on 30 March 2023 and are signed on its behalf by:

Mr L Pacelli
Director

Company registration number 02855561 (England and Wales)

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

COMPANY BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	10		246,427		321,625
Investments	11		100		100
			<u>246,527</u>		<u>321,725</u>
Current assets					
Debtors	13	8,411,846		5,613,745	
Cash at bank and in hand		493,928		128,119	
		<u>8,905,774</u>		<u>5,741,864</u>	
Creditors: amounts falling due within one year	14	<u>(7,076,834)</u>		<u>(3,840,616)</u>	
Net current assets			<u>1,828,940</u>		<u>1,901,248</u>
Total assets less current liabilities			<u>2,075,467</u>		<u>2,222,973</u>
Creditors: amounts falling due after more than one year	15		<u>(125,000)</u>		<u>(375,000)</u>
Net assets			<u><u>1,950,467</u></u>		<u><u>1,847,973</u></u>
Capital and reserves					
Called up share capital	19		298,620		298,620
Share premium account			45,000		45,000
Capital redemption reserve			63,158		63,158
Profit and loss reserves			<u>1,543,689</u>		<u>1,441,195</u>
Total equity			<u><u>1,950,467</u></u>		<u><u>1,847,973</u></u>

As permitted by s408 Companies Act 2006, the company has not presented its own profit and loss account and related notes. The company's profit for the year was £102,494 (2021 - £280,890 loss).

The financial statements were approved by the board of directors and authorised for issue on 30 March 2023 and are signed on its behalf by:

Mr L Pacelli
Director

Company registration number 02855561 (England and Wales)

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

GROUP STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 AUGUST 2022

	Share capital	Share premium account	Capital redemption reserve	Profit and loss reserves	Total
	£	£	£	£	£
Balance at 1 September 2020	298,620	45,000	63,158	1,771,023	2,177,801
Year ended 31 August 2021:					
Loss and total comprehensive income for the year	-	-	-	(451,088)	(451,088)
Balance at 31 August 2021	298,620	45,000	63,158	1,319,935	1,726,713
Year ended 31 August 2022:					
Profit and total comprehensive income for the year	-	-	-	77,781	77,781
Balance at 31 August 2022	298,620	45,000	63,158	1,397,716	1,804,494

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

COMPANY STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 AUGUST 2022

	Share capital	Share premium account	Capital redemption reserve	Profit and loss reserves	Total
	£	£	£	£	£
Balance at 1 September 2020	298,620	45,000	63,158	1,722,085	2,128,863
Year ended 31 August 2021:					
Loss and total comprehensive income for the year	-	-	-	(280,890)	(280,890)
Balance at 31 August 2021	298,620	45,000	63,158	1,441,195	1,847,973
Year ended 31 August 2022:					
Profit and total comprehensive income for the year	-	-	-	102,494	102,494
Balance at 31 August 2022	298,620	45,000	63,158	1,543,689	1,950,467

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

GROUP STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		358,635		(135,547)
Interest paid			(7,811)		(13,455)
Income taxes (paid)/refunded			(21,081)		68,059
Net cash inflow/(outflow) from operating activities			329,743		(80,943)
Investing activities					
Purchase of tangible fixed assets		(788)		(48,893)	
Repayment of loans		158,836		(378,500)	
Net cash generated from/(used in) investing activities			158,048		(427,393)
Financing activities					
Repayment of bank loans		(125,000)		500,000	
Net cash (used in)/generated from financing activities			(125,000)		500,000
Net increase/(decrease) in cash and cash equivalents			362,791		(8,336)
Cash and cash equivalents at beginning of year			132,528		140,864
Cash and cash equivalents at end of year			495,319		132,528

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Company information

Mane Contract Services Limited ("the company") is a private limited company domiciled and incorporated in England and Wales. The registered office is 3rd Floor, 6 Hercules Way, Watford, Hertfordshire, WD25 7GS.

The group consists of Mane Contract Services Limited and all of its subsidiaries.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The company is a qualifying entity for the purposes of FRS 102, being a member of a group where the parent of that group prepares publicly available consolidated financial statements, including this company, which are intended to give a true and fair view of the assets, liabilities, financial position and profit or loss of the group. The company has therefore taken advantage of exemptions from the following disclosure requirements for parent company information presented within the consolidated financial statements:

- Section 7 'Statement of Cash Flows': Presentation of a statement of cash flow and related notes and disclosures;
- Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instrument Issues: Interest income/expense and net gains/losses for financial instruments not measured at fair value; basis of determining fair values; details of collateral, loan defaults or breaches, details of hedges, hedging fair value changes recognised in profit or loss and in other comprehensive income;
- Section 26 'Share based Payment': Share-based payment expense charged to profit or loss, reconciliation of opening and closing number and weighted average exercise price of share options, how the fair value of options granted was measured, measurement and carrying amount of liabilities for cash-settled share-based payments, explanation of modifications to arrangements;
- Section 33 'Related Party Disclosures': Compensation for key management personnel.

1.2 Basis of consolidation

In the parent company financial statements, the cost of a business combination is the fair value at the acquisition date of the assets given, equity instruments issued and liabilities incurred or assumed, plus costs directly attributable to the business combination. The excess of the cost of a business combination over the fair value of the identifiable assets, liabilities and contingent liabilities acquired is recognised as goodwill. The cost of the combination includes the estimated amount of contingent consideration that is probable and can be measured reliably, and is adjusted for changes in contingent consideration after the acquisition date. Provisional fair values recognised for business combinations in previous periods are adjusted retrospectively for final fair values determined in the 12 months following the acquisition date. Investments in subsidiaries, joint ventures and associates are accounted for at cost less impairment.

Deferred tax is recognised on differences between the value of assets (other than goodwill) and liabilities recognised in a business combination accounted for using the purchase method and the amounts that can be deducted or assessed for tax, considering the manner in which the carrying amount of the asset or liability is expected to be recovered or settled. The deferred tax recognised is adjusted against goodwill or negative goodwill.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

The consolidated group financial statements consist of the financial statements of the parent company Mane Contract Services Limited together with all entities controlled by the parent company (its subsidiaries) and the group's share of its interests in joint ventures and associates.

All financial statements are made up to 31 August 2022. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the group.

All intra-group transactions, balances and unrealised gains on transactions between group companies are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred.

1.3 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

In assessing the appropriateness of the going concern assumption, the directors have prepared detailed cash flow forecasts for the company and group. In the modelled forecast scenarios the directors are satisfied that the group can continue to operate within its current cash and other facilities.

1.4 Turnover

Turnover is recognised at the fair value of the consideration received or receivable for goods and services provided in the normal course of business, and is shown net of VAT and other sales related taxes. The fair value of consideration takes into account trade discounts, settlement discounts and volume rebates.

When cash inflows are deferred and represent a financing arrangement, the fair value of the consideration is the present value of the future receipts. The difference between the fair value of the consideration and the nominal amount received is recognised as interest income.

Revenue in respect of recruitment services provided is recognised in full at the point a customer has authorised timesheets for labour provided.

Income received from placing permanent staff is recognised at the point a candidate accepts an offer of placement by signing the terms and conditions of employment and commences that period of employment.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	over the term of the lease
Fixtures and fittings	over 2-5 years

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the profit and loss account.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.6 Fixed asset investments

Equity investments are measured at fair value through profit or loss, except for those equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably, which are recognised at cost less impairment until a reliable measure of fair value becomes available.

In the parent company financial statements, investments in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses.

A subsidiary is an entity controlled by the group. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

An associate is an entity, being neither a subsidiary nor a joint venture, in which the company holds a long-term interest and where the company has significant influence. The group considers that it has significant influence where it has the power to participate in the financial and operating decisions of the associate.

Investments in associates are initially recognised at the transaction price (including transaction costs) and are subsequently adjusted to reflect the group's share of the profit or loss, other comprehensive income and equity of the associate using the equity method. Any difference between the cost of acquisition and the share of the fair value of the net identifiable assets of the associate on acquisition is recognised as goodwill. Any unamortised balance of goodwill is included in the carrying value of the investment in associates.

Losses in excess of the carrying amount of an investment in an associate are recorded as a provision only when the company has incurred legal or constructive obligations or has made payments on behalf of the associate.

In the parent company financial statements, investments in associates are accounted for at cost less impairment.

Entities in which the group has a long term interest and shares control under a contractual arrangement are classified as jointly controlled entities.

1.7 Impairment of fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

The carrying amount of the investments accounted for using the equity method is tested for impairment as a single asset. Any goodwill included in the carrying amount of the investment is not tested separately for impairment.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.8 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The group has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the group's balance sheet when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the group transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the group after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or finance income as appropriate, unless hedge accounting is applied and the hedge is a cash flow hedge.

Debt instruments that do not meet the conditions in FRS 102 paragraph 11.9 are subsequently measured at fair value through profit or loss. Debt instruments may be designated as being measured at fair value through profit or loss to eliminate or reduce an accounting mismatch or if the instruments are measured and their performance evaluated on a fair value basis in accordance with a documented risk management or investment strategy.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

1.10 Equity instruments

Equity instruments issued by the group are recorded at the proceeds received, net of transaction costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the group.

1.11 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the profit and loss account, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset if, and only if, there is a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.12 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

1 Accounting policies

(Continued)

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

1.15 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

1.16 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

2 Judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There are not considered to be any estimates or assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities of the group and company.

3 Turnover and other revenue

	2022	2021
	£	£
Turnover analysed by class of business		
Temporary placements	31,548,937	23,966,373
Permanent placements	866,049	644,193
Other	422,882	35,942
	<u>32,837,868</u>	<u>24,646,508</u>

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

3 Turnover and other revenue		(Continued)	
	2022	2021	
	£	£	
Turnover analysed by geographical market			
United Kingdom	22,918,866	22,458,188	
Europe	9,525,502	2,163,820	
Rest of the World	393,500	24,500	
	<u>32,837,868</u>	<u>24,646,508</u>	
	2022	2021	
	£	£	
Other revenue			
Grants received	26,350	481,344	
	<u>26,350</u>	<u>481,344</u>	
4 Operating profit/(loss)		2022	2021
		£	£
Operating profit/(loss) for the year is stated after charging/(crediting):			
Exchange differences apart from those arising on financial instruments measured at fair value through profit or loss			
	(21,774)	22,961	
Government grants	(26,350)	(481,344)	
Depreciation of owned tangible fixed assets	75,986	78,018	
Operating lease charges	260,635	252,617	
	<u>260,635</u>	<u>252,617</u>	
5 Auditor's remuneration		2022	2021
		£	£
Fees payable to the company's auditor and associates:			
For audit services			
Audit of the financial statements of the group and company	13,000	12,250	
Audit of the financial statements of the company's subsidiaries	5,398	7,635	
	<u>18,398</u>	<u>19,885</u>	

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

6 Employees

The average monthly number of persons (including directors) employed by the group and company during the year was:

	Group 2022 Number	2021 Number	Company 2022 Number	2021 Number
Management	12	13	12	13
Administration	40	35	40	35
Total	52	48	52	48

Their aggregate remuneration comprised:

	Group 2022 £	2021 £	Company 2022 £	2021 £
Wages and salaries	2,393,918	2,138,771	2,393,801	1,979,117
Social security costs	320,984	269,127	320,968	248,454
Pension costs	59,456	56,219	59,452	54,616
	2,774,358	2,464,117	2,774,221	2,282,187

7 Directors' remuneration

	2022 £	2021 £
Remuneration for qualifying services	295,720	271,275
Company pension contributions to defined contribution schemes	19,347	19,351
	315,067	290,626

The number of directors for whom retirement benefits are accruing under defined contribution schemes amounted to 2 (2021 - 2).

Remuneration disclosed above includes the following amounts paid to the highest paid director:

	2022 £	2021 £
Remuneration for qualifying services	144,517	120,629
Company pension contributions to defined contribution schemes	1,347	1,351

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

8 Interest payable and similar expenses

	2022	2021
	£	£
Interest on financial liabilities measured at amortised cost:		
Interest on invoice finance arrangements	7,651	13,403
Other finance costs:		
Other interest	160	52
Total finance costs	<u>7,811</u>	<u>13,455</u>

9 Taxation

	2022	2021
	£	£
Current tax		
UK corporation tax on profits for the current period	15,834	-
Adjustments in respect of prior periods	11,556	(53,312)
Total current tax	<u>27,390</u>	<u>(53,312)</u>

The actual charge/(credit) for the year can be reconciled to the expected charge/(credit) for the year based on the profit or loss and the standard rate of tax as follows:

	2022	2021
	£	£
Profit/(loss) before taxation	<u>105,171</u>	<u>(504,400)</u>
Expected tax charge/(credit) based on the standard rate of corporation tax in the UK of 19.00% (2021: 19.00%)	19,982	(95,836)
Tax effect of expenses that are not deductible in determining taxable profit	6,331	4,842
Unutilised tax losses carried forward	-	34,379
Adjustments in respect of prior years	11,556	-
Group relief	(22,328)	-
Permanent capital allowances in excess of depreciation	11,849	2,664
Group adjustment	-	639
Taxation charge/(credit)	<u>27,390</u>	<u>(53,312)</u>

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

10 Tangible fixed assets

Group	Leasehold land and buildings	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 September 2021	342,696	182,193	524,889
Additions	-	788	788
Disposals	-	(45,436)	(45,436)
At 31 August 2022	342,696	137,545	480,241
Depreciation and impairment			
At 1 September 2021	98,754	104,510	203,264
Depreciation charged in the year	34,270	41,716	75,986
Eliminated in respect of disposals	-	(45,436)	(45,436)
At 31 August 2022	133,024	100,790	233,814
Carrying amount			
At 31 August 2022	209,672	36,755	246,427
At 31 August 2021	243,942	77,683	321,625
Company			
	Leasehold land and buildings	Fixtures and fittings	Total
	£	£	£
Cost			
At 1 September 2021	342,696	182,193	524,889
Additions	-	788	788
Disposals	-	(45,436)	(45,436)
At 31 August 2022	342,696	137,545	480,241
Depreciation and impairment			
At 1 September 2021	98,754	104,510	203,264
Depreciation charged in the year	34,270	41,716	75,986
Eliminated in respect of disposals	-	(45,436)	(45,436)
At 31 August 2022	133,024	100,790	233,814
Carrying amount			
At 31 August 2022	209,672	36,755	246,427
At 31 August 2021	243,942	77,683	321,625

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

11 Fixed asset investments

	Notes	Group 2022 £	2021 £	Company 2022 £	2021 £
Investments in subsidiaries	12	-	-	100	100

Movements in fixed asset investments Company

Cost or valuation

At 1 September 2021 and 31 August 2022

100

Carrying amount

At 31 August 2022

100

At 31 August 2021

100

12 Subsidiaries

Details of the company's subsidiaries at 31 August 2022 are as follows:

Name of undertaking	Registered office	Class of shares held	% Held Direct
Socium Total Talent Management Ltd	UK	Ordinary	100.00

Investments in subsidiaries are recorded at cost.

The registered office of the subsidiary listed above is:

3rd Floor, 6 Hercules Way, Watford, Hertfordshire, WD25 7GS.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

13 Debtors

	Group 2022	2021	Company 2022	2021
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	7,192,718	4,579,641	6,857,706	3,851,075
Corporation tax recoverable	248,767	239,082	248,767	227,526
Amounts owed by group undertakings	-	-	228,564	371,632
Other debtors	842,235	1,003,447	828,919	999,941
Prepayments and accrued income	192,642	108,554	191,167	106,899
	<u>8,476,362</u>	<u>5,930,724</u>	<u>8,355,123</u>	<u>5,557,073</u>
Amounts falling due after more than one year:				
Other debtors	51,717	51,666	51,717	51,666
Deferred tax asset (note 17)	5,006	5,006	5,006	5,006
	<u>56,723</u>	<u>56,672</u>	<u>56,723</u>	<u>56,672</u>
Total debtors	<u>8,533,085</u>	<u>5,987,396</u>	<u>8,411,846</u>	<u>5,613,745</u>

14 Creditors: amounts falling due within one year

		Group 2022	2021	Company 2022	2021
	Notes	£	£	£	£
Bank loans	16	250,000	125,000	250,000	125,000
Trade creditors		322,921	227,377	322,910	227,280
Corporation tax payable		16,046	52	15,994	-
Other taxation and social security		631,839	650,968	631,839	628,284
Other creditors		4,858,932	2,496,070	4,594,954	2,060,048
Accruals and deferred income		1,265,599	840,369	1,261,137	800,004
		<u>7,345,337</u>	<u>4,339,836</u>	<u>7,076,834</u>	<u>3,840,616</u>

Included in other creditors is £4,690,921 (2021: £2,462,250) for commercial finance facilities. The company element is £4,430,307 (2021: £2,026,228).

The liability is secured by fixed and floating charges, alongside a negative pledge on all undertakings of the company.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

15 Creditors: amounts falling due after more than one year

	Notes	Group 2022 £	2021 £	Company 2022 £	2021 £
Bank loans and overdrafts	16	125,000	375,000	125,000	375,000

16 Loans and overdrafts

	Group 2022 £	2021 £	Company 2022 £	2021 £
Bank loans	375,000	500,000	375,000	500,000
Payable within one year	250,000	125,000	250,000	125,000
Payable after one year	125,000	375,000	125,000	375,000

The long-term loans are secured by fixed and floating charges, alongside a negative pledge on all undertakings of the company.

The loan facility taken by Mane Contract Services Limited is a CBIL loan facility. The loan is repayable over 8 equal quarters starting from 12 months after the initial draw down. Interest is charged on a floating rate basis and will be charged at a rate not below 3.95%.

17 Deferred taxation

The following are the major deferred tax liabilities and assets recognised by the group and company, and movements thereon:

Group	Assets 2022 £	Assets 2021 £
Accelerated capital allowances	5,006	5,006
Company	Assets 2022 £	Assets 2021 £
Accelerated capital allowances	5,006	5,006

There were no deferred tax movements in the year.

The deferred tax asset set out above is expected to reverse within 12 months.

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

18 Retirement benefit schemes

	2022	2021
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	59,456	56,219

A defined contribution pension scheme is operated for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

19 Share capital

Group and company	2022	2021	2022	2021
Ordinary share capital	Number	Number	£	£
Issued and fully paid				
Ordinary shares of £1 each	298,620	298,620	298,620	298,620

20 Operating lease commitments

Lessee

At the reporting end date the group had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Group		Company	
	2022	2021	2022	2021
	£	£	£	£
Within one year	272,549	315,535	272,549	315,535
Between two and five years	50,028	109,173	50,028	109,173
	322,577	424,708	322,577	424,708

21 Directors' transactions

The company has granted loan facilities to the directors of the company which were interest free and have no fixed term repayment period. The analysis of the loans are shown below:

Description	% Rate	Opening balance	Amounts repaid	Closing balance
		£	£	£
Mr L Pacelli -	-	973,466	(158,836)	814,630
		973,466	(158,836)	814,630

MANE CONTRACT SERVICES LTD AND SUBSIDIARY UNDERTAKINGS

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

22 Controlling party

The ultimate controlling part is Mr L Pacelli by virtue of his shareholding and voting rights.

23 Cash generated from/(absorbed by) group operations

	2022 £	2021 £
Profit/(loss) for the year after tax	77,781	(451,088)
Adjustments for:		
Taxation charged/(credited)	27,390	(53,312)
Finance costs	7,811	13,455
Depreciation and impairment of tangible fixed assets	75,986	78,018
Movements in working capital:		
Increase in debtors	(2,694,840)	(1,034,267)
Increase in creditors	2,864,507	1,311,647
Cash generated from/(absorbed by) operations	358,635	(135,547)

24 Analysis of changes in net funds/(debt) - group

	1 September 2021 £	Cash flows 31 August 2022	
		£	£
Cash at bank and in hand	132,528	362,791	495,319
Borrowings excluding overdrafts	(500,000)	125,000	(375,000)
	<u>(367,472)</u>	<u>487,791</u>	<u>120,319</u>

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.