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# FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

## ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:

Year ended:

List No:

Head or Main Office:

Website address (if available)

Has the address changed during the year to which the return relates? Yes  No  (Tick as appropriate)

General Secretary:

Contact name for queries regarding the completion of this return:

Telephone Number:

e-mail:

**PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.**  
Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

**For Employers' Associations based in England and Wales:**  
Certification Office for Trade Unions and Employers' Associations  
22<sup>nd</sup> Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

**For Employers' Associations based in Scotland:**  
Certification Office for Trade Unions and Employers' Associations  
Melrose House, 69a George Street, Edinburgh EH2 2JG



# RETURN OF MEMBERS

(see note 9)

NUMBER OF MEMBERS AT THE END OF THE YEAR				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
<b>2001</b>				<b>2001</b>

## OFFICERS IN POST

(see note 10)

**Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.**

## CHANGE OF OFFICERS

**Please complete the following to record any changes of officers during the twelve months covered by this return.**

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of Change

RECEIVED  
 - 5 SEP 2018  
 EMPLOYERS ASSOCIATIONS  
 FOR TRADE UNIONS  
 CENTRALISATION OFFICE



The manufacturers'  
organisation

Broadway House  
Tothill St  
London SW1H 9NQ

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F +44 (0) 20 7222 2782  
enquiries@eef.org.uk  
www.eef.org.uk

**EEF LTD MAIN BOARD  
COMMITTEE MEMBERS  
29 June 2016**

MEMBER	CONTACT DETAILS	PA
Judith Hackitt DBE Chair EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: <a href="mailto:chair@eef.org.uk">chair@eef.org.uk</a>	Claire Simpkins ☎ 020 7654 1526 ✉ <a href="mailto:csimpkins@eef.org.uk">csimpkins@eef.org.uk</a>
Terry Scuoler CEO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: <a href="mailto:tscuoler@eef.org.uk">tscuoler@eef.org.uk</a>	Claire Simpkins ☎ 020 7654 1526 ✉ <a href="mailto:csimpkins@eef.org.uk">csimpkins@eef.org.uk</a>
Paul Jennings CFO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1562 / 07584 488498 E: <a href="mailto:pjennings@eef.org.uk">pjennings@eef.org.uk</a>	Sheila Fleming ☎ 020 7654 1560 ✉ <a href="mailto:sfleming@eef.org.uk">sfleming@eef.org.uk</a>
Dr. Henrik Adam Chief Commercial Officer Tata Steel Europe	Tata Steel Europe Postbus 10000 1970 CA Ijmuiden Netherlands ☎ +31 (651) 000859 (cell phone) ✉ <a href="mailto:henrik.adam@tatasteel.com">henrik.adam@tatasteel.com</a>	Nancy Frymersum ☎ +31 (0)251 499 096 M: +31 (0)6 20 605 203 ✉ <a href="mailto:Nancy.Frymersum@tatasteel.com">Nancy.Frymersum@tatasteel.com</a>
Andrew Churchill Managing Director J J Churchill Ltd	J J Churchill Ltd Station Road Market Bosworth Nuneaton Warwickshire CV13 0PF ☎ 01455 299600 / 07764 268 931 ✉ <a href="mailto:Andrew.churchill@jjchurchill.com">Andrew.churchill@jjchurchill.com</a>	

<p>Stuart Fell Chairman Metal Assemblies Ltd</p>	<p>Metal Assemblies Ltd Reliance Works Oldbury Road Industrial Estate West Bromwich B70 9DD ☎ 0121 500 5616 / 07747 632 058 ✉ <a href="mailto:stuartf@metalassemblies.co.uk">stuartf@metalassemblies.co.uk</a></p>	
<p>Martin Flavell</p>	<p>10 Elizabeth Place Winchester S022 5QY ☎ 07540 642600 ✉ <a href="mailto:martin.flavell@flavellgibson.com">martin.flavell@flavellgibson.com</a></p>	
<p>Susan Haird</p>	<p>30 Vineyard Hill Road Wimbledon London SW19 7JH ☎ 020 8946 5464 / 07990 747591 ✉ <a href="mailto:_Smhaird@gmail.com">_Smhaird@gmail.com</a></p>	
<p>Brian Holliday Managing Director Siemens plc</p>	<p>Siemens plc Sir William Siemens Square Frimley, Camberley Surrey GU16 8QD ☎ <a href="mailto:brian.holliday@siemens.com">brian.holliday@siemens.com</a></p>	<p>Marilyn Golla PA to Brian Holliday, Managing Director Siemens plc ☎ +44 161 446 6711 ✉ <a href="mailto:marilyn.golla@siemens.com">marilyn.golla@siemens.com</a></p>
<p>Phil Kite CEO Reece Group</p>	<p>Reece Group Armstrong Works Scotswood Road Newcastle NE15 6UX ☎ 0191 234 8700 ✉ <a href="mailto:Phil.kite@reece-group.com">Phil.kite@reece-group.com</a></p>	<p>Faye Dent – on maternity leave Feb-Dec 2016 (Clare McGurk - T: +44 (0) 191 234 8700; <a href="mailto:clare.mcgurk@reece-group.com">clare.mcgurk@reece-group.com</a>) Executive Assistant ☎ +44 (0) 191 234 8750/ 07711 008 107 ✉ <a href="mailto:faye.dent@reece-group.com">faye.dent@reece-group.com</a></p>
<p>Robert Marshall Chief Executive Officer Marshall of Cambridge Holdings</p>	<p>Marshall of Cambridge Holdings The Airport Newmarket Road Cambridge CB5 8RX ☎ 07901 513080 ✉ <a href="mailto:RDM@marcamb.co.uk">RDM@marcamb.co.uk</a></p>	<p>Judi Burbidge ☎ +44 (0)1223 373368 ✉ <a href="mailto:JMB@marcamb.co.uk">JMB@marcamb.co.uk</a></p>

<p>Tony Pedder Chairman Sheffield Forgemasters International Ltd</p>	<p>Sheffield Forgemasters International Ltd PO Box 286, Brightside Lane Sheffield S9 2RW ☎ 0114 244 9071 / 07802 222 803 ✉ <a href="mailto:tonypedder@btinternet.com">tonypedder@btinternet.com</a></p>	<p>Lynne Chatterton ☎ 0114 244 9071 ✉ <a href="mailto:lchatterton@sfel.com">lchatterton@sfel.com</a></p>
<p>Mike Wright Executive Director Jaguar Land Rover</p>	<p>Jaguar Land Rover Abbey Road Coventry CV3 4LF ☎ 01926 649112 ✉ <a href="mailto:mwrigh43@jaguarlandrover.com">mwrigh43@jaguarlandrover.com</a></p>	<p>Tracey Whitby ☎ 01926 649120 ✉ <a href="mailto:twhitby@jaguarlandrover.com">twhitby@jaguarlandrover.com</a></p>
<p>Steve McQuillan Chief Executive Officer Avingtrans</p>	<p>Avingtrans plc Precision House Derby Road Sandiacre Nottingham NG10 5HU ☎ 07989 087647 ✉ <a href="mailto:smcquillan@avingtrans.plc.uk">smcquillan@avingtrans.plc.uk</a></p>	
<p>Caroline Gumble Chief Operating Officer EEF</p>	<p>EEF Limited Broadway House Tothill Street London SW1H 9NQ ☎ 020 7654 1543 ✉ <a href="mailto:cgumble@eef.org.uk">cgumble@eef.org.uk</a></p>	<p>Donna Potter ☎ 020 7654 1589 ✉ <a href="mailto:dpotter@eef.org.uk">dpotter@eef.org.uk</a></p>
<p>Andrea Hough OBE Managing Director AT Engine Controls</p>	<p>AT Engine Controls Units 10/11 Shield Drive Wardley Industrial Estate Worsley Manchester M28 2QB  ☎ 0161 727 0612 ✉ <a href="mailto:ahough@atenginecontrols.com">ahough@atenginecontrols.com</a></p>	



# REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year			£000s	£000s
	<b>INCOME</b>			
16,207	From Members	Subscriptions, levies, etc		16,573
2,643	Investment income	Interest and dividends (gross)	2,932	
26		Bank interest (gross)	20	
114		Gain on sales of investments	743	
		Waiver of debt due to subsidiary entity		3,695
192	Other income	Rents received	200	
		Gain on sale fixed assets	0	
2,141		Consultancy fees	2,319	
5,234		Training Course	5,754	
4,931		Conference Hire	5,210	
1,486		Government funded project	2,115	
475		Sponsorship	603	
91		Tribunal services		
928		Misc receipts	1,544	17,745
34,468	<b>TOTAL INCOME</b>			<b>38,013</b>
	<b>EXPENDITURE</b>			
		Administrative expenses		
(18,870)		Remuneration and expenses of staff	(19,939)	
(2,740)		Occupancy costs	(2,666)	
(471)		Printing, Stationery, Post	(506)	
(228)		Telephones	(261)	
(951)		Legal and Professional fees	(906)	
(1,483)		Motor expenses, Travel	(1,526)	
(338)		Subscription	(370)	
(909)		IT Cost	(921)	
(2,869)		Direct (non Staff) cost	(3,282)	
(565)	Other charges	Bank charges	(550)	
(1,001)		Depreciation	(1,160)	
		Pension Deficit Payment		
(148)		Equipment repairs and renewals	(231)	
(2)		Donations	(2)	
(53)		Restructuring costs		
(150)		Insurance	(147)	
(806)		Marketing	(1,017)	
(82)		Staff Training	(102)	
(2,320)		Exceptional Cost	(14,368)	
(632)		Other sundry expenses	(568)	
	Taxation			
(34,618)	<b>TOTAL EXPENDITURE</b>			<b>(48,522)</b>
(150)		Surplus/Deficit for year		(10,509)
56,967		Amount of fund at beginning of year		56,817
56,817		Amount of fund at end of year		46,308

# ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

<b>ACCOUNT 2</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£000s</b>	<b>£000s</b>
<b>Income</b>	From members Investment income Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
		<b>Total Expenditure</b>	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

<b>ACCOUNT 3</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£000s</b>	<b>£000s</b>
<b>Income</b>	From members Investment income Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
		<b>Total Expenditure</b>	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	



# ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

<b>ACCOUNT 4</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£000s</b>	<b>£000s</b>
<b>Income</b>	From members Investment income Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
		<b>Total Expenditure</b>	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

<b>ACCOUNT 5</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£000s</b>	<b>£000s</b>
<b>Income</b>	From members Investment income Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
		<b>Total Expenditure</b>	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

# ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

<b>ACCOUNT 6</b>		<b>Fund Account</b>	
Name of account:		£000s	£000s
<b>Income</b>	From members Investment income Other income (specify)		
	<b>Total Income</b>		
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
	<b>Total Expenditure</b>		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

<b>ACCOUNT 7</b>		<b>Fund Account</b>	
Name of account:		£000s	£000s
<b>Income</b>	From members Investment income Other income (specify)		
	<b>Total Income</b>		
<b>Expenditure</b>	Administrative expenses Other expenditure (specify)		
	<b>Total Expenditure</b>		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

## BALANCE SHEET AS AT 31 DECEMBER 2015

(see notes 19 and 20)

Previous Year		£000s	£000s
19,340	<b>Fixed Assets</b> (as at page 11)		19,594
56,643	<b>Investments</b> (as per analysis on page 13)		
	Quoted (Market value £)		50,437
	Unquoted		
	<b>Total Investments</b>		70,031
	<b>Other Assets</b>		
7,875	Sundry debtors	8,104	
4,156	Cash at bank and in hand	4,822	
20	Stocks of goods	24	
	Others (specify)		
	<b>Total of other</b>		12,950
	<b>assets</b>		
<b>88,034</b>		<b>TOTAL ASSETS</b>	<b>82,981</b>
	<b>Liabilities</b>		
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Revaluation Reserve		
(3,024)	Loans	(2,777)	
	Bank overdraft		
	Tax payable		
(2,852)	Sundry creditors	(3,579)	
(7,387)	Accrued expenses	(8,539)	
(2,564)	Provisions	(956)	
(15,390)	Other liabilities	(20,822)	
<b>(31,217)</b>		<b>TOTAL LIABILITIES</b>	<b>(36,673)</b>
<b>56,817</b>		<b>TOTAL ASSETS</b>	<b>46,308</b>

# FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£000s	£000s	£000s	£000s
<b>COST OR VALUATION</b>				
At start of period	17,683	7,810		25,493
Additions during period	374	1,805		2,179
Less: Disposals during period	(861)	(921)		(1,782)
Less: DEPRECIATION:	(772)	(5,524)		(6,296)
Total to end of period				
<b>BOOK AMOUNT</b> at end of period	16,424	3,170		19,594
Freehold	12,132			
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)	4,292			
<b>AS BALANCE SHEET</b>	16,424	3,170		19,594

# ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £000s
<b>QUOTED</b>	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	50,437
	TOTAL QUOTED (as Balance Sheet)	50,437
	*Market Value of Quoted Investments	50,437
<b>UNQUOTED</b>	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted securities (to be specified)	
	TOTAL QUOTED (as Balance Sheet)	
	*Market Value of Unquoted Investments	

\* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

# ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 23 to 25)

<b>Does the association, or any constituent part of the association, have a controlling interest in any limited company?</b>		YES ✓	NO
If YES name the relevant companies:			
<b>COMPANY NAME</b>  EEF Insurance Services Ltd EEF SPF Trustees Ltd EEF Trustees Ltd EEF (WM) One Ltd EEF (WM) Two Ltd Employers Federation Ltd Employers Organisation Ltd Engineering Employers Federation Cymru Wales Ltd Northern Defence Industries Ltd NDI (UK) Limited	<b>COMPANY REGISTRATION NUMBER (if not registered in England &amp; Wales, state where registered)</b>  6220181 3697516 727080 4898142 4749424 6396910 6370655 4914439 4195419 6900038		
<b>INCORPORATED EMPLOYERS' ASSOCIATIONS</b>			
<b>Are the shares which are controlled by the association registered in the association's name</b>		YES ✓	NO
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
<b>COMPANY NAME</b>	<b>NAMES OF SHAREHOLDERS</b>		
<b>UNINCORPORATED EMPLOYERS ASSOCIATIONS</b>			
<b>Are the shares which are controlled by the association registered in the names of the association's trustees?</b>		YES	NO
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
<b>COMPANY NAME</b>	<b>NAMES OF SHAREHOLDERS</b>		

# SUMMARY SHEET

(see notes 26 to 35)

	All funds except Political Funds £000s	Political Funds £000s	Total Funds £000s
<b>INCOME</b>			
From Members	16,573		16,573
From Investments	3,695		3,695
Other Income (including increases by revaluation of assets)	17,745		17,745
<b>Total Income</b>	<b>38,013</b>		<b>38,013</b>
<b>EXPENDITURE</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	<b>48,522</b>		<b>48,522</b>
<b>Funds at beginning of year</b> (including reserves)	56,817		56,817
<b>Funds at end of year</b> (including reserves)	46,308		46,308
<b>ASSETS</b>			
Fixed Assets			19,594
Investment Assets			50,437
Other Assets			12,950
		<b>Total Assets</b>	<b>82,981</b>
<b>LIABILITIES</b>			
		<b>Total Liabilities</b>	<b>(36,673)</b>
<b>NET ASSETS (Total Assets less Total Liabilities)</b>			<b>46,308</b>

# NOTES TO THE ACCOUNTS

(see note 36)

**All notes to the accounts must be entered on or attached to this part of the return.**

Refer to the attached audited financial statements of EEF Limited for the year ended 31 December 2015 for information regarding EEF's accounting policies and other notes to the accounts.





# ACCOUNTING POLICIES

(see notes 37 and 38)

## SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>PAUL JENNINGS</u> Date: <u>15/7/16</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>T. SCHOLLER</u> Date: <u>15/7/16</u>
--	---

## CHECK LIST

(see note 41)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 3)	YES	✓	NO	
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 3)	YES	✓	NO	
HAS THE RETURN BEEN SIGNED? (see Note 38)	YES	✓	NO	
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 39)	YES	✓	NO	
IS A RULE BOOK ENCLOSED? (see Note 40)	YES	✓	NO	
HAS THE SUMMARY SHEET BEEN COMPLETED (see Notes 6 and 25 to 34)	YES	✓	NO	

# AUDITOR'S REPORT

(see notes 42 to 47)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?  
(See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

YES/~~NO~~

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
  - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
  - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 43)

YES/~~NO~~

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
  - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in note 43)

YES/~~NO~~

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR27 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.  
(See note 45)

PLEASE SEE ATTACHED DOCUMENT

## AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	<i>haysmacintyre</i>	
Name(s):	HAYSMACINTYRE	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	26 RED LION SQUARE LONDON WC1R 4AG	
Date:	21 JULY 2016	
Contact name and telephone number:	GEORGE CROWTHER 020 7969 5547	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

**EVERY EMPLOYERS' ASSOCIATION IS REQUIRED BY LAW TO COMPLETE THIS RETURN.  
THE REFUSAL OR WILFUL NEGLECT TO PERFORM THIS DUTY IS A CRIMINAL OFFENCE.**

**THERE IS NO LEGAL REQUIREMENT FOR THIS RETURN TO BE "APPROVED" BY THE  
GOVERNING BODY OF THE ASSOCIATION BEFORE SUBMISSION TO THE  
CERTIFICATION OFFICE**

## **GUIDANCE ON COMPLETION**

### **GENERAL**

1. Unless the Employers' Association has been authorised to make its annual return to another date, this return must be made to 31 December and sent to the Certification Officer as soon as possible, **and at any event before 1 June**.
2. The accounts must, in accordance with the Act, give a true and fair view of the matters to which they relate.
3. The accounts and balance sheet in the annual return of an association working through branches (i.e. not a federation of autonomous bodies) should include the transactions, assets and liabilities of all the branches.
4. Any negative values should be clearly indicated by placing the entry in brackets.
5. Where the space in any account of analysis is insufficient a separate sheet of paper should be attached to the appropriate page to provide the additional space.
6. The summary sheet on page 11 **must** be completed.
7. A copy of the rules in force at the end of the year to which this return relates must be submitted with this form even if the rules have not been altered since the previous rule book was submitted. This is a statutory requirement and the Certification Officer has no authority to waive it.
8. Please print this form single-sided only. Do not staple the pages.

### **GUIDANCE ON COMPLETION OF RETURN OF MEMBERS/OFFICERS (PAGE 2)**

#### **Return of members:**

9. The figure required is for **all members**, including members who do not pay contributions.

#### **Officers:**

10. The Act defines officer as including any member of the governing body of the association and any trustee of any fund applicable for the purposes of the association.

### **GUIDANCE ON COMPLETION OF THE REVENUE ACCOUNT/GENERAL FUND (PAGE 3)**

11. Interest, Dividends and any other income, including Capital Gains on the sale of investments should be shown gross, and the relevant tax included in "Taxation". The basis of the taxation charge should be shown as a note to the accounts (see page 12).
12. "Remuneration of Staff" should include salaries and wages, holiday pay, redundancy pay, ex-gratia payments, national insurance ordinary and graduated contributions, superannuation contributions, and any other payments to staff.

## **REPORT OF THE INDEPENDENT AUDITORS**

### **Independent Auditors' report to the members of EEF**

We have audited the Financial Statements of EEF for the year ended 31<sup>st</sup> December 2015 which comprise the Statement of Income and Retained Earnings, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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.

### **Respective responsibilities of Directors and Auditors**

As explained more fully in the Directors' Responsibilities Statement set out on page 12, the Directors are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the Financial Statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB) Ethical Standards for Auditors.

### **Scope of the audit of the Financial Statements**

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at [www.frc.org.uk/auditscopeukprivate](http://www.frc.org.uk/auditscopeukprivate).

### **Opinion on Financial Statements**

In our opinion the Financial Statements:

- give a true and fair view of the state of the Company's affairs as at 31<sup>st</sup> December 2015 and of the 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.



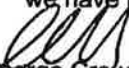
**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Directors' Report and Strategic Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements.

**Matters on which we are required to report by exception**

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the Financial Statements are not in agreement with the accounting records or 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.

  
George Crowther (Senior statutory auditor)  
For and on behalf of haysmacintyre  
Statutory auditor  
24th May 2016

26 Red Lion Square  
London  
WC1R 4AG




**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Directors' Report and Strategic Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements.

**Matters on which we are required to report by exception**

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
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- certain disclosures of Directors' remuneration specified by law are not made; or
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