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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:	EEF Limited
Year ended:	31/12/2016
List No:	255E
Head or Main Office:	Broadway House Tothill Street LONDON SW1H 9NQ
Website address (if available)	www.eef.org.uk
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Tick as appropriate)
General Secretary:	Terry Scuoler CEO
Contact name for queries regarding the completion of this return:	Richard Greenway, Finance Director
Telephone Number:	0121 456 0218
e-mail:	rgreenway@eef.org.uk

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
22nd 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



EEF LTD MAIN BOARD MEMBERS
31 July 2017

MEMBER	CONTACT DETAILS	PA
Judith Hackitt DBE Chair EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: chair@eef.org.uk	Claire Simpkins T: 020 7654 1526 E: csimpkins@eef.org.uk
Terry Scuoler CBE CEO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: tscuoler@eef.org.uk	Claire Simpkins T: 020 7654 1526 E: csimpkins@eef.org.uk
Paul Jennings CFO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1562 / 07584 488498 E: pjennings@eef.org.uk	Sheila Fleming T: 020 7654 1560 E: sfleming@eef.org.uk
Dr. Henrik Adam Chief Commercial Officer Tata Steel Europe	Tata Steel Europe Postbus 10000 1970 CA IJmuiden Netherlands M: +31 (651) 000859 (cell phone) E: henrik.adam@tatasteel.com	Nancy Frymersum T: +31 (0)251 499 096 M: +31 (0)6 20 605 203 E: Nancy.Frymersum@tatasteel.com
Stephen Blatchford Chas. A. Blatchford & Sons Ltd	Chas. A. Blatchford & Sons Ltd Unit D Antura Bond Close Basingstoke Hampshire RG24 8PZ T: 01256 316605 M: 07836 726992 Stephenb@blatchford.co.uk	Catherine Sutton E: Catherine.Sutton@blatchford.co.uk

<p>Steve McQuillan Chief Executive Officer Avingtrans</p>	<p>Avingtrans plc Precision House Derby Road Sandiacre Nottingham NG10 5HU</p> <p>M: 07989 087647 E: smcquillan@avingtrans.plc.uk</p>	
<p>Caroline Gumble Chief Operating Officer EEF</p>	<p>EEF Limited Broadway House Tothill Street London SW1H 9NQ</p> <p>T: 020 7654 1543 E: cgumble@eef.org.uk</p>	<p>Donna Potter</p> <p>T: 020 7654 1589 E: dpotter@eef.org.uk</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</p> <p>T: 0161 727 0612 E: ahough@atenginecontrols.com</p>	
<p>David Bramwell Managing Director QFC</p>	<p>QFC Alma Park Road Gramtham MG31 9SE</p> <p>T: 01476 514 800 E: d.bramwell@qfc.co.uk</p>	
<p>Simon Bowen Chief Executive Cavendish Nuclear</p>	<p>Simon Bowen Cavendish Nuclear 33 Wigmore Street London W1U 1QX</p> <p>E: Simon.bowen@cavendishnuclear.com</p>	<p>Harminder Banning</p> <p>T: +442073 445882 M: +447837 024502 E: Harminder.Banning@cavendishnuclear.com</p>

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
2027				2027

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

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year			£000s	£000s
	INCOME			
16,573	From Members	Subscriptions, levies, etc		16,834
2,932	Investment income	Interest and dividends (gross)	2,602	
20		Bank interest (gross)	12	
743		Gain on sales of investments	-	
		Waiver of debt due to subsidiary entity		2,614
200	Other income	Rents received	164	
		Gain on sale fixed assets		
2,319		Consultancy fees	2,208	
5,754		Training Course	7,185	
5,210		Conference Hire	5,780	
2,115		Government funded project	3,332	
603		Sponsorship	571	
		Tribunal services		
1,544		Misc receipts	1,333	20,573
38,013	TOTAL INCOME			40,021
	EXPENDITURE			
		Administrative expenses		
(19,939)		Remuneration and expenses of staff	(21,565)	
(2,666)		Occupancy costs	(3,363)	
(506)		Printing, Stationery, Post	(480)	
(261)		Telephones	(217)	
(906)		Legal and Professional fees	(1,625)	
(1,526)		Motor expenses, Travel	(1,338)	
(370)		Subscription	(416)	
(921)		IT Cost	(951)	
(3,282)		Direct (non Staff) cost	(3,872)	
(550)	Other charges	Bank charges	(602)	
(1,160)		Depreciation	(1,461)	
-		Pension Deficit Payment	-	
(231)		Equipment repairs and renewals	(227)	
(2)		Donations	(2)	
-		Restructuring costs	-	
(147)		Insurance	(158)	
(1,017)		Marketing	(1,208)	
(102)		Staff Training	(109)	
(14,368)		Exceptional Gain/(Cost)	7,549	
(568)		Other sundry expenses	(347)	
	Taxation			
(48,522)	TOTAL EXPENDITURE			(30,392)
(10,509)		Surplus/Deficit for year		9,629
56,817		Amount of fund at beginning of year		46,308
46,308		Amount of fund at end of year		55,937

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

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

ACCOUNT 3		Fund Account	
Name of account:		£000s	£000s
Income	From members Investment income Other income (specify)		
	Total Income		
Expenditure	Administrative expenses Other expenditure (specify)		
	Total Expenditure		
	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)

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

ACCOUNT 5		Fund Account	
Name of account:		£000s	£000s
Income	From members Investment income Other income (specify)		
	Total Income		
Expenditure	Administrative expenses Other expenditure (specify)		
	Total Expenditure		
	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)

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

ACCOUNT 7		Fund Account	
Name of account:		£000s	£000s
Income	From members Investment income Other income (specify)		
	Total Income		
Expenditure	Administrative expenses Other expenditure (specify)		
	Total Expenditure		
	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 2016

(see notes 19 and 20)

Previous Year		£000s	£000s
19,594	Fixed Assets (as at page 11)		24,391
	Investments (as per analysis on page 13)		
50,437	Quoted (Market value £		54,623
	Unquoted		
	Total Investments		79,014
	Other Assets		
8,104	Sundry debtors	10,702	
4,822	Cash at bank and in hand	4,652	
24	Stocks of goods	20	
	Others (specify)		
	Total of other assets		15,374
82,981	TOTAL ASSETS		94,388
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Revaluation Reserve		
	Liabilities		
(2,777)	Loans	(2,530)	
	Bank overdraft		
	Tax payable		
(3,579)	Sundry creditors	(2,914)	
(8,539)	Accrued expenses	(10,888)	
(956)	Provisions	(1,984)	
	Other liabilities	(20,135)	
(20,822)			
(36,673)	TOTAL LIABILITIES		(38,451)
46,308	TOTAL ASSETS		55,937

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£000s	£000s	£000s	£000s
COST OR VALUATION				
At start of period	17,196	8,694		25,890
Additions during period	3,180	3,078		6,258
Less: Disposals during period				
Less: DEPRECIATION:	(1,046)	(6,711)		(7,757)
Total to end of period				
BOOK AMOUNT at end of period	19,330	5,061		24,391
Freehold	12,104			
Leasehold (50 or more years unexpired)	2,009			
Leasehold (less than 50 years unexpired)	5,217			
AS BALANCE SHEET	19,330	5,061		24,391

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £000s
QUOTED	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	54,623
	TOTAL QUOTED (as Balance Sheet)	54,623
	*Market Value of Quoted Investments	54,623
UNQUOTED	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)

Does the association, or any constituent part of the association, have a controlling interest in any limited company?		YES ✓	NO
If YES name the relevant companies:			
COMPANY NAME 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	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 6220181 3697516 727080 4898142 4749424 6396910 6370655 4914439 4195419 6900038		
INCORPORATED EMPLOYERS' ASSOCIATIONS			
Are the shares which are controlled by the association registered in the association's name		YES ✓	NO
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
UNINCORPORATED EMPLOYERS ASSOCIATIONS			
Are the shares which are controlled by the association registered in the names of the association's trustees?		YES	NO
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 26 to 35)

	All funds except Political Funds £000s	Political Funds £000s	Total Funds £000s
INCOME			
From Members	16,834		16,834
From Investments	2,602		2,602
Other Income (including increases by revaluation of assets)	20,585		20,585
Total Income	40,021		40,021
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	30,392		30,392
Funds at beginning of year (including reserves)	46,308		46,308
Funds at end of year (including reserves)	55,937		55,937
ASSETS			
Fixed Assets			24,391
Investment Assets			54,623
Other Assets			15,374
		Total Assets	94,388
LIABILITIES		Total Liabilities	(38,451)
NET ASSETS (Total Assets less Total Liabilities)			55,937

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 2016 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:  Name: <u>Paul JENNINGS</u> Date: <u>7/9/17</u>	Chairman's Signature:  (or other official whose position should be stated) Name: <u>Terry Scowler</u> Date: <u>7/9/17</u>
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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:	14 SEPTEMBER 2017	
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.



REPORT OF THE INDEPENDENT AUDITORS

Independent Auditors' report to the members of EEF

We have audited the financial statements of EEF Limited for the year ended 31 December 2016 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 including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 11, 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 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.

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 December 2016 and of its 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.

Opinions on other matter prescribed by the Companies Act 2006

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

In the light of our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Directors Report.



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 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.

George Crowther (Senior statutory auditor)
for and on behalf of haysmacintyre, Statutory Auditor

26 Red Lion Square
London
WC1R 4AG

31 May 2017