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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: 0330 109 3602

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
Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX

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

EEF Ltd board members – 24 September 2018

MEMBER		CONTACT DETAILS		PA/ASSISTANT
Judith Hackitt DBE Chair EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: chair@eef.org.uk	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	
Stephen Phipson CBE CEO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: sshipson@eef.org.uk	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: sshipson@eef.org.uk	Claire Simpkins T: 020 7654 1526 E: csimpkins@eef.org.uk	



<p>Paul Jennings CFO EEF Limited</p>	<p>EEF Limited Broadway House Tothill Street London SW1H 9NQ</p> <p>T: 020 7654 1562 / 07584 488498 E: pjennings@eef.org.uk</p>	<p>Sheila Fleming</p> <p>T: 020 7654 1560 E: sfleming@eef.org.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>Dr. Henrik Adam Chief Commercial Officer Tata Steel Europe</p>	<p>Tata Steel Europe Postbus 10000 1970 CA IJmuiden Netherlands</p> <p>M: +31 (651) 000859 (cell phone) E: henrik.adam@tatasteel.com</p>	<p>Nancy Frymersum</p> <p>T: +31 (0)251 499 096 M: +31 (0)6 20 605 203 E: Nancy.Frymersum@tatasteel.com</p>

<p>Stephen Blatchford Chas. A. Blatchford & Sons Ltd</p>	<p>Chas. A. Blatchford & Sons Ltd Unit D Antura Bond Close Basingstoke Hampshire RG24 8PZ T: 01256 316605 M: 07836 726992 Stephenb@blatchford.co.uk</p>	<p>Catherine Sutton E: Catherine.Sutton@blatchford.co.uk</p>
<p>Nigel Blenkinsop</p>	<p>Nigel Blenkinsop Lode Lane Solihull B92 8NW T: 0121 3473 282 M: 07880 096 733 E: nblenkin@jaguarlandrover.com</p>	<p>Rose Hewitt PA to Nigel Blenkinsop Director, Company Quality Tel: 01926 648946 or 87338946 Mobile: 07867 375379 Mobex: 8712 5379 email: rhewitt4@jaguarlandrover.com</p>
<p>Simon Bowen Chief Executive Cavendish Nuclear</p>	<p>Simon Bowen Cavendish Nuclear 33 Wigmore Street London W1U 1QX E: Simon.bowen@cavendishnuclear.com</p>	<p>Harminder Banning T: +442073 445882 M: +447837 024502 E: Harminder.Banning@cavendishnuclear.com</p>

<p>Andrew Churchill Managing Director J J Churchill Ltd</p>	<p>J J Churchill Ltd Station Road Market Bosworth Nuneaton Warwickshire CV13 0PF T: 01455 299600 M: 07764 268 931 E: Andrew.churchill@jjchurchill.com</p>	
<p>Susan Haird CB</p>	<p>30 Vineyard Hill Road Wimbledon London SW19 7JH T: 020 8946 5464 M: 07990 747591 E: Smhaird@gmail.com</p>	
<p>Brian Holliday Managing Director Siemens PLC</p>	<p>Siemens plc Sir William Siemens Square Frimley, Camberley Surrey GU16 8QD E: brian.holliday@siemens.com</p>	<p>Sarah Bristow PA to Brian Holliday, Managing Director, Digital Factory Siemens plc, Princess Road, Manchester M20 2UR, United Kingdom T: +44 161 446 6711 M: +44 7921 844690 E: sarah.bristow@siemens.com</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 T: 0161 727 0612 M: 07798518296 E: ahough@atenginecontrols.com</p>	
<p>Robert Marshall Chief Executive Officer Marshall of Cambridge Holdings</p>	<p>Marshall of Cambridge Holdings The Airport Newmarket Road Cambridge CB5 8RX M 07901 513080 E: RDM@marcamb.co.uk</p>	<p>Cathy Gurnham T: +44 (0)1223 373368 E: cag@marcamb.co.uk</p>
<p>Steve McQuillan Chief Executive Officer Avingtrans</p>	<p>Avingtrans plc Precision House Derby Road Sandiacre Nottingham NG10 5HU M: 07989 087647 E: smcquillan@avingtrans.plc.uk</p>	



The
manufacturers'
organisation

<p>Tony Pedder Chairman Albion Steel Ltd and Director MetalYSIS Ltd</p>	<p>87 Dore Road Sheffield South Yorkshire S17 3ND M: 07802 222 803 E: tonypedder@btinternet.com</p>	
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EEF LTD MAIN BOARD MEMBERS

1 DECEMBER 2017

MEMBER		CONTACT DETAILS		PA/ASSISTANT
Judith Hackitt DBE Chair EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: chair@eef.org.uk	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: csimpkins@eef.org.uk	Claire Simpkins T: 020 7654 1526 E: csimpkins@eef.org.uk	
Stephen Phipson CBE CEO EEF Limited	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: sphipson@eef.org.uk	EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1526 E: csimpkins@eef.org.uk	Claire Simpkins T: 020 7654 1526 E: csimpkins@eef.org.uk	





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<p>Caroline Gumble Chief Operating Officer EEF</p>	<p>EEF Limited Broadway House Tothill Street London SW1H 9NQ T: 020 7654 1543 E: cgumble@eef.org.uk</p>	<p>Donna Potter T: 020 7654 1589 E: dpotter@eef.org.uk</p>



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IN PEOPLE



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ISO 14001
LLOYD'S REGISTER
REGISTERED



CH545 18001
LLOYD'S REGISTER
REGISTERED

EEF Limited is an employers' association regulated under part II of the Trade Union and Labour Relations (Consolidation) Act 1992. EEF Limited. Registered Office: Broadway House, Tothill Street, London, SW1H 9NQ. Registered in England and Wales No. 05950172



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<p>Dr. Henrik Adam Chief Commercial Officer Tata Steel Europe</p>	<p>Tata Steel Europe Postbus 10000 1970 CA IJmuiden Netherlands M: +31 (651) 000859 (cell phone) E: henrik.adam@tatasteel.com</p>	<p>Nancy Frymersum T: +31 (0)251 499 096 M: +31 (0)6 20 605 203 E: Nancy.Frymersum@tatasteel.com</p>
<p>Stephen Blatchford Chas. A. Blatchford & Sons Ltd</p>	<p>Chas. A. Blatchford & Sons Ltd Unit D Antura Bond Close Basingstoke Hampshire RG24 8PZ T: 01256 316605 M: 07836 726992 Stephenb@blatchford.co.uk</p>	<p>Catherine Sutton E: Catherine.Sutton@blatchford.co.uk</p>





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<p>Nigel Blenkinsop</p>	<p>Nigel Blenkinsop Lode Lane Solihull B92 8NW T: 0121 3473 282 M: 07880 096 733 E: nblenkin@jaguarlandrover.com</p>	<p>Sharon Gray PA to Nigel Blenkinsop, Operations Director, Jaguar Land Rover, Solihull Solihull Manufacturing T: +44 (0) 121 347 3282 F : +44 (0) 7467 448 244 E: sgray52@jaguarlandrover.com</p>
<p>Simon Bowen Chief Executive Cavendish Nuclear</p>	<p>Simon Bowen Cavendish Nuclear 33 Wigmore Street London W1U 1QX E: Simon.bowen@cavendishnuclear.com</p>	<p>Harminder Banning T: +442073 445882 M: +447837 024502 E: Harminder.Banning@cavendishnuclear.com</p>



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<p>David Bramwell Managing Director QFC</p>	<p>QFC Alma Park Road Grantham MG31 9SE T: 01476 514 800 E: d.bramwell@qfc.co.uk</p>	<p>Jenny Rollstone 01476 514 811</p>
<p>Andrew Churchill Managing Director J J Churchill Ltd</p>	<p>J J Churchill Ltd Station Road Market Bosworth Nuneaton Warwickshire CV13 0PF T: 01455 299600 M: 07764 268 931 E: Andrew.churchill@jjchurchill.com</p>	



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<p>Brian Holliday Managing Director Siemens PLC</p>	<p>Siemens plc Sir William Siemens Square Frimley, Camberley Surrey GU16 8QD E: brian.holliday@siemens.com</p>		<p>Marilyn Golla T: +44 161 446 6711 E: marilyn.golla@siemens.com</p>



INVESTORS
IN PEOPLE



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<p>Phil Kite</p>	<p>5 Osbaldeston Gardens, Gosforth, Newcastle upon Tyne NE3 4 JE T: 07802 48 92 91 E: Philip.kite@virgin.net</p>	



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<p>Robert Marshall Chief Executive Officer Marshall of Cambridge Holdings</p>	<p>Marshall of Cambridge Holdings The Airport Newmarket Road Cambridge CB5 8RX M 07901 513080 E: RDM@marcamb.co.uk</p>	<p>Cathy Gurnham T: +44 (0)1223 373368 E: cag@marcamb.co.uk</p>
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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
1928				1928

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		£	£
	INCOME		
16,834	From Members Subscriptions, levies, etc		16,280
2,602	Investment income Interest and dividends (gross)	2,821	
12	Bank interest (gross)	3	
9,186	Gain on sales of investments	2,296	5,120
164	Other income Rents received	159	
	Gain on sale fixed assets		
2,208	Consultancy fees	2,119	
7,185	Training courses	7,748	
5,780	Conference Hire	6,188	
3,332	Government funded project	4,832	
571	Sponsorship	709	
	Tribunal services		
1,333	Misc receipts	1,538	23,293
49,207	TOTAL INCOME		44,693
	EXPENDITURE		
	Administrative expenses		
(21,565)	Remuneration and expenses of staff	(22,795)	
(3,363)	Occupancy costs	(3,853)	
(480)	Printing, Stationery, Post	(448)	
(217)	Telephones	(192)	
(1,625)	Legal and Professional fees	(2,567)	
(1,338)	Motor expenses, Travel	(1,325)	
(416)	Subscription	(426)	
(951)	IT Cost	(1,023)	
(3,872)	Direct (non Staff) cost	(4,412)	
(602)	Other charges Bank charges	(539)	
(1,461)	Depreciation	(1,856)	
(578)	Pension Deficit Payment	(90)	
(227)	Equipment repairs and renewals	(178)	
(2)	Donations	(5)	
	Restructuring costs	(129)	
(158)	Insurance	(151)	
(1,208)	Marketing	(1,399)	
(109)	Staff Training	(84)	
	Exceptional Cost		
(1,406)	Other sundry expenses	(1,079)	
	Taxation		
(39,578)	TOTAL EXPENDITURE		(42,551)
9,629	Surplus/Deficit for year		2,142
46,308	Amount of fund at beginning of year		55,937
55,937	Amount of fund at end of year		58,079

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 2		Fund Account	
Name of account:		£	£
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:		£	£
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:		£	£
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:		£	£
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:		£	£
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:		£	£
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)	

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£	£	£	£
COST OR VALUATION				
At start of period	20,376	11,772		32,148
Additions during period	2,163	1,607		3,770
Less: Disposals during period		(3)		(3)
Less: DEPRECIATION:	(1,501)	(8,110)		(9,611)
Total to end of period				
BOOK AMOUNT at end of period	21,038	5,266		26,304
Freehold	12,075			
Leasehold (50 or more years unexpired)	2,009			
Leasehold (less than 50 years unexpired)	6,954			
AS BALANCE SHEET	21,038	5,266		26,304

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £	
QUOTED	British Government & British Government Guaranteed Securities		
	British Municipal and County Securities		
	54,623	Other quoted securities (to be specified)	53,919
	54,623	TOTAL QUOTED (as Balance Sheet)	53,919
	54,623	*Market Value of Quoted Investments	53,919
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 £	Political Funds £	Total Funds £
INCOME			
From Members	16,280		16,280
From Investments	5,120		5,120
Other Income (including increases by revaluation of assets)	23,293		23,293
Total Income	44,693		44,693
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	42,550		42,550
Funds at beginning of year (including reserves)	55,937		55,937
Funds at end of year (including reserves)	58,079		58,079
ASSETS			
Fixed Assets			26,304
Investment Assets			53,919
Other Assets			15,091
		Total Assets	95,314
LIABILITIES			
		Total Liabilities	(37,235)
NET ASSETS (Total Assets less Total Liabilities)			58,079

NOTES TO THE ACCOUNTS

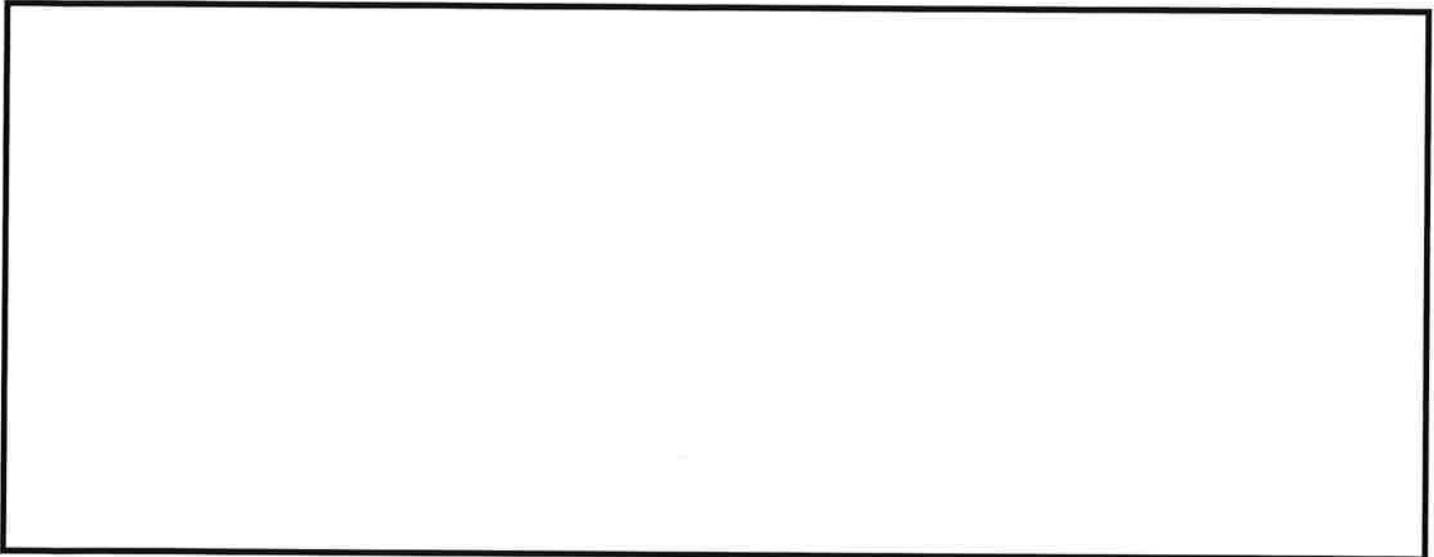
(see note 36)

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 2017 for information regarding EEF's accounting policies and other notes to the accounts.

ACCOUNTING POLICIES

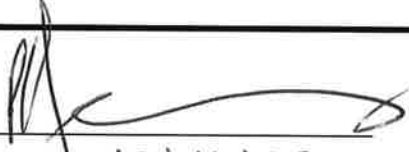

(see notes 37 and 38)



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>26/10/18</u>	Chairman's Signature:  (or other official whose position should be stated) Name: <u>STEPHEN PHIPSON</u> Date: <u>26/10/18</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

In our opinion the financial statements:

- ***have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.***

(see notes 42 to 47)

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

THE CHECKLIST BELOW IS FOR GUIDANCE. A REPORT IS STILL REQUIRED EITHER SET OUT OVERLEAF OR BY WAY OF AN ATTACHED AUDITOR'S REPORT THAT COVERS THE ABOVE 1992 ACT REQUIREMENTS.

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)

In our opinion the financial statements:

- ***have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.***

Signature(s) of auditor or auditors:	<i>haysmacintyre</i>	
Name(s):	haysmacintyre	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	10 Queen Street Place London EC4R 1AG	
Date:	7 / 11 / 18	
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 Limited

Opinion

We have audited the financial statements of EEF Limited (the 'company') for the year ended 31 December 2017 which comprise the Statement of Income and Retained Earnings, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 Financial Reporting Standard 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 company's affairs as at 31 December 2017 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.

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.

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 company 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 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.

Matters on which we are required to report by exception

In the light of the 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 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 company, 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.

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.

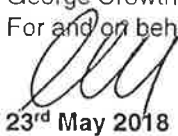
In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

George Crowther (Senior Statutory Auditor)
For and on behalf of haysmacintyre, Statutory Auditors



23rd May 2018

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