

Registered number: 01038677

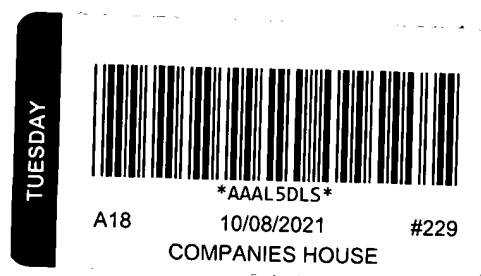
**OXFORD PACKAGING SOLUTIONS LIMITED**

**UNAUDITED**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**INFORMATION FOR FILING WITH THE REGISTRAR**

**FOR THE YEAR ENDED 30 DECEMBER 2020**



**OXFORD PACKAGING SOLUTIONS LIMITED**  
**REGISTERED NUMBER: 01038677**

**BALANCE SHEET**  
**AS AT 30 DECEMBER 2020**

	Note	2020 £000	2019 £000
<b>Fixed assets</b>			
Tangible assets	4	1,776	714
<b>Current assets</b>			
Stocks	5	687	759
Debtors	6	1,170	1,396
Cash at bank and in hand		578	1,118
		<u>2,435</u>	<u>3,273</u>
Creditors: amounts falling due within one year	7	(1,692)	(1,700)
<b>Net current assets</b>		<u>743</u>	<u>1,573</u>
<b>Total assets less current liabilities</b>		<u>2,519</u>	<u>2,287</u>
Creditors: amounts falling due after more than one year	8	(325)	(143)
<b>Provisions for liabilities</b>			
Other provisions	9	(450)	(375)
Pension liability	11	(7,676)	(5,805)
<b>Net liabilities</b>		<u>(5,932)</u>	<u>(4,036)</u>
<b>Capital and reserves</b>			
Called up share capital		7,644	7,644
Share premium account		167	167
Capital contribution reserve		10,773	10,773
Accumulated losses		(24,516)	(22,620)
<b>Total shareholders' deficit</b>		<u>(5,932)</u>	<u>(4,036)</u>

The directors consider that the Company is entitled to exemption from audit under section 477 of the Companies Act 2006 and members have not required the Company to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

**OXFORD PACKAGING SOLUTIONS LIMITED**  
**REGISTERED NUMBER: 01038677**

**BALANCE SHEET (CONTINUED)**  
**AS AT 30 DECEMBER 2020**

The financial statements have been delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The Company has opted not to file the statement of comprehensive income in accordance with provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

**M I Harrison**  
Director



Date:

05 August 2021

The notes on pages 4 to 16 form part of these financial statements.

**OXFORD PACKAGING SOLUTIONS LIMITED**

**STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 30 DECEMBER 2020**

	Called up share capital £000	Share premium account £000	Capital contribution reserve £000	Profit and loss account £000	Total shareholders' deficit £000
<b>At 31 December 2018</b>	<b>7,644</b>	<b>167</b>	<b>10,773</b>	<b>(21,413)</b>	<b>(2,829)</b>
<b>Comprehensive expense for the financial year</b>					
Profit for the financial year	-	-	-	129	129
Actuarial losses on pension scheme	-	-	-	(1,336)	(1,336)
<b>Other comprehensive expense for the financial year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,336)</b>	<b>(1,336)</b>
<b>Total comprehensive expense for the financial year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,207)</b>	<b>(1,207)</b>
<b>At 30 December 2019 and 31 December 2019</b>	<b>7,644</b>	<b>167</b>	<b>10,773</b>	<b>(22,620)</b>	<b>(4,036)</b>
<b>Comprehensive expense for the financial year</b>					
Loss for the financial year	-	-	-	(59)	(59)
Actuarial losses on pension scheme	-	-	-	(1,837)	(1,837)
<b>Other comprehensive expense for the financial year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,837)</b>	<b>(1,837)</b>
<b>Total comprehensive expense for the financial year</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,896)</b>	<b>(1,896)</b>
<b>At 30 December 2020</b>	<b>7,644</b>	<b>167</b>	<b>10,773</b>	<b>(24,516)</b>	<b>(5,932)</b>

The notes on pages 4 to 16 form part of these financial statements.

## **OXFORD PACKAGING SOLUTIONS LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020**

#### **1. General information**

Oxford Packaging Solutions Limited (the "Company"), is a private company limited by shares and is incorporated in the United Kingdom. The address of its registered office is 54 Portland Place, London, England, W1B 1DY.

The principal activity of Oxford Packaging Solutions Limited is the manufacture and distribution of plastic containers, mainly in Polyethylene terephthalate (PET) resin but also in polypropylene.

#### **2. Accounting policies**

##### **2.1 Basis of preparation of financial statements**

The financial statements have been prepared on a going concern basis, under the historical cost convention and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The following principal accounting policies have been applied consistently throughout the year:

##### **2.2 Going concern**

The financial statements are prepared on a going concern basis.

The financial statements presented here for the year ended December 2020 represent lower sales, lower gross profit but with lower administration expenses to offset this change in the year. This lower sales demand was due to the shutdown of one customer and the delayed demand of another customer due to the closure of some educational facilities during the statutory lockdown periods during the middle of 2020 but sales volume recovers in the final quarter, so despite this sales finished close to budgeted levels.

The Company has invested materially in Tangible assets, being new Machinery and Equipment, Molds and Tooling to fulfil the customer forecasted demand in 2020 and their expected demand in 2021 and 2022 which has reduced the Current Assets held at the end of December 2020.

The directors still believe that there is still opportunity for growth in the market place despite the effect due to the excess stocking of some companies in the final quarter of 2020 in preparation of any perceived importation issues leading up to Brexit in January 2021.

The Company has still continued to manufacture during both 2020 and in 2021, and there has been lower demand following the completion of Brexit negotiations in January 2021 and the implementation of the longer Government lockdown throughout the first half of 2021 which has affected some customers and their high street markets. We expect to see a strong recovery as lockdown restrictions in retail are eased over 2021.

The Company has continued to protect its employees, their safety whilst in the workplace and their continued well being during this extended period.

In view of the Covid-19 situation and the continued events of 2020 and in 2021, the directors have considered whether this outbreak would result in changes to recognition or measurements of assets and liabilities stated in the Statement of Financial Position shown and are satisfied that there are no material changes that should be disclosed as there will be a minimal impact related to future performance.

The impact of Covid-19 is an non-adjusting post Balance Sheet event.

## **OXFORD PACKAGING SOLUTIONS LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020**

#### **2. Accounting policies (continued)**

##### **2.3 Foreign currency translation**

###### **Functional and presentation currency**

The Company's functional and presentational currency is GBP.

###### **Transactions and balances**

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of Comprehensive Income.

##### **2.4 Turnover**

Turnover is attributable to the manufacture and distribution of plastic containers, bottles and closures. The Company recognises revenue on product sales in the period when the sales process is complete. This generally occurs when products are shipped to the customer in accordance with terms of an agreement of sale, under which title and risk of loss have been transferred, collectability is reasonably assured and pricing is fixed or determinable. For a small percentage of sales where title and risk of loss pass at point of delivery, the Company recognises revenue upon delivery to the customer, assuming all other criteria for revenue recognition are met.

Sales are recorded net of discounts, allowances and returns. Sales allowances are recorded as a reduction to sales following agreements that have been made with customers.

##### **2.5 Operating leases**

Rentals paid under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

##### **2.6 Interest income**

Interest income is recognised in the Statement of Comprehensive Income using the effective interest method.

##### **2.7 Finance costs**

Finance costs are charged to the Statement of Comprehensive Income over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

## **OXFORD PACKAGING SOLUTIONS LIMITED**

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020**

#### **2. Accounting policies (continued)**

##### **2.8 Employee benefits**

###### **Short term obligations**

Liabilities for wages and salaries, including non-monetary benefits and accumulating sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled. The liabilities are presented as current employee benefit obligations in the Balance Sheet.

###### **Defined contribution pension plans**

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the Balance Sheet. The assets of the plan are held separately from the Company in independently administered funds.

###### **Defined benefit pension plan**

The Company operates a Defined Benefit plan for certain employees. A Defined Benefit plan defines the pension benefit that the employee will receive on retirement, usually dependent upon several factors including age, length of service and remuneration. A Defined Benefit plan is a pension plan that is not a Defined Contribution plan.

The asset / liability recognised in the Balance Sheet in respect of the Defined Benefit plan is the fair value of the plan assets at the reporting date less the present value of the defined benefit obligation at the end of the reporting date.

The defined benefit obligation is calculated using the projected unit credit method. Annually the Company engages independent actuaries to calculate the obligation. The present value is determined by discounting the estimated future payments using market yields on high quality corporate bonds that are denominated in pounds sterling and that have terms approximating the estimated period of the future payments ('discount rate').

The fair value of plan assets is measured in accordance with the FRS 102 fair value hierarchy and in accordance with the Company's policy for similarly held assets. This includes the use of appropriate valuation techniques.

Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to other comprehensive income. These amounts together with the return on plan assets, less amounts included in net interest, are disclosed as 'Remeasurements of net defined benefit liability'.

The cost of the defined benefit plan, recognised in profit or loss as employee costs, except where included in the cost of an asset, comprises:

- a) the increase in pension benefit liability arising from employee service during the period; and
- b) the cost of plan introductions, benefit changes, curtailments and settlements.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is recognised in profit or loss as a 'finance expense'.

## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 2. Accounting policies (continued)

##### 2.9 Tangible assets

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

##### Depreciation

Depreciation is calculated, using the straight-line method, to allocate the depreciable amount to their residual values over their estimated useful lives, as follows:

Plant and machinery	- 7.5% - 20% per annum
Equipment and vehicles	- 20% - 33% per annum
Capital work in progress	- Not depreciated

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of any change is accounted for prospectively.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the Statement of Income and Retained Earnings and included in administrative expenses.

##### Moulds and related costs

Moulds and related costs are included as fixed assets and depreciated over varying periods up to a maximum of 5 years depending upon their useful life and the length of the customer contracts.

Depreciation is on a straight line basis commencing in the month in which the mould is first used.

##### Assets in the course of construction

Assets in the course of construction are stated at cost.

This asset cost is not depreciated until it is available for use in the business.

##### 2.10 Impairment of fixed assets and goodwill

Assets that are subject to depreciation or amortisation are assessed at each Balance Sheet date to determine whether there is any indication that the assets are impaired. Where there is any indication that an asset may be impaired, the carrying value of the asset (or cash-generating unit to which the asset has been allocated) is tested for impairment. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's (or CGU's) fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (CGUs). Non-financial assets that have been previously impaired are reviewed at each Balance Sheet date to assess whether there is any indication that the impairment losses recognised in prior periods may no longer exist or may have decreased.



## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 2. Accounting policies (continued)

##### 2.11 Stocks

Inventories are stated at the lower of cost and net realisable value. Cost includes all costs incurred in bringing each product to its present location and condition, as follows:

Raw materials, consumables and goods for resale	Purchase cost on a first in, first out basis
Work in progress and finished goods level	Cost of direct materials and labour plus attributable overheads based on a normal of activity

Net realisable value is based on estimated selling price less any further costs expected to be incurred to completion and disposal. Inventories are recognised as an expense in the period in which the related revenue is recognised.

At the end of each reporting period inventories are assessed for impairment. If an item of inventory is impaired, the identified inventory is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the Statement of Income and Retained Earnings. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the Statement of Income and Retained Earnings.

##### 2.12 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

##### 2.13 Cash and cash equivalents

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

##### 2.14 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

##### 2.15 Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the Statement of Comprehensive Income in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the Balance Sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet.

## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 2. Accounting policies (continued)

##### 2.16 Financial instruments

The Company has chosen to adopt the Sections 11 and 12 of FRS 102 in respect of financial instruments.

###### (i) Financial assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, 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.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. 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 the Statement of Income and Retained Earnings.

If there is 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 the Statement of Income and Retained Earnings.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

###### (ii) Financial liabilities

Basic financial liabilities, including trade and other payables and amount owed to fellow group companies, 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 receipts discounted at a market rate of interest.

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

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts 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 payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### 2.17 Research and development

Research and product development expenditures are written off as incurred.

## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 2. Accounting policies (continued)

##### 2.18 Leased assets

At inception the Company assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement.

###### *Operating leased assets*

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the Statement of Income and Retained Earnings on a straight-line basis over the period of the lease.

###### *Lease incentives*

Incentives received to enter into an operating lease are credited to the Statement of Income and Retained Earnings, to reduce the lease expense, on a straight-line basis over the period of the lease.

##### 2.19 Recoverable tooling

The Company works in partnership with various customers and this may involve the agreement to purchase, or for the exclusive right to use, tooling for containers. These agreements to purchase vary depending on the specific agreement agreed with the customer. Amounts paid by customers under these agreements are stated within the Balance Sheet in deferred income and are recognised in the Statement of Income and Retained Earnings over the period of the contract.

##### 2.20 Share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

##### 2.21 Distributions to equity holders

Dividends and other distributions to the Company's shareholders are recognised as a liability in the financial statements in the period in which the dividends and other distributions are approved by the shareholders. These amounts are recognised in the Statement of Changes in Equity.

## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 2. Accounting policies (continued)

##### 2.22 Current and deferred taxation

Taxation expense for the year comprises current and deferred tax recognised in the reporting period. Tax is recognised in the Statement of Income and Retained Earnings, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

*Current or deferred taxation assets and liabilities are not discounted.*

##### *(i) Current tax*

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

##### *(ii) Deferred tax*

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

#### 3. Employees

The average monthly number of employees, including directors, during the year was 54 (2019: 49).

**OXFORD PACKAGING SOLUTIONS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 DECEMBER 2020**

**4. Tangible assets**

	Plant and machinery £000	Equipment and vehicles £000	Capital work in progress £000	Total £000
<b>Cost</b>				
At 31 December 2019	13,543	1,210	-	14,753
Additions	950	20	298	1,268
Reclassification	53	(53)	-	-
At 30 December 2020	<u>14,546</u>	<u>1,177</u>	<u>298</u>	<u>16,021</u>
<b>Accumulated depreciation</b>				
At 31 December 2019	13,113	926	-	14,039
Charge for the year	60	51	-	111
Reclassification	67	28	-	95
At 30 December 2020	<u>13,240</u>	<u>1,005</u>	<u>-</u>	<u>14,245</u>
<b>Net book value</b>				
At 30 December 2020	<u>1,306</u>	<u>172</u>	<u>298</u>	<u>1,776</u>
At 30 December 2019	<u>430</u>	<u>284</u>	<u>-</u>	<u>714</u>

**5. Stocks**

	2020 £000	2019 £000
Raw materials and consumables	207	318
Finished goods	480	441
	<u>687</u>	<u>759</u>

The directors consider that there is no material difference between the value of stock as stated above and its replacement cost. The value of inventory is stated net of inventory provisions. The provisions relating to finished goods held as of 30 December 2020 were £168,054 (2019: £181,663).

**OXFORD PACKAGING SOLUTIONS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 DECEMBER 2020**

**6. Debtors**

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Trade debtors	<b>1,038</b>	<b>1,248</b>
Prepayments and accrued income	<b>132</b>	<b>148</b>
	<b>1,170</b>	<b>1,396</b>

Trade debtors are stated after provisions for impairment of £26,852 (2019: £4,081).

**7. Creditors: amounts falling due within one year**

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Trade creditors	<b>675</b>	<b>362</b>
Taxation and social security	<b>197</b>	<b>100</b>
Other creditors	<b>70</b>	<b>381</b>
Accruals and deferred income	<b>750</b>	<b>857</b>
	<b>1,692</b>	<b>1,700</b>

**8. Creditors: amounts falling due after more than one year**

	<b>2020</b>	<b>2019</b>
	<b>£000</b>	<b>£000</b>
Accruals and deferred income	<b>325</b>	<b>143</b>

The Company has contracted deferred revenue agreements that are due to be repaid after one year of £325,000 (2019: £142,993).

# **OXFORD PACKAGING SOLUTIONS LIMITED**

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020**

### **9. Provisions**

	<b>Dilapidation provision £000</b>
At 31 December 2019	<b>375</b>
Charged to profit or loss	<b>75</b>
<b>At 30 December 2020</b>	<b>450</b>

As a part of ongoing lease commitments, the Company has estimated an amount for dilapidations.

### **10. Capital commitments**

Amounts contracted for but not provided in the financial statements relating to assets under construction amounted to £55,519 (2019: £Nil).

### **11. Post-employment benefits**

The Company operates a Defined Benefit Scheme for its employees.

The Pension Scheme is funded by the payment of contributions to separately administered trust funds.

The Company made contributions of £87,498 in the year (2019: £175,000).

The most recent independent actuarial valuation as at 31 December 2020 showed that the market value of the Pension Scheme assets was £12.1 million and that the actuarial value of those represented 62% of the benefits that had accrued to members after allowing for future increases in earnings. The Pension Scheme was valued in accordance with the projected unit method.

A 13 year recovery plan for the deficit includes deficit recovery contributions of £175,000 per year for 13 years from April 2016. The Company expects to contribute £262,498 to the Defined Benefit Pension Scheme in the year to 31 December 2021.

Reconciliation of present value of plan liabilities:

	<b>2020 £000</b>	<b>2019 £000</b>
At the beginning of the financial year	<b>16,439</b>	14,275
Interest expense	<b>343</b>	397
Actuarial losses	<b>3,236</b>	1,939
Benefits paid	<b>(197)</b>	(172)
Gain on settlement or curtailment	<b>(80)</b>	-
<b>At the end of the year</b>	<b>19,741</b>	16,439

**OXFORD PACKAGING SOLUTIONS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 DECEMBER 2020**

**11. Post-employment benefits (continued)**

Reconciliation of present value of plan assets:

	2020 £000	2019 £000
At the beginning of the financial year	10,634	9,755
Interest income	222	273
Employer contributions	87	175
Benefits paid	(197)	(172)
Return on plan assets excluding interest income	1,319	603
<b>At the end of the year</b>	<b>12,065</b>	<b>10,634</b>

The fair value of the plan assets at 31 December was:

	2020 £000	2019 £000
Bonds	5,920	10,568
Other	120	66
Gifts	6,025	-
<b>Total plan assets</b>	<b>12,065</b>	<b>10,634</b>

	2020 £000	2019 £000
Fair value of plan assets	12,065	10,634
Present value of plan liabilities	(19,741)	(16,439)
<b>Net pension scheme liability</b>	<b>(7,676)</b>	<b>(5,805)</b>

Total cost recognised as expenses:

	2020 £000	2019 £000
Interest cost	(343)	(397)
Interest income on plan assets	222	273
<b>Total</b>	<b>(121)</b>	<b>(124)</b>

The mortality assumptions used are based on the S2PA table with CMI 2020 mortality improvements subject to a 1% minimum to the annual improvement. The previous mortality improvements used at the previous year end were S1PA improvements of 1%.



## OXFORD PACKAGING SOLUTIONS LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 DECEMBER 2020

#### 11. Post-employment benefits (continued)

The most significant assumptions affecting the valuation are as follows:

	2020	2019
	%	%
Discount rate	1.3	2.1
Rate of increase in salaries	2.3	2.4
Rate of increase in pensions in payment	3.6	3.5
Rate of inflation (CPI)	2.3	2.2

#### 12. Commitments under operating leases

At 30 December the Company had future minimum lease payments under non-cancellable operating leases as follows:

	2020	2019
	£000	£000
Not later than 1 year	431	472
Later than 1 year and not later than 5 years	25	384
	<u>456</u>	<u>856</u>

#### 13. Ultimate parent undertaking and controlling party

The Company's immediate and ultimate parent undertaking is Harrison Commons Holdings Limited.

The Company's ultimate controlling party is Marc Harrison.