

AVON RUBBER PENSION TRUST LIMITED

DIRECTORS' REPORT

Directors: Eric Fielding
Robert Wills
Miles Ingrey-Counter
David Little
Zoe Holland
Michael Harral

Secretary: Miles Ingrey-Counter
Registered Office: Hampton Park West
Semington Road
Melksham
Wiltshire
SN12 6NB

The directors present the annual report and financial statements of the company for the year ended 30 September 2022.

No dividends have been paid or proposed during the year (2021: nil).

1. PRINCIPAL ACTIVITIES AND BUSINESS REVIEW

Throughout the year the company's principal activity was to act as trustee of the Avon Rubber Retirement and Death Benefits Plan. The company has not traded throughout the year, there has been no income or expenditure and no change in the company's position.

2. DIRECTORS

The directors of the company who were in office during the year and up to the date of signing the financial statements are listed above.

None of the directors has a beneficial interest in the shares of the company.

The beneficial interests of the remaining directors in the shares of the holding company Avon Protection plc were as follows:

	At the beginning of the year	At the end of the year
E Fielding	1,004	1,171
M Ingrey-Counter	27,253	30,583
R Wills	2,813	2,963
D Little	275	275
Z Holland	1,333	2,889
M Harral	9,798	11,236



Under the Performance Share Plan, a description of which is given in the Annual Report of the ultimate controlling party Avon Protection plc, the following options have been granted to M Ingrey-Counter, Z Holland and M Harral:

	Granted 2018/19 (for the qualifying period ending 30 Sep 2021)	Granted 2019/20 (for the qualifying period ending 30 Sep 2022)	Granted 2020/21 (for the qualifying period ending 30 Sep 2023)	Total option awards outstanding at 30 Sep 2021	Vested during the year	Lapsed during the year	Granted 2021/22 (for the qualifying period ending 30 Sep 2024)	Total option awards outstanding at 30 Sep 2021
M Ingrey-Counter	11,718	9,832	6,918	28,468	(5,859)	(5,859)	20,631	37,381
Z Holland	2,919	2,322	1,609	6,850	(1,459)	(1,460)	4,798	8,729
M Harral	4,603	3,240	2,071	9,914	(2,301)	(2,302)	4,941	10,252

By order of the board



M Ingrey-Counter,
Company Secretary
Melksham, Wiltshire

23 June 2023

AVON RUBBER PENSION TRUST LIMITED

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

	2022 and 2021 £
DEBTOR	
Due from parent company within 1 year	<u>2</u>
SHARE CAPITAL	
Authorised:	
100 ordinary shares of £1 each	100
Alotted, called up and fully paid:	
2 ordinary shares of £1 each	<u>2</u>

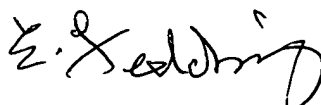
For the year ended 30 September 2022 the company was entitled to exemption from audit under section 480(2) of the Companies Act 2006 relating to subsidiary companies

- the members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- the directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

These financial statements were approved by the board of directors on 23 June 2023 and were signed on its behalf by:



Miles Ingrey-Counter



Eric Fielding

} Directors
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