### **COMPANY INFORMATION**

DIRECTORS:	Stephen Gee (Chairman) Simon Kossoff (Managing Director) Frank Bandura Antonio M G Carluccio (President) Priscilla M Carluccio Scott Svenson (Investor Director) Peter Webber
SECRETARY:	Frank Bandura
REGISTERED OFFICE:	12 Great Portland Street LONDON W1W 8QN
REGISTERED NUMBER:	2001576
AUDITORS:	Mazars 24 Bevis Marks LONDON EC3A 7NR

CONTENTS	Page
Chairman's Statement	3
Directors' Report	4-5
Auditors' Report	6
Profit and Loss Account	7
Balance Sheet	8
Cash Flow Statement	9-10
Notes to the Financial Statements	11-21



#### **CHAIRMAN'S STATEMENT**

I am delighted to report that the third year of the Carluccio's caffé and food shop business has been an outstanding success despite the backdrop of poor trading news from much of our sector.

Our turnover for the year more than doubled to £12.7 million (2001: £6.0 million) which in turn generated an operating profit before deduction of pre opening and exceptional costs of £1.1 million (2001: £155,000). After deduction of pre opening and exceptional costs (£643,000) and interest (£108,000) the profit was £322,000 (2001: Loss £92,000).

In my report last year I anticipated that we would "achieve sufficient critical mass of mature caffés by 2004 to trade profitably at all levels of our business", the assumption being that we would need to have opened approximately 20 stores. I am pleased to report that we have traded profitably at all levels of our business in 2002 with only eight Carluccio's, the Neal Street shop and the Fenwick concession which trades for their store opening hours only.

We achieved our target earlier and with less outlets, firstly because every new opening during the year was profitable from its first month and secondly because the sales at all of our units were better than forecast. These factors together with strict cost controls and central overheads kept within budgeted levels have resulted in our now being ahead of our profit plan.

The restaurant business has seen many successful concepts come unstuck as the number of outlets increases due to the paucity of management teams capable of expanding a start up business successfully. In achieving this year's results, Simon Kossoff and his team have demonstrated that they have the skills to manage the business successfully as Carluccio's continues to grow.

Of our ten sites five were opened during the year and with the most recent openings in Bluewater and St Albans we have demonstrated that Carluccio's will be successful outside central London. Our sites need to be suitable for all day trading which is a keystone of our success and in the short term they should be within a reasonable distance of the M25 so that they can be effectively managed. These particular site requirements have made it challenging to maintain our planned opening programme but our success to date in every outlet we have opened has demonstrated that our focussed approach is the right one.

Our success is all the more satisfying viewed in the context of a restaurant sector in difficulties particularly in London. Looking to the future the economic outlook is not encouraging. Recent retail statistics have been inconsistent, consumer debt is at historically high levels, house prices have started to fall in certain areas and there is the threat of conflict with Iraq.

Whilst I would not claim that Carluccio's is immune to outside economic influences I am confident that our dedicated and enthusiastic management and staff, alongside the growing strength of our brand, will continue to provide our customers with the experience that has attracted so many to return again and again to Carluccio's caffés and food shops. I therefore anticipate that next year I will be able to report another year of significant growth.

Stephen Gee Chairman January 2003

#### **DIRECTORS' REPORT**

The directors present their report with the financial statements of the company for the 52 week period ended 29 September 2002.

#### **REVIEW OF THE BUSINESS**

The principal activities of the company in the period under review were those of operating Italian caffé and food shops and retailing and wholesaling fine Italian foods.

The company continued the expansion of its caffé and food shops, opening further outlets in Canary Wharf, West Smithfield, Ealing, Bluewater and St. Albans. A full list of stores can be found on the reverse of this document.

The company raised £1.92 million through a 1 for 3 rights issue in November 2001 whereby additional A and B Ordinary shares were allotted for cash at £1.60 per share.

The profit for the period after taxation was £322,000.

#### DIRECTORS

The names of the current directors are stated on page 2. They served throughout the period unless otherwise stated, and their beneficial interests in the share capital were as follows:

Name	B Ordinary £0.50 29 September 2002 30	B Ordinary£o.50  ** September 2001
Stephen Gee Simon Kossoff Frank Bandura Antonio M G Carluccio Priscilla M Carluccio Scott Svenson (A Ordinary £0.50) Peter Webber	327,500 243,000 12,500 19,440 1,015,060 302,820 296,500	202,500 243,000 19,440 952,560 138,303 202,500

The following options were held by directors at the period end:

	Class	Number of Shares	Exercise price	Date from which exercised	Expiry date
Simon Kossoff	D Ordinary	72,000	£1.01	27 July 2002	9 February 2011
Frank Bandura	D Ordinary	40,000	£1.01	27 September 2002	9 February 2011

#### **EMPLOYEES**

Carluccio's employees are encouraged to participate in and contribute to the success of the Company through incentive and share option schemes. Where reasonable and practicable within existing legislation, all persons and employees that have become disabled, have been treated in the same way in matters relating to employment, training, career development and promotion.

#### **DIRECTORS' REPORT (continued)**

#### **DIRECTORS' RESPONSIBILITIES**

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### **AUDITORS**

On 1 September 2002, Mazars Neville Russell changed their name to Mazars. Mazars have signified their willingness to continue in office.

On behalf of the Board

Frank Band Secretary

21st January 2003



#### INDEPENDENT REPORT OF THE AUDITOR TO THE SHAREHOLDERS OF CARLUCCIOS LIMITED

We have audited the financial statements of Carluccio's Limited for the period ended 29 September 2002 which comprise the Profit and Loss Account, the Balance Sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

#### Respective responsibilities of directors and auditors

As described in the Statement of Directors' Responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Directors' Report is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

#### Basis of audit opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

#### Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 29 September 2002 and of its profit for the period then ended and have been properly prepared in agreeddance with the Companies Act 1985.

MAZARS CHARTERED ACCOUNTANTS and Registered Auditors

24 Bevis Marks London EC3A 7NR

 $2^{3}$  January 2003



#### PROFIT AND LOSS ACCOUNT For the period ended 29 September 2002

	Note	2002 <b>£'</b> 000	2001 <b>£'</b> 000
TURNOVER	2	12,668	6,049
Cost of sales		(9,857)	(4,714)
GROSS PROFIT		2,811	1,335
Operating Expenses		(1,738)	(1,180)
Pre-Opening Expenses		(538)	(220)
Exceptional Expenses	4	(105)	-
		(2,381)	(1,400)
Operating profit before Pre-Opening Expenses and Exceptional Items		1,073	155
OPERATING PROFIT/(LOSS)	3	430	(65)
Net interest (payable)/receivable and similar income	5	(108)	(27)
PROFIT/(LOSS) ON ORDINARY ACTIVITIES BEFORE TAXATION		322	(92)
Tax on profit on ordinary activities	6	<u>-</u>	-
RETAINED PROFIT/(LOSS) FOR THE PERIOD AFTER TAXATION		322	(92)

There are no recognised gains or losses for the period other than those stated in the profit and loss account.

The company's turnover and expenses all relate to continuing operations.

### BALANCE SHEET as at 29 September 2002

•	Notes	£'000	2002 £'000	£'000	2001 £'000
FIXED ASSETS Intangible assets Tangible assets	9 10		12 5,630		12 2,520
CURRENT ASSETS Stocks Debtors Cash at bank	11 12, 13	381 645 1,494	5,642	247 425 311	2,532
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	14	2,520 (3,130)		983 (1,409)	
NET CURRENT (LIABILITIES)/ASSETS			(610)	<del></del> _	(426)
TOTAL ASSETS LESS CURRENT LIABILITIES			5,032		2,106
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	15		(1,248)		(551)
			3,748		1,555
CAPITAL AND RESERVES Called up share capital Share premium account Profit and loss account	16 17 17		2,400 1,578 (194)		1,800 272 (517)
EQUITY SHAREHOLDERS' FUNDS	18		3,784		1,555

Approved by the board on 21st January 2003 and signed on their behalf by

Simon Kossoff

Stephen Gee Director

### CASH FLOW STATEMENT For the period ended 29 September 2002

	£'000	2002 £'000	£'000	2001 <b>f'</b> 000
RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES				
Operating Profit/(Loss) Depreciation charges Amortisation of patents Increase in stocks Increase in debtors Increase in creditors		430 312 1 (134) (220) 1,632		(65) 119 - (66) (86) 520
Net cash inflow from operating activities		2,021		422
CASH FLOW STATEMENT		<del></del>		
Net cash inflow from operating activities		2,021		422
Returns on investments and servicing of finance Interest paid Interest received	(151) 43	(108)	(48) 21	(27)
Taxation		-		-
Capital expenditure Payments to acquire tangible fixed assets Payments to acquire intangible fixed assets Receipts from sale of tangible fixed assets	(2,963) (2)		(1,362) (8)	
		(2,965)		(1,368)
Cash outflow before financing		(1,052)		(973)
Finance Issue of loans Issue of share capital	490 1,920		510	
Expenses paid in connection with share	(14)		-	
issue Capital element of finance lease	(162)		(75)	
		2,234		435
Increase/(Decrease) in cash		1,182		(538)

CASH FLOW STATEMENT For the period ended 29 September 2002 (continued)	Class	Class	<b>0</b>	<b>5</b> *
RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT	£'000	£'000	£'000	£'000
Increase/(Decrease) in cash in the period		1,182		(538)
Cash inflows from movement in net debt Finance leases entered into	(328) (457)		(435) (270)	
Change in net debt		397	<del></del>	(1,243)
Net (debt)/funds at 30 <sup>th</sup> September 2001		(496)		747
Net (debt)/funds at 29 <sup>th</sup> September 2002		(99)		(496)
			_	



#### NOTES TO THE FINANCIAL STATEMENTS For the period ended 29 September 2002

#### 1 ACCOUNTING POLICIES

#### (a) Accounting convention

The financial statements have been prepared under the historical cost convention.

#### (b) Turnover

Turnover represents net invoiced sales of goods, excluding value added tax.

#### (c) Depreciation

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life starting from the first full period following the date that the asset is first brought into use.

Furniture, fixtures and equipment - 10% - 33% on a straight line basis Motor vehicles - 33% on a straight line basis

Short term leasehold properties and improvements thereto are depreciated over the length of the lease except where the anticipated renewal or extension of the lease is sufficiently certain so that a longer estimated useful life is appropriate. The maximum depreciation period for short term leasehold properties is 25 years.

#### (d) Pre-opening start up costs

Pre-opening start up costs comprising expenditure incurred in the creation and marketing of new caffé and food shops are expensed in the period they are incurred.

#### (e) Stocks

Stock is valued at the lower of cost and net realisable value.

#### (f) Foreign currencies

Assets and liabilities in foreign currencies are translated into Sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into Sterling at an average rate of exchange for the period unless a contracted rate has been negotiated, in which case this rate is used.

#### (g) Intangible assets

Intangible assets comprise trademarks. These are shown at cost.

Intangible assets are amortised through the profit and loss account in equal instalments over the shorter of their estimated useful lives or 20 years.



#### 1 ACCOUNTING POLICIES (continued)

#### (h) Leases

#### Finance Leases

Assets held under finance leases and the related lease obligations are included at the fair value of the leased assets at the inception of the lease. Depreciation on leased assets is calculated to write off this amount on a straight line basis over the useful life of the asset.

Rentals payable are apportioned between the finance charge and a reduction of the outstanding obligation for future amounts payable so that the charge for each accounting period is a constant percentage of the remaining balance of the capital sum outstanding.

#### Operating Leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

#### (i) Pensions

Contributions payable to employee's personal pension plans are charged to the profit and loss account in the period to which they relate. The company does not participate in a defined benefit scheme.

#### (j) Deferred Tax (FRS 19)

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occured at that date that will result in an obligation to pay more, or a right to pay less tax. Deferred tax assets are recognised only to the extent that the directors consider it is more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

#### 2. TURNOVER

The turnover and profit/(loss) before taxation are attributable to the one principal activity of the company, carried out wholly in the UK.

#### OPERATING PROFIT/(LOSS)

The operating profit/(loss) is stated after charging:

	2002 £'000	2001 £'000
Hire of other assets — operating leases Depreciation — owned assets Depreciation — leased assets Auditors' remuneration	876 206 107 9	405 65 54 6



#### 4. **EXCEPTIONAL EXPENSES**

One of the companies supplying foreign exchange to Carluccio's, Exchange Direct Plc, went into liquidation on 13<sup>th</sup> December 2001. The Company's total pre-tax exposure is £105,000. The Company continues to pursue all possible routes of recovery.

#### 5. NET INTEREST (PAYABLE)/RECEIVABLE AND SIMILAR INCOME

	2002 £'000	2001 <b>£'</b> 000
Interest receivable and similar income Other interest payable and similar charges Finance lease charges	43 (92) (59)	(18) (30)
Net interest (payable)/receivable and similar income	(108)	(27)

#### 6. TAXATION

No liability to UK corporation tax arose on ordinary activities for the period ended 29 September 2002 nor for the period ended 30 September 2001 owing to the incidence of unutilised trading losses. Trading losses carried forward at the period end were £1,452,000. There was an unprovided deferred tax asset at the period end of £47,000 (2001: £197,000).

#### 7. STAFF COSTS

	2002 £'000	2001 £'000
Wages and salaries Social security costs Other pension costs	3,827 283 16	1,950 166 14
	4 <b>,</b> 126	2,130
The average number of persons, including executive directors, employed by the company during the period was:	2002 Number	2001 Number
Administration Caffé & Food Shops	17 267	13 118
	284	131

### NOTES TO THE FINANCIAL STATEMENTS For the period ended 29 September 2002 (continued)

	DIRECTORS		
8.	DIRECTORS	2002 £'000	2001 £'000
	Remuneration Emoluments Contributions to money purchase pension schemes	357 16	288
	Total emoluments	373	302
	The emoluments of directors disclosed above include the following amounts paid to the highest paid director:	- ANDRO	·
	Emoluments Contributions to money purchase schemes	137 10	120 9
		147	129
	During the period the following number of directors:	Number	Number
	Accrued benefits under money purchase schemes Exercised share options	2	2
			_
		_	2 —
9.	INTANGIBLE FIXED ASSETS		Trade marks £'000
	COST At 30 September 2001 Additions		12 2
	At 29 September 2002		14
	AMORTISATION At 30 September 2001 Charge for the period		1 1
			2
	NET BOOK VALUES At 29 September 2002		12
	At 30 September 2001		12

#### NOTES TO THE FINANCIAL STATEMENTS For the period ended 29 September 2002 (continued)

#### 10. TANGIBLE FIXED ASSETS

	Short term leasehold property	Leasehold improvements	Furniture, fixtures and vehicles £'000	Total
COST	£'000	f'000	1 000	£'000
As at 30 September 2001	360 ——	1,654	764 <del></del>	2,779
Additions	510 ——	2,076	837	3,422
As at 29 September 2002	870	3,730	<b>1,</b> 601	6,201
DEPRECIATION				
As at 30 September 2001	21	112	126	259
Charge for period	23	116	173	312
As at 29 September 2002	44	228	299	571
NET BOOK VALUES As at 29 September 2002	826	3,502	1,302	5,630
As at 30 September 2001	339	1,542	638	2,520

The net book value of furniture, fixtures and vehicles of £1,302,000 (2001: £638,000) includes an amount of £674,000 (2001:£341,000) in respect of assets held under finance leases.

#### 11. STOCKS

Materials	2002 f'000 121	2001 <b>£'000</b> 87
Finished Goods and Goods For Resale	381	247



### 12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

		2002 <b>£'</b> 000	2001 <b>£</b> '000
	Trade debtors	141	135
	Amounts due from related undertakings	11	13
	Other debtors Prepayments and accrued income	26	28
	riepayments and accided income	318	137
			<del></del>
		496	313
		<del></del>	
13.	DEBTORS : AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR		
		2002	2001
		£'000	£'000
	Other debtors	149	112
		<del></del>	<del></del>
14.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2002	2001
		£'000	£'000
	Bank loan	150	180
	Obligations under finance leases	195	77
	Trade creditors	1,239	670
	Other taxes and social security Accruals and deferred income	357	110
	Accidats and deferred filcome	1,189	373 ———
		3,130	1,410



#### 15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2002 £'000	2001 £'000
Bank loan Obligations under finance leases	850 398	330 221
	1,248	551
Amounts repayable by instalments:		
Wholly repayable within five years	1,000	510

The bank loan bears interest at 2% over Bank of Scotland base rate or LIBOR and is secured by way of a fixed and floating charge over the assets of the company.

Analysis of debt maturity 2002:	Bank loans and	
	overdrafts £'ooo	
Amounts payable:	1 000	
In one year or less or on demand	150	
Between one and two years	260	
Between two and five years	590	
	1,000	
	2002	2001
	£'000	£'000
Obligations under finance leases and hire purchase co	ontracts:	
Amounts payable within 1 year	195	77
Within two to five years	398	221
	<del></del>	
	593	298

Obligations under finance leases are secured on the related assets.



#### 16. SHARE CAPITAL

	Authorised			l, called up ully paid
	2002 £'000	2001 £'000	2002 £'000	2001 £'000
A Ordinary shares (£0.50 each) B Ordinary shares (£0.50 each) C Ordinary shares (£0.50 each) D Ordinary shares (£0.50 each)	3,383 3,451 358 308	3,3 <sup>8</sup> 3 3,451 358 308	1,442 958 -	990 810 -
		<del></del>		
	7,500	7,500	2,400	1,800
		<del></del>		

Holders of the Initial B Ordinary shares can receive a maximum of 399,996 Class B ordinary shares of £0.50 each upon the occurrence of a business or company sale or the admission of the shares of the company to a listing on a recognised stock exchange, subject to the achievement of certain performance criteria. The shares will be issued as a capitalisation of reserves and will rank  $pari\ passu$  with the other Class B ordinary shares.

The 3 warrant agreements in issue entitle the holders to an option over a maximum of 209,520 Class C ordinary shares of £0.50 each. The actual amount received will in part depend on the satisfaction of certain performance criteria. Class C shares shall have the same rights as all other classes with respect to dividends and participation during a winding up or other return of capital. The exercise price is £1.01 and the exercise period is the earlier of 27 July 2005 or the occurrence of a business or company sale or the admission of the shares of the company to a listing on a recognised stock exchange.

#### Rights Issue

A 1 for 3 rights issue at £1.60 per share was carried out in November 2001, resulting in an increase in issued share capital as follows:

A Ordinary shares (£0.50 each) B Ordinary shares (£0.50 each)	No of shares '000 903 297	Nominal value £'000 452 148	Proceeds £'000 1,445 475
	<del></del>	<del></del>	<del></del>
	1,200	600	1,920

The Class A and Class B Ordinary shares issued following the rights issue rank *pari passu* with the already issued Ordinary shares of the same classes.

## NOTES TO THE FINANCIAL STATEMENTS For the period ended 29 September 2002 (continued)

#### 16. SHARE CAPITAL (continued)

#### **Share Option Scheme**

The following options over Class	D Ordinary Number of shares	shares have been grar Exercise price	nted to key management: Period during which exercisable
D Ordinary shares (£0.50 each)	174,000	£1.01	27 July 2002 to 9 February 2011

On 28th February 2002 the Board of Directors approved further share option grants to key management totalling 115,000 D Ordinary shares of £0.50 each. The share options were granted after the period end.

#### 17. RESERVES

	Share premium account £'ooo	Profit and loss account £'ooo	Total £'ooo
At 30 September 2001	272	(517)	(245)
Retained profit for the period Premium on Rights Issue of shares	- 1,306	322 -	322 1,306
	-	<del></del>	
At 29 September 2002	1,578	(195)	1,383
	<del></del>	<del></del>	

#### 18. RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS' FUNDS

	2002 £'000	2001 £'000
Profit/(Loss) for the financial period Rights Issue Movement on share premium account	322 600	(92)
Movement on share premium account	1,306	<u>-</u>
Net increase/(decrease) in shareholders' funds	2,228	(92)
Opening shareholders' funds	1,555	1,647
Closing shareholders' funds	3,783	1,555 ———
Equity interests	3,783	1,555



#### 19. CASH FLOW STATEMENT

#### (a) Analysis of changes in net debt

	At 30 September 2001 £'000	Cash flows £'000	Other Changes £'000	At 29 September 2002 £'000
Cash at bank and in hand Finance lease Debt due after 1 year Debt due within 1 year	312 (298) (330) (180)	1,182 162 (520) 30	(457) - -	1,494 (593) (850) (150)
				<del></del>
Total	(496)	854	(457)	(99)

#### (b) Major non-cash transactions

During the period the company entered into finance lease arrangements in respect of assets with a total capital value at the inception of the leases of £457,000.

#### 20. CAPITAL COMMITMENTS

2002 £'000	2001 £'000
_	F1F
-	515

#### 21. OPERATING LEASE COMMITMENTS

At 29 September 2002 the company was committed to making the following payments under non-cancellable operating leases in the period to 28 September 2003.

Land and buildings

	cana ana panango	
Operating leases which expire : Within 1 year Within 2 to 5 years After 5 years	2002 £'000	2001 <b>£</b> '000
	- 183 1,122	37 618
	1,305	655
	<del>_</del> -	



#### 22. OTHER FINANCIAL COMMITMENTS

The company has entered into forward contracts to purchase Euros as follows:

£'000

Total contract value

161

The contract will all be exercised within 6 months of the balance sheet date.

#### 23. PENSIONS

The company makes contributions to personal pension plans of directors. The total amount paid during the period is £16,000 (2001: £14,000).

The company operates a stakeholder pension scheme for its employees. The scheme is not contributed to by the company.

The company does not operate a defined benefit scheme.