### Carlisle Security Services Limited

Directors' Report and Financial Statements

for the 52 week period ended 31 December 2010

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### Carlisle Security Services Limited Company Information

**Directors** 

A J Burchall R J Watson

Company secretary R J Watson

Registered office

800 The Boulevard Capability Green

Luton Beds LU1 3BA

**Bankers** 

Barclays Bank plc 1 Churchill Place

London E14 5HP

**Auditors** 

PricewaterhouseCoopers LLP

10 Bricket Road St Albans Hertfordshire AL1 3JX

### Carlisle Security Services Limited Directors' Report for the 52 week period ended 31 December 2010

The directors present their report and the financial statements for the 52 week period ended 31 December 2010

### Directors of the company

The directors who held office during the period were as follows

A J Burchall

R J Watson

### Principal activity

The principal activity of the company is the provision of security services in the UK

### **Business review**

	2010	2009	Change
	£ 000	£ 000	%
Turnover	30,487	30,271	0 7
Gross profit	4,297	3,944	9 0
Administrative expenses	2,883	3,508	(17 8)
Earnings before interest and tax	1,414	436	224 3
Gross profit percentage (%)	14 1	13 0	
EBITDA return on sales (%)	5 0	1 7	
Conversion rate (%) (EBIT to Gross profit)	32 9	11 1	

Trading in 2010 has remained strong with stable turnover but further margin improvement driven by increased trade in the CCTV installation business and by further cost control initiatives. Carlisle Security has once again increased operating profitability and completed a turnaround in the last 2 years from a loss in the period ended 2008 to a £1,414,000 profit in 2010.

The business will now concentrate on generating new business wins in 2011 and the directors remain confident of a successful future

#### Insurance

Impellam Group plc ("the Group"), of which the company is a member, maintains a comprehensive insurance programme with a number of reputable third party underwriters. These insurance policies are reviewed annually to ensure that there is adequate cover for insurable risks and that the terms of those policies are optimised.

### Principal risks and uncertainties

The principal risks and uncertainties of the Group, which include those of the company, are discussed in the Group Financial Director's Report in the Group's annual report which does not form part of this report. The Group's business and financial risks are managed at a Group level, rather than at an individual company level. For this reason, the company's directors believe that a discussion of the Group's risks would not be appropriate for an understanding of the development, performance or position of the company.

### Regulatory environment

The security industry is governed by the SIA Additionally our clients require more complex levels of compliance in their contractual arrangements. The company takes its responsibilities seriously, is committed to meeting all of its regulatory responsibilities, and continues to strengthen its internal controls and processes with respect to legal and contractual obligations.

### **Technology systems**

The company is reliant on a number of technology systems in providing its services to clients. These systems are hosted both in-house and in various data centres. The business continues to review and enhance its ability to cope with the loss of a technology system as a result of a significant event.

### **Donations**

There were no political donations made by the company in either 2010 or 2009

### **Carlisle Security Services Limited**

### Directors' Report for the 52 week period ended 31 December 2010

### ..... continued

#### Charitable donations

During the year the company made charitable donations of £6,179 (2009 £4,000) Individual donations were

Medical research & support 3,404
Local community support 2,775

### **Employment of disabled persons**

Applications for employment by disabled persons are always fully considered, bearing in mind the abilities of the applicant concerned. In the event of members of staff becoming disabled every effort is made to ensure that their employment with the company continues and that appropriate training is arranged. It is the policy of the company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

### **Employee involvement**

The company recognises that it is essential to maintain a highly skilled workforce. To this end the policy of training and development is incorporated in the company plan. It is the policy to promote from within the organisation wherever the possibility exists.

Health and safety measures are given particular attention by the directors and a written policy exists and is known throughout the company

The company recognises the need for employees to be informed of the company's activities and performance. A corporate intranet for all employees provides a wide range of information and provides an increasingly important communication tool for policies and procedures as well as the sharing of information, document storage and specific news. Meetings are held between management and employees to allow sharing of information and consultation. Employees participate directly in the performance of the business through the Company's bonus arrangements.

### Supplier payment policy

The company's policy, which is also applied by the group of which the company is a member, is to settle terms of payment with suppliers when agreeing the terms of each transaction and to ensure that suppliers are made aware of the terms of payment. The company abides by the terms of payment. Trade creditors of the company prior to close of business on 31 December 2010 were equivalent to 21 days' (2009–31 days') purchases, based on the average daily amount invoiced by suppliers and timesheets submitted by staff who are supplied to clients during the year.

### **Directors' liabilities**

During the year and to the date of these accounts, the Group had in force an indemnity provision in favour of one or more Directors of the company against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act 2006

#### Disclosure of information to the auditors

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information. The directors confirm that there is no relevant information that they know of and which they know the auditors are unaware of

# Carlisle Security Services Limited Directors' Report for the 52 week period ended 31 December 2010 ........... continued

### Reappointment of auditors

The auditors, PricewaterhouseCoopers LLP, have indicated their willingness to continue in office and so are deemed to be reappointed under section 487(2) of the Companies Act 2006

Approved by the Board on 5 April 2011 and signed on its behalf by

A J Burchall Director

### Carlisle Security Services Limited Statement of Directors' Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they 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 these financial statements, the directors are required to

- select suitable accounting policies and apply them consistently,
- · make judgements and accounting estimates that are reasonable and prudent,
- state whether applicable UK 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 keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. 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 irregulanties.

The directors are responsible for the maintenance and integrity of the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Independent Auditor's Report to the Members of Carlisle Security Services Limited

We have audited the financial statements of Carlisle Security Services Limited for the 52 weeks ended 31 December 2010 which comprise the Profit and Loss Account, the Balance Sheet and the related notes The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

#### Respective responsibilities of directors and auditors

As explained more fully in the Statement of Directors' Responsibilities (set out on page 5), 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.

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

### Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements.

#### Opinion on the 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 2010 and of its profit
  for the period 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

### Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial period for which the financial statements are prepared is consistent with the financial statements

### 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

James French (Senior Statutory Auditor)

For and on behalf of PricewaterhouseCoopers LLP

**Chartered Accountants and Statutory Auditors** 

St Albans

5 April 2011

### Carlisle Security Services Limited Profit and Loss Account for the 52 week period ended 31 December 2010

	Note	2010 £ 000	2009 £ 000
Turnover	2	30,487	30,271
Cost of sales		(26,190)	(26,327)
Gross profit		4,297	3,944
Administrative expenses		(2,883)	(3,508)
Operating profit	3	1,414	436
Interest payable and similar charges	7	(6)	(21)
Profit on ordinary activities before taxation		1,408	415
Tax on profit or loss on ordinary activities	8	(287)	(26)
Profit for the financial year		1,121	389

Turnover and operating profit derive wholly from continuing operations

The company has no recognised gains or losses for the period other than the results above

## Carlisle Security Services Limited Registration number: 2654100

### Balance Sheet at 31 December 2010

	Note	2010 £ 000	2009 £ 000
Fixed assets Tangible fixed assets	10	423	191
Current assets Debtors Cash at bank and in hand	12	7,248 289	12,146 14
Creditors Amounts falling due within one year	13	7,537 (7,474)	12,160 (13,036)
Net current assets/(liabilities)		63	(876)
Total assets less current liabilities Provisions for liabilities	14	486 (203)	(685) (153)
Net assets/(liabilities)		283	(838)
Capital and reserves Called up share capital	15 16	21 7,480	21 7,480
Other reserves Profit and loss account	16	(7,218)	(8,339)
Total shareholders funds/(deficit)		283	(838)

The financial statements on pages 7 to 18 were approved by the Board on 5 April 2011 and signed on its behalf by

A J Burchall Director

### 1 Accounting policies

### Basis of preparation

The financial statements have been prepared on a going concern basis under the historical cost convention and in accordance with applicable UK accounting standards and the Companies Act 2006. The principal accounting policies have been applied consistently during the year and are set out below

### Exemption from preparing a cash flow statement

The company has taken advantage of the exemption under FRS 1 (Revised 1996) not to publish a cash flow as its ultimate parent, Impellam Group Plc, a company incorporated in the United Kingdom, has prepared consolidated financial statements which are publicly available

### Significant accounting judgements

In applying the company's accounting policies the following judgements have been made that may have a significant effect on the amounts recognised in the financial statements

### Impairment of goodwill

The company determines whether goodwill is impaired if events or changes in circumstances indicate that the carrying value may not be recoverable at least on an annual basis. This requires an estimation of the recoverable amount of the cash-generating unit to which the goodwill is allocated. Estimating the value in use requires the company to make an estimate of the future cash flows from the cash-generating unit and also to choose a suitable discount rate in order to calculate the present value of those cash flows.

### Recoverability of debtors

The company determines whether debtors are impaired if events or changes in circumstances indicate that the carrying value may not be recoverable at least on an annual basis

### **Turnover**

Turnover, which is stated exclusive of value added tax, comprises amounts receivable for employment services, net of rebates and discounts provided within the United Kingdom. The nature of the company's activities is such that revenue is recognised when a written agreement, terms and conditions or an approved customer order is in place and the services have been fully rendered. At that time, pricing is then fixed and determinable. The company's procedures require review of a customer's ability to pay prior to a service provision, at the time of such provision, and at the time of billing, such that collectibility is reasonably assured.

### Goodwill

Positive goodwill is capitalised, classified as an asset on the balance sheet and amortised on a straight line basis over its useful economic life. It is reviewed for impairment at the end of the first full financial year following the acquisition and in other periods if events or changes in circumstances indicate that the carrying value may not be recoverable.

### Depreciation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows

### **Asset class**

Office equipment

Fixtures and fittings

Short leasehold land and buildings

### Depreciation method and rate

25% straight line basis

15 - 33% straight line basis

over the term of the lease

### Fixed asset investments

Fixed asset investments are stated at historical cost less provision for any diminution in value

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#### **Taxation**

Current tax is recognised at the amounts estimated to be payable or recoverable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date

Deferred tax assets and liabilities are recognised, subject to certain exceptions, in respect of all material timing differences between the recognition of gains and losses in the accounts and for tax purposes. Those timing differences recognised may include accelerated capital allowances, unrelieved tax losses and short term timing differences. Timing differences not recognised include those relating to the revaluation of fixed assets in the absence of a commitment to sell the revalued assets and the gain on sale of assets rolled over into replacement assets in the absence of a commitment to sell the replacement assets.

Deferred tax assets are recognised to the extent that they are regarded as recoverable. They are regarded as recoverable to the extent that, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

Deferred tax is calculated on a non-discounted basis at the tax rates that are expected to apply in the periods in which timing differences reverse, based on tax rates and laws enacted or substantively enacted at the balance sheet date

### Hire purchase and leasing

Rentals payable under operating leases, where substantially all the benefits and risks of ownership remain with the lessor, are charged in the profit and loss account on a straight line basis over the lease term

#### Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities. Financial assets and financial liabilities are recorded at fair value on the transaction date, on the company's balance sheet when the company has become a party to the contractual provisions of the instrument and derecognised when this is no longer the case.

#### Pensions

The company operates a defined contribution pension scheme. Contributions are recognised in the profit and loss account in the period in which they become payable in accordance with the rules of the scheme.

### Capital instruments

Shares are included in shareholders' funds. Other instruments are classified as liabilities if they contain an obligation to transfer economic benefits and if not they are included in shareholders' funds. The finance cost recognised in the profit and loss account in respect of capital instruments other than equity shares is allocated to periods over the term of the instrument at a constant rate on the carrying amount.

#### **Provisions**

Provisions are recognised when the Company has a present legal or constructive obligation as a result of past events, it is more likely than not that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated

If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money. When discounting is used, the increase in the provision due to the passage of time is recognised as a borrowing cost.

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#### 2 Turnover

The turnover of the company arises wholly from activities undertaken within the United Kingdom

### 3 Operating profit

Operating profit is stated after charging

	2010 £ 000	2009 £ 000
Operating leases - plant and equipment	140	89
Operating leases - land and buildings	147	181
Depreciation of owned tangible fixed assets	101	89
Auditor's remuneration	8	42
Auditor's remuneration		
	2010 £ 000	2009 £ 000
Audit of the financial statements	8	42

### 5 Particulars of employees

The average number of persons employed by the company (including directors) during the period, analysed by category was as follows

	2010 No	2009 No
Administration and support	2	2
Management	84	82
Operational	1,085	1,300
	1,171	1,384
The aggregate payroll costs were as follows		
	2010 £ 000	2009 £ 000
Wages and salaries	25,412	24,962
Social security costs	2,078	2,062
Staff pensions	128	117
	27,618	27,141

### 6 Directors' remuneration

The emoluments of the directors are paid by the ultimate parent company, or by another group company. The directors' services to this company are of a non-executive nature and are deemed to be attributable to services to the remunerating company. Accordingly, the directors received no remuneration for services to the company in the year (2009 £nil).

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### 7 Interest payable and similar charges

	2010 £ 000	2009 £ 000
Interest on bank borrowings	6	21
Taxation		
Tax charge/(credit)on profit on ordinary activities		
	2010 £ 000	2009 £ 000
Current tax		
Group relief payable	372	26
Deferred tax		
Origination and reversal of timing differences	(85)	
Total tax on profit on ordinary activities	287	26

### Factors affecting current tax charge for the year

The effective current tax rate on the profit on ordinary activities before tax can be reconciled to the standard rate of corporation tax (taken to be the standard rate of corporation tax in the UK) as follows

	2010	2009
	%	%
Standard rate of tax	28 0	28 0
Transfer pricing adjustments (see below)	(2 0)	(16 6)
Other permanently disallowable/taxable items	8 0	3 0
Impairment of intra-group balances	-	4 1
Depreciation and similar charges in excess of capital allowances	(0 4)	(2 2)
Utilisation of brought forward losses		(10 1)
Effective current tax rate	26 4	6 2

UK legislation requires, in broad terms, that most transactions between connected parties be at an arm's length price for tax purposes (commonly known as 'transfer pricing') As a result, this company is entitled to a deduction for deemed net interest payable in respect of intercompany balances that has not been recognised in the accounts

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### 9 Intangible fixed assets

	Goodwill £ 000
Cost	
At 1 January 2010	7,510
At 31 December 2010	7,510
Amortisation	
At 1 January 2010	7,510
At 31 December 2010	7,510
Net book value	
At 31 December 2010	
At 31 December 2009	

### 10 Tangible fixed assets

	Short leasehold land and buildings £ 000	Plant and machinery £ 000	Office equipment £ 000	Total £ 000
Cost or valuation				
At 1 January 2010	28	603	536	1,167
Additions		48	285	333
At 31 December 2010	28	651	821	1,500
Depreciation				
At 1 January 2010	26	439	511	976
Charge for the year	1	72	28	101
At 31 December 2010	27	511	539	1,077
Net book value				
At 31 December 2010	1	140	282	423
At 31 December 2009	2	164	25	191

 CO	ntir	nued
	,,,,,,	,,,,,

### 11 Investments held as fixed assets

### Shares in group undertakings and participating interests

	Subsidiary undertaking £ 000
Cost	
At 1 January 2010	534
At 31 December 2010	534_
Provision for impairment At 1 January 2010	(534)
At 31 December 2010	(534)
Net book value	
At 31 December 2010	-
At 31 December 2009	•

### **Details of undertakings**

Details of the investments in which the company holds 20% or more of the nominal value of any class of share capital are as follows

Undertakıng	Holding	Proportion of voting rights and shares held	Principal activity
Subsidiary undertakings Bourne Security Limited	Ordinary	100%	Dormant
Carlisle Distribution Sector Services Limited	•	100%	Dormant

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### 12 Debtors

	2010 £ 000	2009 £ 000
Trade debtors	1,980	3,537
Owed by group undertakings	3,462	5,959
Other debtors	10	33
Deferred tax	85	-
Prepayments and accrued income	1,711	2,617
	7,248	12,146

Amounts owed by group undertakings are interest free, unsecured and repayable on demand

Certain trade debtors are subject to revolving credit facilities under which the company receives a substantial proportion of the value of the trade debtors shortly after they have been invoiced (see notes 13 and 20)

### **Deferred tax**

The movement in the deferred tax asset in the year is as follows

		£ 000
Deferred tax credited to the profit and loss account		85
Analysis of deferred tax		
	2010 £ 000	2009 £ 000
Difference between accumulated depreciation and amortisation and	69	
capital allowances Other timing differences	16	-
	85	<u>-</u>

A reduction in the main rate of corporation tax to 26% from 1 April 2011 was announced in the Budget on 23 March 2011. This is a change from the rate of 27% included in the Finance Bill 2010. This change is expected to be substantively enacted on 29 March 2011 and will impact the measurement of deferred tax balances for periods ending after this date. Further reductions to the main rate are proposed to reduce the rate by 1 per cent per annum to 23 per cent by 1 April 2014. The changes had not been substantively enacted at the balance sheet date and, therefore, are not included in these financial statements.

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### 13 Creditors: Amounts falling due within one year

	2010 £ 000	2009 £ 000
Trade creditors	258	134
Bank loans and overdrafts	1,643	-
Short term loan	-	188
Owed from group undertakings	1,010	7,985
Corporation tax - group relief payable	372	-
Other taxes and social security	1,321	1,461
Other creditors	1,882	2,251
Accruals and deferred income	988	1,017
	7,474	13,036

- a) Bank overdrafts are secured by cross guarantees across all major UK trading subsidianes of the company's ultimate parent undertaking, Impellam Group plc. These facilities incur no interest as they are part of a group offset arrangement against positive balances in other group companies.
- b) The short term loans relate to revolving credit facilities (invoice discounting) over the trade debtors described in note 12. Any revolving credit liability is secured by a fixed charge over certain assets of the company and by composite guarantees and debentures from fellow group undertakings. These facilities incur interest at 1.85% over UK base rate and are repayable on demand (see note 20).
- c) Amounts owed to group undertakings are interest free, unsecured and repayable on demand

### 14 Provisions

	Dilapidation provision £ 000
At 1 January 2010	153
Charged to the profit and loss account Utilised during the year	115 (65)
	50
At 31 December 2010	203

Property provisions are in respect of amounts expected to be due on the expiry of leases to return leased property to the condition in which it was at the start of the lease

### 15 Share capital

### Allotted, called up and fully paid shares

	2010	2010		2009	
	No.	£	No	£	
Ordinary shares of £1 00 each	21,100	21,100	21,100	21,100	

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### 16 Reserves

	Other reserves £ 000	Profit and loss account £ 000	Total £ 000
At 1 January 2010	7,480	(8,339)	(859)
Profit for the year	_	1,121	1,121
At 31 December 2010	7,480	(7,218)	262
17 Reconciliation of movement in shareholders' funds			
		2010 £ 000	2009 £ 000
Profit attributable to the members of the company		1,121	389
Net addition to shareholders' funds		1,121	389
Shareholders' deficit at 1 January		(838)	(1,227)
Shareholders' funds/(deficit) at 31 December		283	(838)

### 18 Contingent liabilities

The company has given cross guarantees as follows

a) AAs part of the invoice discounting facility of the Group of which the company is a member, a net aggregate amount of £12,345,895 was drawn down by other group companies as at 31 December 2010 (2009 £50,250,503)

b) In respect of the Group's £45 million 10 per cent guaranteed secured notes due 2011, the net aggregate amount outstanding at 31 December 2010 was £20,000,000 (2009 £20,000,000)

c) As part of the Group's overdraft facility, the net aggregate amount outstanding against this facility in other group companies at 31 December 2010 was £nil (2009 £2,710,065)

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#### 19 Commitments

### Operating lease commitments

As at 31 December 2010 the company had annual commitments under non-cancellable operating leases as follows

Operating leases which expire

	2010 £ 000	2009 £ 000
Land and buildings		
Within one year	21	-
Within two and five years	-	147
Over five years	77	
	98	147
Other		
Within one year	-	34
Within two and five years		97
		131

### 20 Post balance sheet events

After the year end the Impellam Group renewed its revolving credit facilities and as part of this the company withdrew from the arrangement as it was no longer required. As such, trade debtors under these facilities are no longer required as security on the other loans.

### 21 Related party transactions

The company has taken advantage of the exemption in FRS8 "Related Party Disclosures" from disclosing transactions with other members of the Group

### 22 Control

The company's immediate parent undertaking is Capitol Group plc, a company incorporated in Great Britain

The directors regard impellam Group pic, a company incorporated in Great Britain, as the ultimate parent undertaking. This is also the parent undertaking of the largest and smallest group which includes the company and for which group accounts are prepared. Copies of the group accounts of Impellam Group pic will be delivered to, and be available from, the Registrar of Companies, Companies Registration Office, Crown Way, Maindy, Cardiff, CF14 3UZ.

At 31 December 2010, the Lombard Trust was interested in and controlled 58 5% of impellam Group pic