Report and Financial Statements

31 December 2003

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## REPORT AND FINANCIAL STATEMENTS 2003

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## OFFICERS AND PROFESSIONAL ADVISERS

#### **DIRECTORS**

G N Davies

T O'Sullivan OBE (Chairman)

K Davies

G R Davies

A Shott

G Parker

T B Roberts OBE (non-executive)

B Morgan (non-executive)

M J Higgins (non-executive)

#### **SECRETARY**

K Davies

#### REGISTERED OFFICE

Treherbert Road

Hirwaun

Aberdare

Mid Glamorgan

CF44 9UF

#### **BANKERS**

Barclays Bank Plc

National Westminster Bank Plc

#### **SOLICITORS**

Morgan Cole

Edwards Geldard

## **AUDITORS**

Deloitte & Touche LLP

Cardiff

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

As you will see from the accounts, our performance was adversely affected by mining difficulties early in the year as a result of which production was well below target. This resulted in decreased sales and revenue.

The industry in the UK is faced with increasing costs and competition and, during 2003, costs were substantially cut back to reflect the decreased revenue arising from lost production. Insurance continues to be a major concern with major insurance companies no longer offering cover for mining companies.

Our programme of development work continued throughout 2003 and the V44 panel has come into production recently. Drivage of V51 is making good progress.

In March, we were successful in our application for Investment Aid from the DTI, as a result of which we anticipate receiving £2.2m of grant in respect of the period for March 2003 – March 2005.

Our contract with Innogy has continued to run well and we have recently signed a new contract to run until September 2005 at improved prices.

The mild winter not surprisingly affected demand for products, but 2004 is currently showing an improved trend and the contract in place with Evans & Reid has helped to smooth out the highs and lows of demand.

Our safety record continues to improve and we shall be working closely with new insurers to continue this trend.

We are now in Tower's tenth year of production since we started back in 1995. This period has been one of substantial change and many major companies have fallen by the wayside.

I believe we should all take some pride in what we have achieved, and would express my thanks to the Board and all of you for your continued efforts in the past year.

T O'Sullivan OBE Chairman

#### **DIRECTORS' REPORT**

The directors present their annual report and the audited financial statements for the year ended 31 December 2003.

#### **ACTIVITIES**

The principal activity of the group is coal mining carried out in Wales.

#### REVIEW OF DEVELOPMENTS AND FUTURE PROSPECTS

Results for 2003 were affected by mining difficulties in the V49 panel, which substantially reduced production levels for the year.

Market conditions and another mild winter again affected demand for product and prices.

Our three-year contract with Aberthaw came to an end in March 2004 and has been renewed for the next 18 months at improved prices.

We have substantially reduced costs where possible during the year to take account of the many difficulties described above.

Coaling in the V44 panel commenced in May and development to our next panel, V51, is progressing well.

#### DIVIDENDS

The directors do not recommend the payment of a dividend (2002 - £nil).

#### DIRECTORS AND THEIR INTERESTS

The present membership of the Board is set out on page 1. G Parker was appointed as a director on 10 March 2004. The other directors served throughout the year. R D Davies has resigned as a director since the year-end, on 10 March 2004.

The directors' interests in the ordinary shares of the company at 31 December 2003 and 1 January 2003 were:

		31 December 2003 No.	1 January 2003 or on appoint- ment No.
G N Davies		8,000	8,000
T O'Sullivan OBE	(Chairman)	8,000	8,000
K Davies		8,000	8,000
R D Davies		8,000	8,000
G R Davies		2,111	2,111
A Shott		8,000	8,000
G Parker		8,000	8,000
T B Roberts OBE	(non-executive)	· -	-
B Morgan	(non-executive)	-	-
M J Higgins	(non-executive)	-	-

#### **DONATIONS**

During the year, the group made the following donations: charitable purposes £9,870 (2002 - £9,472).

#### **EMPLOYEES**

The group is aware of the importance of keeping its employees informed on matters which may affect them and has continued its policy in this respect, with the production of a company newsletter and regular meetings of shareholder employees.

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

#### DISABLED PERSONS

The group supports the employment of disabled persons wherever possible and by retention of those who become disabled during their employment, and generally through training, career development and promotion.

#### **AUDITORS**

A resolution to reappoint Deloitte & Touche LLP as the company's auditors will be proposed at the forthcoming Annual General Meeting.

Approved by the Board of Directors and signed on behalf of the Board

K Davies Secretary

Date 29 June 2004

#### STATEMENT OF DIRECTORS' RESPONSIBILITIES

United Kingdom 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 the group as at the end of the financial year and of the profit or loss of the group 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; 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 proper accounting records which 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 1985. They are also responsible for the system of internal control, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GOITRE TOWER ANTHRACITE LIMITED

We have audited the financial statements of Goitre Tower Anthracite Limited for the year ended 31 December 2003 which comprise the consolidated profit and loss account, the balance sheets, the consolidated cash flow statement and the related notes 1 to 24. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### 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 United Kingdom law and accounting standards. Our responsibility is to audit the financial statements in accordance with relevant United Kingdom legal and regulatory requirements and 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 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 and other members of the group is not disclosed.

We read the directors' report for the above year and consider the implications for our report if we become aware of any apparent misstatements.

#### 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 circumstances of the company and the group, 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 affairs of the company and the group as at 31 December 2003 and of the loss of the group for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Deloitte & Touche LLP

Chartered Accountants and Registered Auditors

elotte storche Lup.

Cardiff

29 June 2004

# CONSOLIDATED PROFIT AND LOSS ACCOUNT Year ended 31 December 2003

	Note	2003 £'000	2002 £'000
TURNOVER: continuing operations	2	25,237	25,743
Cost of sales		(25,472)	(26,676)
Gross loss		(235)	(933)
Administrative expenses		(2,569)	(2,228)
Other operating income	4	2,355	2,628
OPERATING LOSS		(449)	(533)
Interest receivable	·	123	143
Interest payable and similar charges	6	(5)	(27)
LOSS ON ORDINARY ACTIVITIES BEFORE TAXATION	5	(331)	(417)
Tax on loss on ordinary activities	7	37	131
RETAINED LOSS FOR THE FINANCIAL YEAR	19	(294)	(286)

There are no recognised gains and losses for the current or prior year other than as stated above.

# CONSOLIDATED BALANCE SHEET 31 December 2003

	Note	£'000	2003 £'000	£'000	2002 £'000
FIXED ASSETS		£ UUU	r ggg	£.000	£ 000
Intangible assets	9		143		143
Tangible assets	10		5,748		6,334
Investments	11		563		474
			6,454		6,951
CURRENT ASSETS					
Stocks	12	2,688		2,971	
Debtors	13	5,196		5,770	
Investments	14	1,236		1,741	
Cash at bank and in hand		3,285		3,837	
		12,405		14,319	
CREDITORS: amounts falling due within		•		•	
one year	15	(4,980)		(7,072)	
NET CURRENT ASSETS			7,425		7,247
TOTAL ASSETS LESS CURRENT LIABILITIES			13,879		14,198
			13,877		14,176
PROVISIONS FOR LIABILITIES AND					
CHARGES	17		(4,107)		(4,132)
NET ASSETS			9,772		10,066
CAPITAL AND RESERVES			<del></del>	;	
Called up share capital	18		2,162		2,162
Share premium account	19		223		223
Profit and loss account	19		7,387		7,681
					<del></del>
TOTAL EQUITY SHAREHOLDERS'					
FUNDS			9,772	:	10,066

These financial statements were approved by the Board of Directors on 29 June 2004 Signed on behalf of the Board of Directors

GN Davies

T O'Sullivan OBE

# COMPANY BALANCE SHEET 31 December 2003

Note	2003 £'000	2002 £'000
FIXED ASSETS		
Investments 11	9,200	9,200
CURRENT ASSETS		
Debtors 13		
Due within one year	366	347
Due after one year	912	912
Cash at bank and in hand	155	174
	1,433	1,433
CREDITORS: amounts falling due within		
one year 15	(2,074)	(2,074)
NET CURRENT LIABILITIES	(641)	(641)
TOTAL ASSETS LESS CURRENT LIABILITIES	8,559	8,559
CREDITORS: amounts falling due after		
more than one year 16	(6,150)	(6,150)
NET ASSETS	2,409	2,409
CAPITAL AND RESERVES	· · · · · ·	
Called up share capital 18	2,162	2,162
Share premium account 19	223	223
Profit and loss account 19	24	24
TOTAL EQUITY SHAREHOLDERS'		
FUNDS	2,409	2,409

These financial statements were approved by the Board of Directors on 29 June 2004 Signed on behalf of the Board of Directors

G N Davies

T O'Sullivan OBE )

# CONSOLIDATED CASH FLOW STATEMENT Year ended 31 December 2003

	Note	£'000	2003 £'000	£,000	2002 £'000
Net cash inflow from operating activities	20		755		1,888
Returns on investments and servicing of finance Interest received Interest paid Interest element of finance lease rental		123 (5)		143 (5)	
payments		-		(22)	
Net cash inflow from returns on investments and servicing of finance			118		116
Taxation UK corporation tax paid (including advance corporation tax)		(1,054)		-	
Tax paid			(1,054)		-
Capital expenditure and financial investment Payments to acquire intangible fixed assets Payments to acquire tangible fixed assets Payments to acquire own shares		(787) (89)		(50) (1,440) (36)	
Net cash outflow from capital expenditure and financial investment			(876)		(1,526)
Equity dividends paid					(271)
Net cash (outflow)/inflow before use of liquid resources and financing			(1,057)		207
Management of liquid resources Decrease/(increase) in 7-day deposits			505		(34)
Financing Capital element of finance lease rental payments		_		(17)	
Net cash outflow from financing					(17)
(Decrease)/increase in cash in the year	21		(552)		156

#### 1. ACCOUNTING POLICIES

The financial statements are prepared in accordance with applicable United Kingdom accounting standards. The particular accounting policies adopted are described below.

#### Accounting convention

The financial statements are prepared under the historical cost convention.

#### Basis of consolidation

The consolidated financial statements incorporate the financial statements of the company and its subsidiaries, Tower Colliery Limited, Tower Energy Resources Limited and Welsh Dragon Coal Limited.

The Joint Venture, Principality Fuel Company Limited, has been excluded from consolidation on grounds of immateriality.

#### Investments

Investments held as fixed assets are stated at cost less provision for any impairment.

#### Acquisitions

On the acquisition of a business, fair values are attributed to the group's share of net tangible assets. Where the cost of acquisition exceeds the values attributable to such net assets, the difference is treated as purchased goodwill and capitalised in the balance sheet in the year of acquisition. Prior to the implementation of FRS 10, purchased goodwill was written off directly to reserves and has not been reinstated.

#### Depreciation

Depreciation is provided on cost in equal annual instalments over the estimated useful lives of the assets. The rates of depreciation are as follows:

Land and buildings - 8.33% per annum

Plant and machinery - 8.33% - 33.33% per annum

Development expenditure - Underground development costs of a long-term nature are separately

identified and written-off over their expected commercial lives once

commissioned.

#### Stocks

Stocks are stated at the lower of cost and net realisable value.

#### Insurance receipts

Insurance receipts are credited against the cost to which they relate.

#### Deferred taxation

Deferred taxation is provided in full on timing differences that result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current tax rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in the financial statements.

Deferred tax assets are recognised to the extent that it is regarded as more likely than not that they will be recovered. Deferred tax assets and liabilities are not discounted.

#### Restoration expenses

Provision is made over the working life of coal production sites to cover the obligated costs of progressive and terminal site restoration.

2002

2002

# NOTES TO THE ACCOUNTS Year ended 31 December 2003

#### 1. ACCOUNTING POLICIES (continued)

#### Pension costs

The group operates a defined contribution pension scheme for all qualified employees, the assets of which are held in individually administered funds. Pension costs are charged to the profit and loss account as incurred.

#### Leases

Assets held under finance lease and hire purchase contracts are capitalised at their fair value on the inception of the lease and depreciated over the estimated useful lives. The finance charges are allocated over the period of the lease in proportion to the capital amount outstanding.

Rentals are charged to the profit and loss account in equal amounts over the lease term.

#### 2. TURNOVER

Turnover represents amounts derived from the provision of goods and services which fall within the group's ordinary activities after deduction of trade discounts and value added tax. The turnover and pre-tax loss, all of which arise in the United Kingdom, are attributable to one activity.

		£'000	£'000
	Turnover comprises		
	Sales to external companies	25,237	25,743
		<del></del>	
3.	INFORMATION REGARDING DIRECTORS AND EMPLOYEES		
		2003	2002
	Directors' emoluments	£'000	£'000
	Other emoluments (excluding employers' national insurance)	296	286
	Pension contributions	10	12
		306	298
		No.	No.
	Number of directors who are members of a	140.	No.
	defined contribution pension scheme	6	7
		£'000	£'000
	Highest paid director		
	Emoluments	59	59

## 3. INFORMATION REGARDING DIRECTORS AND EMPLOYEES (continued)

The highest paid director is not a member of the pension scheme.

	2003	2002
	£'000	£'000
Employee costs (including directors)		
Wages and salaries	9,157	8,951
Social security costs	940	883
Other pension costs	487	548
	10,584	10,382
Average number of persons employed (including directors)	No.	No.
General administration	25	25
Mining	303	306
	328	331

## 4. OTHER OPERATING INCOME

In respect of the year 2003, the company has credited a subsidy due from the DTI of £900,000 (2002 - £2,628,000) to the profit and loss account. £900,000 (2002 - £1,852,000) of this amount is included in debtors.

#### 5. LOSS ON ORDINARY ACTIVITIES BEFORE TAXATION

		2003 £'000	2002 £'000
	The loss on ordinary activities before taxation is after charging		
	Auditors' remuneration		
	- Audit fees	14	14
	- Other services	9	9
	Depreciation - owned assets	1,373	1,321
	- leased assets	-	13
	And after crediting		
	Subsidy income	900	2,628
	Exceptional income	1,455	-
6.	INTEREST PAYABLE AND SIMILAR CHARGES		
		2003 £'000	2002 £'000
	Bank loans, overdrafts and other loans repayable within five years	5	5
	Finance lease and hire purchase contracts	<del></del>	22
		5	27

#### 7. TAX ON LOSS ON ORDINARY ACTIVITIES

	2003 £'000	2002 £'000
Current taxation		
United Kingdom corporation tax:		
Current tax on income for the year at 30% (2002 - 30%)	-	187
	*****	<del></del>
Total current tax		
Deferred tax	(37)	(56)
	(37)	131

The difference between the total current tax shown above and the amount calculated by applying the standard rate of UK corporation tax to the loss before tax is as follows:

	£'000	£'000
Loss on ordinary activities before tax	(331)	(417)
Tax on loss on ordinary activities before tax at 30%	99	125
Factors affecting charge for the year		
Expenses not deductible for tax purposes	(20)	(18)
Capital allowances in excess of depreciation	(29)	80
Trade losses not utilised	(50)	<u>-</u>
Current tax charge for year	-	187

#### 8. PROFIT OF PARENT COMPANY

As permitted by Section 230 of the Companies Act, the profit and loss account of the parent company is not presented as part of these accounts. The parent company profit for the financial year amounted to £nil (2002 - £1,000).

#### 9. INTANGIBLE FIXED ASSETS

	Goodwill
	£
Cost	
At 1 January 2003 and at 31 December	
2003	143

The goodwill relates to the purchase of assets by Welsh Dragon Coal Limited and Tower Energy Resources Limited, both of which are wholly owned subsidiaries of Goitre Tower Anthracite Limited.

#### 10. TANGIBLE FIXED ASSETS

The Group	Long-term development expenditure £'000	Land and buildings £'000	Plant and machinery £'000	Total £'000
Cost				
At 1 January 2003	4,562	1,523	13,550	19,635
Additions	368	81	338	787
At 31 December 2003	4,930	1,604	13,888	20,422
Accumulated depreciation				
At 1 January 2003	3,073	414	9,814	13,301
Charge for the year	472	69	832	1,373
At 31 December 2003	3,545	483	10,646	14,674
Net book value				
At 31 December 2003	1,385	1,121	3,242	5,748
At 31 December 2002	1,489	1,109	3,736	6,334

During the year, the estimated useful economic lives of assets have been re-assessed and the effect of this re-assessment was a reduction in the depreciation charge of £31,000.

#### 11. INVESTMENTS

		a	The Group	The Company
	Investment in own shares £'000	Shares in Joint venture £'000	Total £'000	Shares in subsidiary £'000
Cost and net book value				
At 1 January 2003	424	50	474	9,200
Additions	<del></del>		89	-
At 31 December 2003	513	50	563	9,200

The company has the following wholly owned subsidiaries:

Name	Country of incorporation/ registration and operation	Activity
Goitre Insurance Services Limited	Guernsey	Insurance
Tower Colliery Limited	England and Wales	Coal mining
Welsh Dragon Coal Limited	England and Wales	Coal distribution
Tower Energy Resources Limited	England and Wales	Coal supplier

All of the above investments are unlisted.

The company's investment in the Joint Venture, Principality Fuel Company Limited, has not been incorporated under the gross equity method as it is immaterial to the group.

At 31 December 2003, the capital and reserves amounted to £62,345 (2002 - £60,748) and its profit for the year then ended was £1,597 (2002 - £5,275). It is held at cost in the consolidated balance sheet.

The investment in own shares relates to shares in Goitre Tower Anthracite Limited owned by Goitre Tower Anthracite Limited Employees' Trust.

#### 12. STOCKS

	The Group		
	2003 £'000	2002 £'000	
Raw materials and consumables Finished goods held for re-sale	1,267 1,421	1,325 1,646	
ranshed goods held for re-sale	1,421	1,040	
	2,688	2,971	

## 13. DEBTORS

	The Group 2003 £'000	The Company 2003 £'000	The Group 2002 £'000	The Company 2002 £'000
Trade debtors	3,877	-	3,009	-
Amounts owed by subsidiary undertakings	-	912	-	912
Other debtors	1,185	366	2,598	347
Prepayments and accrued income	134	-	163	-
	5,196	1,278	5,770	1,259

Amounts owed by subsidiary undertakings to the company are due after more than one year.

## 14. CURRENT ASSET INVESTMENTS

	The Group 2003 £'900	Company 2003 £'000	Group 2002 £'000	Company 2002 £'000
Cash held on 7-day deposit	1,236	-	1,741	-
- <b>-</b>	<del></del>	<del></del>	<del></del>	

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## 15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2003 £'000	2003 £'000	2002 £'000	2002 £'000
Other loans	2,050	2,050	2,050	2,050
Trade creditors	1,102	24	1,755	24
Corporation tax	105	-	1,081	_
Other creditors including taxation and social security	1,307	-	1,202	_
Accruals and deferred income	416		984	-
	4,980	2,074	7,072	2,074
Other creditors including taxation and social security includes				
Taxation and social security	1,242	-	1,021	-

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

		The Group 2003 £'000	The Company 2003 £'000	The Group 2002 £'000	The Company 2002 £'000
	Amounts owed to subsidiary undertaking	~	6,150	•	6,150
17.	PROVISIONS FOR LIABILITIES AND CHARGES	s			
	The Group		At 1 January 2003 £'000	Charged/ (Credited) to profit and loss account £'000	At 31 December 2003 £'000
	Restoration and subsidence provisions Medical claims Deferred taxation		3,176 900 56	(37)	3,188 900 19
			4,132	(25)	4,107
	The amounts of deferred taxation provided in the accou	nts are as foll	ows:		
				2003 £'000	2002 £'000
	Capital allowances in excess of depreciation			19	56
18.	Restoration and subsidence provisions will be utilised s Medical claims provisions will be utilised when due.  CALLED UP SHARE CAPITAL	hould mining	cease or subsi	dence occur.	

	2003 £'000	2002
Authorised	2.000	£'000
2,600,000 'A' ordinary shares of £1 each	2,600	2,600
1,400,000 'C' ordinary shares of £1 each	1,400	1,400
	4,000	4,000
Allotted, fully paid		
1,961,635 'A' ordinary shares of £1 each	1,962	2,042
200,000 'C' ordinary shares of £1 each	200	120
	<del></del>	
	2,162	2,162

All ordinary shares have equal rights to dividends and repayment of capital. 'C' ordinary shares have no voting rights.

# 19. RECONCILIATION OF MOVEMENT IN SHAREHOLDERS' FUNDS AND STATEMENT OF MOVEMENTS ON RESERVES

The Group	Issued share capital £'000	Share premium account £'000	Profit and loss account £'000	Total 2003 £'000	Total 2002 £'000
At beginning of year Loss attributable to members of the	2,162	223	7,681	10,066	10,352
group	-	-	(294)	(294)	(286)
At end of year	2,162	223	7,387	9,772	10,066
The Company					
At beginning of year Profit attributable to members of the	2,162	223	24	2,409	2,408
company	-	-	-		1
At end of year	2,162	223	24	2,409	2,409

# 20. RECONCILIATION OF OPERATING LOSS TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2003 £'000	2002 £'000
Operating loss	(449)	(533)
Depreciation	1,373	1,334
Decrease/(increase) in stocks	283	(1,484)
Decrease in debtors	574	856
(Decrease)/increase in creditors	(1,038)	1,678
Increase in provisions	12	37
Net cash inflow from operating activities	755	1,888

## 21. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS

		£'000	2003 £'000	£'000	2002 £'000
	(Decrease)/increase in cash in the year Debt repayments	(552)		156 17	
	Cash (inflow)/outflow from increase in liquid resources	(505)		34	
	Movement in net (debt)/funds in the year		(1,057)		207
	Net funds at 1 January		3,528		3,321
	Net funds at 31 December		2,471		3,528
22.	ANALYSIS OF CHANGE IN NET FUNDS				
		At 1 January 2003 £'000	Cash flow £'000	Other non-cash changes £'000	At 31 December 2003 £'000
	Cash at bank and in hand	3,837	(552)	-	3,285
	Debt due within one year Current asset investments	(2,050) 1,741	(505)	-	(2,050) 1,236
		3,528	(1,057)		2,471

#### 23. PENSIONS

The group operates a defined contribution pension scheme for all qualified employees. The assets of the scheme are held in individually administered funds. The cost of pensions for the company in the year was £487,000 (2002 - £548,000).

## 24. CONTINGENT LIABILITY

The DTI subsidy income referred to in note 4 is in certain circumstances subject to reclaim.