

Berrington UK

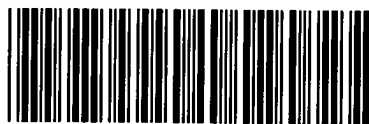
Annual Report and Financial Statements

For the year ended

31 December 2022

Company Number 03179466

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Berrington UK

Company Information

Directors	Giles Hudson Stephen Rowell
Company secretary	Ryan Dale
Registered number	03179466
Registered office	Saxon House 2-4 Victoria Street Windsor England SL4 1EN
Independent auditor	Deloitte LLP Statutory Auditor Abbots House Abbey Street Reading RG1 3BD United Kingdom

Berrington UK

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Berrington UK

Strategic Report For the year ended 31 December 2022

The directors present their strategic report for Berrington UK (the 'company') for the year ended 31 December 2022. The directors, in preparing this strategic report, have complied with s414C of the Companies Act 2006.

Results

The profit for the year after tax was £416,220,000 (2021: £349,772,000).

Business review and principal activities

The principal activity of the company is that of a non-trading holding company. Its subsidiaries are listed in note 8.

The results of the business reflect its status as a holding company.

The company received dividends during the year of £425,000,000 (2021: £354,107,000) and paid interest of £10,840,000 (2021: £5,352,000).

At the date of this report, the directors are not aware of any likely major changes in the company's activities in the coming year.

Principal risks and uncertainties

The main risk that the company is exposed to is the impairment of investments. The company annually reviews its investments for any indicators of impairment and makes provisions as necessary. No impairments were made during the year.

As the company is non-trading and has no employees the primary asset is the value of investments.

Key performance indicators (KPIs)

The directors do not measure the performance of the company through KPIs as the company is non-trading and holds investments.

Section 172(1) statement

The company is an intermediary parent of a large group and therefore requires a section 172(1) statement. The company's governance and processes are operated to ensure that all relevant matters are considered by the Board in its principal decision-making, as a means of contributing to the delivery of the company's long-term success.

In the performance of its duty to promote the success of the company and fairness in decision making the Board has agreed to a number of matters. This includes listening to and considering the views of its single shareholder and ultimate controlling party as well as the company's other stakeholders to build trust and ensure it fully understands the potential impacts of any decisions on the environments and the communities in which it operates. As the company is a holding company, it is important to distribute cash in excess of its current working capital needs for more efficient utilisation in other parts of the group.

As the company is a holding company, it is important to distribute cash in excess of its current working capital needs for more efficient utilisation in other parts of the group. The directors have approved dividends of £360,000,000 to be paid in the year.

Berrington UK

Strategic Report (continued) For the year ended 31 December 2022

Stakeholders engagement

The company aims to build enduring relationships with its stakeholders which may include governments, regulators, partners and communities in the countries where it operates. The company works with its stakeholders in an honest, respectful and responsible way. As the company is a holding company its main stakeholders are other group companies. Consequently it ensures that its decisions and policies are closely aligned to that of the group.

Approved for issue by the Board of Directors

A handwritten signature in black ink, consisting of a stylized 'G' followed by a horizontal line.

Giles Hudson
Director

27 April 2023

Berrington UK

Directors' Report For the year ended 31 December 2022

The directors present their annual report on the affairs of the company, together with the audited financial statements and independent auditor's report, for the year ended 31 December 2022.

Principal activities

The principal activity of the company is that of a non-trading holding company. Details of future developments have been discussed on page 1 in the strategic report.

Financial risk management policies

The company's principal financial assets are investments. Consequently, the company has no external credit, price or liquidity risks.

Going concern

Although the company has substantial net assets, it also has net current liabilities as set out in the balance sheet on page 11. The company also has an obligation to repay a loan on being given 30 days notice along with an obligation to repay the bank overdraft on demand, as set out in Note 10. However, as the company has access to a group banking facility, it consequently has sufficient cash resources to meet any reasonably foreseeable obligation. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for a period of at least 12 months from the signing of the financial statements, despite the current economic outlook. Thus, the directors continue to adopt the going concern basis in preparing the annual report and financial statements.

The directors' going concern assumption is further supported by the following:

- The company settles its liabilities when due, is non-trading and has no employees.

Dividends

Dividends of £360,000,000 were paid during the year (2021: £304,107,000). The directors do not recommend the payment of a final dividend.

Directors

The directors who served during the year and up to the date of signing were:

Giles Hudson
Stephen Rowell

Post balance sheet events

The directors have assessed and concluded that there aren't deemed to be any subsequent events that need to be disclosed.

Energy and carbon report

The company is not providing any disclosures as it is able to obtain an exemption due to not preparing a group directors' report and because it consumes less than 40,000KWh of energy. In addition the company is non-trading, does not have any employees and has no premises.

Berrington UK

Directors' Report (continued) For the year ended 31 December 2022

Disclosure of information to auditor

Each of the persons who are directors at the time when the directors' report is approved, the following applies:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- he has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The directors propose to reappoint Deloitte LLP as the auditor for the ensuing year.

Deloitte LLP have expressed their willingness to continue in office as the auditor and appropriate arrangements have been put in place for them to be deemed reappointed as auditor in the absence of an Annual General Meeting.

Approved for issue by the Board of Directors



Giles Hudson
Director

27 April 2023

Berrington UK

Directors' Responsibilities Statement

The directors are responsible for preparing the Annual 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), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". 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 year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then 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 irregularities.

Berrington UK

Independent Auditor's Report to the members of Berrington UK

Report on the audit of the financial statements

Opinion

In our opinion the financial statements of Berrington UK (the 'company'):

- give a true and fair view of the state of the company's affairs as at 31 December 2022 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements which comprise:

- the statement of comprehensive income;
- the balance sheet;
- the statement of changes in equity; and
- the related notes 1 to 12.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Berrington UK

Independent Auditor's Report to the members of Berrington UK (continued)

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of directors

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Berrington UK

Independent Auditor's Report to the members of Berrington UK (continued)

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the company's industry and its control environment, and reviewed the company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and the directors about their own identification and assessment of the risks of irregularities, including those that are specific to the company's business sector.

We obtained an understanding of the legal and regulatory frameworks that the company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included UK Companies Act, tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Bribery Act and GDPR.

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management and in-house legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC.

Report on other legal and regulatory requirements

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the strategic report or the directors' report.

Berrington UK

Independent Auditor's Report to the members of Berrington UK (continued)

Matters on which we are required to report by exception

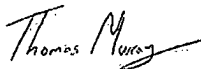
Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

- 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.

We have nothing to report in respect of these matters.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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 auditor's 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.



Thomas Murray BSc ACA (Senior Statutory Auditor)
For and on behalf of Deloitte LLP
Statutory Auditor
Abbots House
Abbey Street
Reading
RG1 3BD
United Kingdom

Date: 27 April 2023

Berrington UK

Statement of Comprehensive Income For the year ended 31 December 2022

	Note	2022 £000	2021 £000
Income from shares in group undertakings	3	425,000	354,107
Interest payable and similar expenses	5	(10,840)	(5,352)
Profit before taxation	3	414,160	348,755
Taxation on profit	6	2,060	1,017
Profit and total comprehensive income for the financial year		416,220	349,772

The notes on pages 13 to 25 form part of these financial statements.

Berrington UK
Registered number: 03179466

Balance Sheet
As at 31 December 2022

	Note	2022 £000	2021 £000
Fixed assets			
Investments	8	2,278,487	2,278,487
		<u>2,278,487</u>	<u>2,278,487</u>
Current assets			
Debtors: Amounts falling due within one year	9	2,060	1,017
		<u>2,060</u>	<u>1,017</u>
Creditors: Amounts falling due within one year	10	(550,692)	(605,869)
Net current liabilities		<u>(548,632)</u>	<u>(604,852)</u>
Total assets less current liabilities		<u>1,729,855</u>	<u>1,673,635</u>
Net assets		<u><u>1,729,855</u></u>	<u><u>1,673,635</u></u>
Capital and reserves			
Called-up share capital	11	500	500
Share premium account	11	1,014,478	1,014,478
Capital contribution	11	237,750	237,750
Profit and loss account	11	477,127	420,907
Total shareholder's funds		<u><u>1,729,855</u></u>	<u><u>1,673,635</u></u>

The notes on pages 13 to 25 form part of these financial statements.

The financial statements of Berrington UK, registered number 03179466 were approved by the Board of Directors and authorised for issue on 27 April 2023.

Signed on behalf of the Board



Giles Hudson
Director

Berrington UK

Statement of Changes in Equity For the year ended 31 December 2022

	Called-up share capital £000	Share premium £000	Capital contribution reserve £000	Profit and loss account £000	Total shareholder's funds £000
At 1 January 2022	500	1,014,478	237,750	420,907	1,673,635
Comprehensive income for the year					
Profit for the year	-	-	-	416,220	416,220
Total comprehensive income for the year	-	-	-	416,220	416,220
Contributions by and distributions to owners					
Dividends paid (see note 7)	-	-	-	(360,000)	(360,000)
Total contributions by and distributions to owners	-	-	-	(360,000)	(360,000)
At 31 December 2022	500	1,014,478	237,750	477,127	1,729,855

Statement of Changes in Equity For the year ended 31 December 2021

	Called-up share capital £000	Share premium £000	Capital contribution reserve £000	Profit and loss account £000	Total shareholder's funds £000
At 1 January 2021	500	1,014,478	612,744	248	1,627,970
Comprehensive income for the year					
Profit for the year	-	-	-	349,772	349,772
Total comprehensive income for the year	-	-	-	349,772	349,772
Contributions by and distributions to owners					
Dividends paid (see note 7)	-	-	-	(304,107)	(304,107)
Transfer between reserves	-	-	(374,994)	374,994	-
Total contributions by and distributions to owners	-	-	(374,994)	70,887	(304,107)
At 31 December 2021	500	1,014,478	237,750	420,907	1,673,635

The notes on pages 13 to 25 form part of these financial statements.

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

1. Statement of accounting policies

The principal accounting policies are summarised below. They have all been applied consistently throughout the current year and the preceding year.

1.1 General information and basis of accounting

Berrington UK is a private unlimited company incorporated, registered and domiciled in England and Wales under the Companies Act 2006. The address of the registered office is given on the company information page. The nature of the company's operations and its principal activities are set out in the strategic report on page 1.

The financial statements are prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council, "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland".

The functional currency of Berrington UK is considered to be pound sterling because that is the currency of the primary economic environment in which the company operates.

1.2 Group financial statements

The company is exempt from the requirement to prepare consolidated financial statements per s401 of the Companies Act as the company is included within the consolidated financial statements of Illinois Tool Works Inc., which are available as indicated in note 12.

1.3 Qualifying entity disclosure exemptions

In preparing the financial statements of the company, advantage has been taken of the disclosure exemption for qualifying entities. The company is a qualifying entity as it is a member of a group whose parent prepares publicly available consolidated financial statements which includes the results of the company (further details in note 12). Therefore, the company has claimed the available exemption not to present a cash flow statement, disclose key management personnel total compensation, disclose related party transactions or the requirement related to financial instrument disclosures.

1.4 Going concern

Although the company has substantial net assets, it also has net current liabilities as set out in the balance sheet on page 11. The company also has an obligation to repay a loan on being given 30 days notice along with an obligation to repay the bank overdraft on demand, as set out in Note 10. However, as the company has access to a group banking facility, it consequently has sufficient cash resources to meet any reasonably foreseeable obligation. The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for a period of at least 12 months from the signing of the financial statements, despite the current economic outlook. Thus, the directors continue to adopt the going concern basis in preparing the annual report and financial statements.

The directors' going concern assumption is further supported by the following:

- The company settles its liabilities when due, is non-trading and has no employees.

1.5 Dividend income

Dividend income is recognised when the right to receive payment is established.

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

1. Statement of accounting policies (continued)

1.6 Finance costs

Finance costs are recognised in the statement of comprehensive income, incorporating the profit and loss account over the term of the debt at a constant rate on the carrying amount.

1.7 Dividends

Equity dividends are recognised when they become legally payable. Interim equity dividends are recognised when paid. Final equity dividends are recognised when approved by the shareholders at an annual general meeting.

1.8 Investments

Fixed asset investments are shown at cost less provision for impairment.

1.9 Impairment of assets

Assets are assessed for indicators of impairment at each balance sheet date. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

Non-financial assets

An asset is impaired where there is objective evidence that, as a result of one or more events that occurred after initial recognition, the estimated recoverable value of the asset has been reduced. The recoverable amount of an asset is the higher of its fair value less costs to sell and its value in use.

Where indicators exist for a decrease in impairment loss, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

Financial assets

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

1. Statement of accounting policies (continued)

1.10 Financial instruments

Financial assets and financial liabilities are recognised when the company becomes party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. 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 liabilities

All financial assets and liabilities are initially measured at transaction price (including transaction costs) and subsequently recognised at amortised cost using the effective interest method.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the company transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the company, despite having retained some significant risks and rewards of ownership, has transferred control of the asset to another party and the other party has the practical ability to sell the asset in its entirety to an unrelated third party and is able to exercise that ability unilaterally and without needing to impose additional restrictions on the transfer.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

1.11 Taxation

Current tax, including UK corporation tax and foreign tax is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

The tax expense or income is presented in the same component of comprehensive income or equity as the transaction or other event that resulted in the tax expense or income.

1.12 Foreign currency

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

2. Critical accounting judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only that year, or in the year of the revision and future years if the revision affects both current and future years.

The company's directors are of the opinion that there are no estimates or judgements that have a significant risk of causing material adjustment to the carrying value of assets and liabilities for the company within the next financial year.

3. Profit before taxation

Profit is stated after crediting:

	2022 £000	2021 £000
Income from shares in group undertakings	425,000	354,107

Fees for the audit of the financial statements are borne by another group company. The audit fee for the year, if allocated to the company, would be £6,000 (2021: £4,000).

4. Staff costs and directors' emoluments

There were no employees of the company during either year.

Two directors (2021: two) are also directors of ITW Limited, a fellow group company. ITW Limited paid the directors £575,876 (2021: £409,222) of emoluments and the directors accrued benefits under a defined benefit scheme. The directors do not receive any emoluments in respect of services to this company. The emoluments of the highest paid director were £313,922 (2021: £211,995) and the accrued pension entitlement under the company's defined benefit schemes of the highest paid director at 31 December 2022 was £80,680 (2021: £69,067).

5. Interest payable and similar expenses

	2022 £000	2021 £000
Interest payable to group companies	9,745	5,066
Bank interest payable	1,095	286
	10,840	5,352

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

6. Taxation on profit

	2022 £000	2021 £000
Current tax on profit		
UK corporation tax	(2,060)	(1,017)
Total tax credit	<u>(2,060)</u>	<u>(1,017)</u>

The standard rate of tax applied to reported profit is 19% (2021: 19%).

Factors affecting future tax charges

In March 2021, it was announced that the main rate of corporation tax would increase to 25% with effect from 1 April 2023. This increase was substantively enacted on 24 May 2021.

Deferred taxes at the reporting date have been measured and reflected in these financial statements using the substantively enacted tax rate at the year end of 25%, unless the asset/liability is expected to be realised or settled before the rate increase in which case the current prevailing rate of 19% has been used.

There were no other factors that may affect future tax charges.

The differences between the total tax charge shown above and the amount calculated by applying the standard rate of UK corporation tax to profit before tax is as follows:

	2022 £000	2021 £000
Profit before taxation	<u>414,160</u>	<u>348,755</u>
Profit multiplied by standard rate of corporation tax in the UK of 19% (2021 : 19%)	78,690	66,263
Effects of:		
Non-taxable income	(80,750)	(67,280)
Total tax credit for the year	<u>(2,060)</u>	<u>(1,017)</u>

7. Dividends

	2022 £000	2021 £000
Dividends paid of £719.9971 (2021: £608.2115) per share	<u>360,000</u>	<u>304,107</u>

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments

	Investments in subsidiary companies £000
Cost	
At 1 January 2022	2,379,187
At 31 December 2022	<u>2,379,187</u>
Impairment	
At 1 January 2022	100,700
At 31 December 2022	<u>100,700</u>
Net book value	
At 31 December 2022	<u><u>2,278,487</u></u>
At 31 December 2021	<u><u>2,278,487</u></u>

Principal subsidiary

The company owns 100% of the issued ordinary share capital of ITW Limited, which is registered in England and Wales. ITW Limited designs and manufactures an array of highly engineered fasteners and components, equipment and consumable systems and a variety of speciality products and equipment for customers around the world.

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments (continued)

Subsidiary undertakings

In the opinion of the directors the aggregate value of the company's investment consisting of shares in or amounts owed by its subsidiaries and associates is not less than the aggregate amounts at which they are stated in the balance sheet.

The following were subsidiary undertakings of the company:

Name	Class of shares	Holding	Principal activity
Avery Malaysia Sdn Bhd ⁽¹⁾	Ordinary	100%	Distribution company
Avery Weigh-Tronix International Limited ⁽²⁾	Ordinary	100%	Holding company
Avery Weigh-Tronix (Suzhou) Weighing Technology Co. Ltd. ⁽³⁾	Ordinary	100%	Manufacturing company
Beijing Miller Electric Manufacturing Co. Ltd. ⁽⁴⁾	Percentage Ownership	100%	Manufacturing company
Brooks Instrument (Shanghai) Co. Ltd. ⁽⁵⁾	Percentage Ownership	100%	Manufacturing company
Dongguan Ark-Les Electric Components Co., Ltd. ⁽⁶⁾	Percentage Ownership	100%	Manufacturing company
Dongguan CK Branding Co., Ltd. ⁽⁷⁾	Ownership Capital	100%	Manufacturing company
Gun Hwa Platech (Taicang) Co. Ltd. ⁽⁸⁾	Percentage Ownership	100%	Manufacturing company
Hobart Food Equipment Co., Ltd. ⁽⁹⁾	Percentage Ownership	100%	Manufacturing company
Hobart International (Singapore) Pte. Ltd. ⁽¹⁰⁾	Percentage Ownership	100%	Distribution company
Hobart Korea LLC ⁽¹¹⁾	Percentage Ownership	100%	Distribution company
Instron Korea LLC ⁽¹²⁾	Shares	100%	Manufacturing company
Instron (Shanghai) Ltd. (formerly Instron (Shanghai) Experiment Equipment Trade Co., Ltd.) ⁽¹³⁾	Percentage Ownership	100%	Distribution company
ITW CS (UK) Ltd ⁽¹⁴⁾	Ordinary	100%	Trading company
ITW Korea LLC (formerly ITW EF&C Korea, Inc.) ⁽¹⁵⁾	Ordinary	100%	Manufacturing company
ITW (China) Investment Company Limited ⁽¹⁶⁾	Ordinary	100%	Holding company
ITW (Ningbo) Components & Fastening Systems Co., Ltd. ⁽¹⁷⁾	Percentage Ownership	100%	Manufacturing company
ITW Automotive Components (Chongqing) Co. Ltd. ⁽¹⁸⁾	Percentage Ownership	100%	Manufacturing company
ITW Automotive Components (Langfang) Co., Ltd. ⁽¹⁹⁾	Percentage Ownership	100%	Manufacturing company

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments (continued)

Name	Class of shares	Holding	Principal activity
ITW Automotive Parts (Shanghai) Co. Ltd ⁽²⁰⁾	Percentage Ownership	100%	Manufacturing company
ITW Construction Products (Shanghai) Co. Ltd ⁽²¹⁾	Percentage Ownership	100%	Manufacturing company
ITW Construction Products (Singapore) Pte. Ltd ⁽²²⁾	Ordinary	100%	Distribution company
ITW Contamination Control (Wujiang) Co., Ltd ⁽²³⁾	Percentage Ownership	100%	Manufacturing company
ITW Limited ⁽²⁴⁾	Ordinary	100%	Manufacturing and distribution company
ITW Pension Funds Trustee Company ⁽²⁵⁾	Ordinary	100%	Dormant company
ITW Dynatec Adhesive Equipment (Suzhou) Co. Ltd ⁽²⁶⁾	Percentage Ownership	100%	Manufacturing company
ITW Electronic Components/Products (Shanghai) Co., Ltd ⁽²⁷⁾	Percentage Ownership	100%	Manufacturing company
ITW FEG Hong Kong Limited ⁽²⁸⁾	Ordinary	100%	Holding company
ITW GH, LLC ⁽²⁹⁾	Percentage Ownership	100%	Manufacturing company
ITW Graphics Asia Limited ⁽³⁰⁾	Ordinary	100%	Distribution company
ITW International Holdings LLC ⁽³¹⁾	Common Stock	100%	Holding company
ITW Meritex Sdn. Bhd. ⁽³²⁾	Ordinary	100%	Manufacturing company
ITW New Zealand ⁽³³⁾	Ordinary	100%	Manufacturing company
ITW Packaging Technology (China) Co Ltd (formerly ITW Test and Measurement (China) Company Ltd.) ⁽³⁴⁾	Percentage Ownership	100%	Manufacturing company
ITW Performance Polymers Trading (Shanghai) Co., Ltd. ⁽³⁵⁾	Ordinary	100%	Holding company
ITW Performance Plastic (Shanghai) Co. Ltd ⁽³⁶⁾	Percentage Ownership	100%	Distribution company
ITW Performance Polymers (Wujiang) Co., Ltd ⁽³⁷⁾	Percentage Ownership	100%	Manufacturing company
ITW Pte. Ltd ⁽³⁸⁾	Percentage Ownership	100%	Distribution company
ITW Qufu Automotive Cooling Systems Co. Ltd. (formerly ITW Temb (QuFu) Auto Cooling Systems) ⁽³⁹⁾	Percentage Ownership	100%	Manufacturing company
ITW Simco-Ion (Shenzhen) Co. Ltd ⁽⁴⁰⁾	Percentage Ownership	100%	Manufacturing company
ShineMark Specialty Films LLC (formerly ITW Specialty Film, LLC) ⁽⁴¹⁾	Shares	100%	Manufacturing company
ITW Specialty Materials (Suzhou) Co., Ltd ⁽⁴²⁾	Percentage Ownership	100%	Manufacturing company
ITW Test & Measurement Equipment (Shanghai) Co., Ltd ⁽⁴³⁾	Percentage Ownership	100%	Manufacturing company

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments (continued)

Name	Class of shares	Holding	Principal activity
ShineMark Specialty Films (Shanghai) Co., Ltd. (formerly ITW Thermal Films (Shanghai) Co., Ltd.) ⁽⁴⁴⁾	Percentage Ownership	100%	Manufacturing company
Shanghai ITW Plastic & Metal Co. Ltd. ⁽⁴⁵⁾	Percentage Ownership	100%	Manufacturing company
ITW Welding Singapore Pte. Ltd. ⁽⁴⁶⁾	Percentage Ownership	100%	Manufacturing company
Meritex Technology (Suzhou) Co. Ltd. ⁽⁴⁷⁾	Percentage Ownership	100%	Manufacturing company
Pacific Concepts Industries Limited (Enping) ⁽⁴⁸⁾	Percentage Ownership	100%	Manufacturing company
Plasode Fasteners (Shanghai) Co., Ltd. ⁽⁴⁹⁾	Percentage Ownership	100%	Manufacturing company
Ramset Fasteners (Hong Kong) Ltd. ⁽⁵⁰⁾	Ordinary	100%	Distribution company
Stokvis Tapes Limited ⁽⁵¹⁾	Ordinary	100%	Manufacturing company
Stokvis Tapes (Shanghai) Co. Limited ⁽⁵²⁾	Percentage Ownership	100%	Manufacturing company
Stokvis Tapes (Taiwan) Co. Ltd. ⁽⁵³⁾	Percentage Ownership	100%	Manufacturing company
Teknek (China) Limited ⁽⁵⁴⁾	Ordinary	100%	Distribution company
Teknek (Japan) Limited ⁽⁵⁵⁾	Ordinary	100%	Distribution company
Teksaleco Limited ⁽⁵⁶⁾	Ordinary	100%	Holding company
Tien tai Electrode (Kunshan) Co., Ltd. ⁽⁵⁷⁾		100%	Manufacturing company
Vesta (Guangzhou) Catering Equipment Co. Ltd. ⁽⁵⁸⁾	Percentage Ownership	100%	Manufacturing company
Vesta Global Limited ⁽⁵⁹⁾	Ordinary	100%	Manufacturing company
Shinemark UK Limited ⁽⁶⁰⁾	Ordinary	100%	Manufacturing company

Avery Weigh-Tronix Limited and Avery Weigh-Tronix Properties Limited were struck off during the year.

⁽¹⁾ registered office is 10th Floor, Wisma Havela Thakardas, No. 1 Jalan Tiong Nam, Off Jalan Raja Laut, Kuala Lumpur, 50350, Malaysia

⁽²⁾ registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN

⁽³⁾ registered office is NG2 Export processing Zone B, 280 Shangpu Road, SIP of Suzhou, 215121, China

⁽⁴⁾ registered office is Xin Cheng Industrial Park, Jing Hai No. 2 Road, Building 6, No. 28, Beijing, China

⁽⁵⁾ registered office is Room 203, Building 6, No. 1888 Xin Jing Qiao Road, Shanghai, China

⁽⁶⁾ registered office is Nan Main Industrial Park, Hu Men Town, Dong Guan City, Guangdong, China

⁽⁷⁾ registered office is Hw WuGang, Cun Tou, Humen Dongguan, China

⁽⁸⁾ registered office is 327 Chundong Road, Xinzhuang Industrial Development Zone, Shanghai, 201108, China

⁽⁹⁾ registered office is No.8 Yesheng Road, Xiqing Economic & Development Zone, Tianjin, China

⁽¹⁰⁾ registered office is 158 Kallang Way, #06-03, Safekeep Building, Singapore 349245, Singapore

⁽¹¹⁾ registered office is 7F Woongsan Bldg, 108 Bange-dong Songpa-Ku, Seoul, 138-050, South Korea

⁽¹²⁾ registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN

⁽¹³⁾ registered office is Room 1704-1715, Shanghai Civic Plaza, Shanghai, China 200041, China

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments (continued)

- (14) registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN
- (15) registered office is 16th Floor Hae-Am Building, 983-3 Daechi-dong, Seoul, 135-842, South Korea
- (16) registered office is Room 2801, Tower B, New Caohejing International Business Center, 391 Guiping Zone, Shanghai, China 200233
- (17) registered office is No. 333 Batou West Road, Beilum Zone, Nigbo, China 315806
- (18) registered office is No 106 Jin Yu Road, Chongqing, China
- (19) registered office is Langsen Automotive Industry Park 9#, Yaohua Str., Langfang ETDZ, Langfang, China
- (20) registered office is No. 500, Huapu Road, No. E Building, Qingpu, Shanghai, China
- (21) registered office is Shengang Road, No. 3802, Bldg. 13, Shanghai, 201611, China
- (22) registered office is 4 Changi South Lane, #06-01, Nan Wah Building, 486127, Singapore
- (23) registered office is 4660 Pangjin Road, Economic Development Zone, Jiangsu, China
- (24) registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN
- (25) registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN
- (26) registered office is Unit 2, B1 Building No.9, Weixin Road, Kuatang, SIP, Suzhou, China
- (27) registered office is 789-5, Shenfu Road, Xinzhuang Industrial Zone, Shanghai, China
- (28) registered office is 1401 Hutchison House, 10 Harcourt Road, Hong Kong
- (29) registered office is #589, Byeong-Dong-Ri, Hallim-Myeon, Gimhae-Si, GyeongSangNam-Do, South Korea
- (30) registered office is 3rd Floor, Capella Htr, 47 Hung To Road, Kwun Tong, Kowloon, Hong Kong
- (31) registered office is 1209 Orange Street, Wilmington, Delaware 19801-0000, United States
- (32) registered office is 57-G Persiaran Bayan Indah, Bayan Bay, Sungai Nibong, Pulau Pinang, 11900, Malaysia
- (33) registered office is Level 7, The Bayleys Building, 36 Brandon Street, Wellington, 6140, New Zealand
- (34) registered office is No.9, Weixin Road, Kuatang, SIP, Suzhou, China
- (35) registered office is Room 301, Building A International Far Est Plaza, No. 319 XianXia Road, Shanghai, China
- (36) registered office is Room 301, Building A International Far Est Plaza, No. 319 XianXia Road, Shanghai, China
- (37) registered office is No. 4860, Pangjin Road, Wujiang Economic Development Zone, Wujiang
- (38) registered office is 132 Joo Seng Road, #03-01 Uniplus Building Centre, 368358, Singapore
- (39) registered office is No. 11 Chuangye Road, Economic Development Zone, Shandong Province, Qufu City, China
- (40) registered office is 2/F, Building 11, Heng Ming Zhu Technology Park, Xiang Xing Road, Sha Jing, Bao An Shenzhen District, Guangdong, 518104, China
- (41) registered office is 460, Cheonheung-ri, Seonggeo-eup, Cheonan-si 330-836, South Korea
- (42) registered office is Heng Qiao Road, Wujiang Economic & Technological, Development Zone, China
- (43) registered office is 15#, Lane 1985, Chunshen Road, Minhang District, Shanghai, China
- (44) registered office is 327 Chundong Road, Xinzhuang Industrial Development Zone, Shanghai, 201108, China
- (45) registered office is 327 Chundong Road, Xinzhuang Industrial Development Zone, Shanghai, 201108, China
- (46) registered office is 23 Tagore Lane, #04-06/07, Tagore 23 Warehouse, 787601, Singapore
- (47) registered office is Block D No. 28 Heshun Road, Loufeng North District, Suzhou Industrial Park, Jiangsu, China 215122
- (48) registered office is Puqiao Industrial Park, Shahu Town, Enping City, Guangdong Province, Enping City, 529447, China
- (49) registered office is No. 900 Songzheng Road, Songjiang EPZ (BZone), Shanghai, 201614, China

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

8. Investments (continued)

⁽⁵⁰⁾registered office is Unit D, 22nd Floor, Capital Trade Center, No. 62 Tsun Yip Street, Kwun Tong, Kowloon, Hong Kong

⁽⁵¹⁾ Unit 8, Tring Industrial Estate, Icknield Way, Tring, United Kingdom HP23 4JX, United Kingdom

⁽⁵²⁾registered office is Section B, Building 9, No. 353 North Riving Road, Wai Gao Qiao Banded Zone, Shanghai, 200131, China

⁽⁵³⁾registered office is 8F., No.561, Guangfu S. Rd., Xinyi Dist. Taipei City, Taiwan

⁽⁵⁴⁾registered office is River Drive, Inchinnan Business Park, Renfrewshire, Scotland PA4 9RT, United Kingdom

⁽⁵⁵⁾registered office is River Drive, Inchinnan Business Park, Renfrewshire, Scotland PA4 9RT, United Kingdom

⁽⁵⁶⁾registered office is River Drive, Inchinnan Business Park, Renfrewshire, Scotland PA4 9RT, United Kingdom

⁽⁵⁷⁾registered office is No 189 Hua Yuan Road, Zhang Pu Town, Kun Shan City, China

⁽⁵⁸⁾registered office is 43 South Liang Long Street, Huashan Town, Huadu District, Guangzhou, China

⁽⁵⁹⁾registered office is Unit 902, 9/F, 113 Argyle Street, Mong Kok, Kowloon, Hong Kong

⁽⁶⁰⁾ registered office is Saxon House, 2-4 Victoria Street, Windsor, Berkshire, United Kingdom, SL4 1EN

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

9. Debtors: Amounts falling due within one year

	2022 £000	2021 £000
Tax recoverable	2,060	1,017

10. Creditors: Amounts falling due within one year

	2022 £000	2021 £000
Amounts owed to group undertakings	355,244	346,518
Amounts owed to group undertakings - non-interest bearing unsecured loan notes	100,000	100,000
Amounts owed to group undertakings - 8% unsecured promissory note	59,000	59,000
Accruals	116	21
Bank overdraft	36,332	100,330
	550,692	605,869

The amounts owed to group undertakings are unsecured, bear interest at the Bank of England base rate and are repayable upon demand.

The non-interest bearing unsecured loan note and 8% promissory note are repayable to ITW UK at any time after 30 days notice. However, they have confirmed they will not seek to recall this amount in the foreseeable future.

Bank overdrafts (unsecured) are repayable on demand and interest has been charged at an average rate of 1.3% (2021: 0.2%).

11. Called-up share capital and reserves

	2022 £000	2021 £000
Authorised		
100,000,000 (2021: 100,000,000) Ordinary shares of £1.00 each	100,000	100,000
Called-up, allotted and fully paid		
500,002 (2021: 500,002) Ordinary shares of £1.00 each	500	500

Berrington UK

Notes to the Financial Statements For the year ended 31 December 2022

11. Called-up share capital and reserves (continued)

The company had one class of ordinary shares which carries no right to fixed income.

The company's other reserves are as follows:

The share premium account represents the amount subscribed for share capital in excess of nominal value.

The capital contribution account represents cash and assets given to the company.

The profit and loss account represents cumulative profits, losses and other comprehensive income made by the company as well as distributions and other adjustments.

12. Ultimate parent undertaking

The immediate parent undertaking of the company is ITW UK Finance Gamma Limited, a company incorporated in the United Kingdom.

The ultimate parent company and ultimate controlling party is Illinois Tool Works Inc., which is incorporated in the State of Delaware, United States of America.

The smallest and largest company in which the results of Berrington UK are consolidated is that headed by Illinois Tool Works Inc. Copies of these financial statements are available from Illinois Tool Works Inc., registered office 155 Harlem Avenue, Glenview, Illinois 60025, United States of America.

Fire risk assessment checklist

Responsible person
(employer or person having
control of premises):

Address of premises:

Assessor:

Date of assessment:

Use of premises:

Number of floors:

Construction:

Maximum number of
employees/visitors:

Electrical installations and equipment

Are fixed installations periodically inspected
and tested every five years?

Yes ☐ No ☐

Are electrical equipment and appliances periodically
inspected and tested?

N/A ☐ Yes ☐ No ☐

Is the use of trailing leads and adaptors avoided
where possible?

N/A ☐ Yes ☐ No ☐

Smoking

Are adequate measures in place to stop people from smoking on the premises?

Yes ☐

No ☐

Are 'No smoking' signs provided?

Yes ☐

No ☐

Are suitable arrangements in place for those who wish to smoke outside the premises?

N/A ☐

Yes ☐

No ☐

Arson

Are the premises adequately secured to prevent unauthorised access?

Yes ☐

No ☐

Are combustible materials, waste and refuse bins stored safely clear of the premises or in purpose-built compounds/rooms?

N/A ☐

Yes ☐

No ☐

Heating systems and portable heaters

Are fixed heating systems subject to periodic maintenance?

N/A ☐

Yes ☐

No ☐

Are portable heaters subject to periodic inspection and used safely?

N/A ☐

Yes ☐

No ☐

Cooking

Are adequate measures taken to prevent fires from cooking?

N/A ☐

Yes ☐

No ☐

Are filters and ductwork subject to regular cleaning?

N/A ☐

Yes ☐

No ☐

Means of escape

Are all escape routes kept clear of obstructions to enable people to escape safely?

Yes ☐

No ☐

Are all fire exits easily and immediately openable?

Yes ☐

No ☐

Are distances of travel considered reasonable?

Yes ☐

No ☐

Are suitable precautions in place for all inner rooms?

N/A ☐

Yes ☐

No ☐

Is adequate fire protection provided to stairways, including the provision of self-closing, fire-resisting doors?

N/A ☐

Yes ☐

No ☐

Are reasonable arrangements in place for the safe evacuation of disabled employees and other disabled persons on the premises?

N/A ☐

Yes ☐

No ☐

Record brief details of the above measures in the box below.

If the answer to any question is no, include suitable action within the Action Plan.

Means of giving warning in case of fire

Is there a suitable electrical fire alarm system?

N/A ☐

Yes ☐

No ☐

Are automatic smoke/heat detectors provided and is the extent and coverage considered adequate?

N/A ☐

Yes ☐

No ☐

Record brief details of the above measures in the box below.

If the answer to any question is no, include suitable action within the action plan.

Manual fire extinguishers

Is there reasonable provision of fire extinguishers?

N/A ☐

Yes ☐

No ☐

Emergency escape lighting

Is there a reasonable standard of emergency escape lighting to illuminate escape routes and areas without natural lighting?

N/A ☐

Yes ☐

No ☐

Record brief details of the above measures in the box below.

If the answer to any question is no, include suitable action within the action plan.

Fire safety signs and notices

Is there a reasonable standard of fire exit signage and fire safety signs?

N/A ☐

Yes ☐

No ☐

Are general fire notices, detailing the action to take in the event of a fire, provided and sited in prominent locations?

Yes ☐

No ☐

Record brief details of the above measures in the box below.

If the answer to any question is no, include suitable action within the action plan.

Action plan

If any of the above boxes are ticked with a 'No', the deficiencies should be described below, along with proposed action for rectification.

Item	Deficiency	Proposed action	Timescale	Person responsible
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Appendix A

A.1 Example fire safety maintenance checklist

A fire safety maintenance checklist can be used as a means of supporting your fire safety policy. This example list is not intended to be comprehensive and should not be used as a substitute for carrying out a fire risk assessment.

You can modify the example where necessary, to fit your premises and may need to incorporate

the recommendations of manufacturers and installers of the fire safety equipment/systems that you may have installed in your premises.

Any ticks in the grey boxes should result in further investigation and appropriate action as necessary. In larger and more complex premises you may need to seek the assistance of a competent person to carry out some of the checks.

	Yes	No	N/A	Comments
Daily checks (not normally recorded)				
Escape routes				
Can all fire exits be opened immediately and easily?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are fire doors clear of obstructions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are escape routes clear?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fire warning systems				
Is the indicator panel showing 'normal'?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are whistles, gongs or air horns in place?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Escape lighting				
Are luminaires and exit signs in good condition and undamaged?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Is emergency lighting and sign lighting working correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Firefighting equipment				
Are all fire extinguishers in place?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are fire extinguishers clearly visible?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are vehicles blocking fire hydrants or access to them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Weekly checks				
Escape routes				
Do all emergency fastening devices to fire exits (push bars and pads, etc.) work correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are external routes clear and safe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fire warning systems				
Does testing a manual call point send a signal to the indicator panel? (Disconnect the link to the receiving centre or tell them you are doing a test.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Did the alarm system work correctly when tested?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Did staff and other people hear the fire alarm?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Did any linked fire protection systems operate correctly? (e.g. magnetic door holder released, smoke curtains drop)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	Yes	No	N/A	Comments
Weekly checks continued				
Do all visual alarms and/or vibrating alarms and pagers (as applicable) work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do voice alarm systems work correctly? Was the message understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Escape lighting				
Are charging indicators (if fitted) visible?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Firefighting equipment				
Is all equipment in good condition?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Additional items from manufacturer's recommendations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Monthly checks				
Escape routes				
Do all electronic release mechanisms on escape doors work correctly? Do they 'fail safe' in the open position?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do all automatic opening doors on escape routes 'fail safe' in the open position?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are fire door seals and self-closing devices in good condition?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do all roller shutters provided for fire compartmentation work correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are external escape stairs safe?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Do all internal self-closing fire doors work correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Escape lighting				
Do all luminaires and exit signs function correctly when tested?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Have all emergency generators been tested? (Normally run for one hour.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Firefighting equipment				
Is the pressure in 'stored pressure' fire extinguishers correct?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Additional items from manufacturer's recommendations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Three-monthly checks				
General				
Are any emergency water tanks/ponds at their normal capacity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are vehicles blocking fire hydrants or access to them?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Additional items from manufacturer's recommendations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Six-monthly checks				
General				
Has any firefighting or emergency evacuation lift been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Has any sprinkler system been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Have the release and closing mechanisms of any fire-resisting compartment doors and shutters been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fire warning system				
Has the system been checked by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	Yes	No	N/A	Comments
Six-monthly checks continued				
Escape lighting				
Do all luminaires operate on test for one third of their rated value?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Additional items from manufacturer's recommendations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Annual checks				
Escape routes				
Do all self-closing fire doors fit correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Is escape route compartmentation in good repair?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Escape lighting				
Do all luminaires operate on test for their full rated duration?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Has the system been checked by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Firefighting equipment				
Has all firefighting equipment been checked by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Miscellaneous				
Has any dry/wet rising fire main been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Has the smoke and heat ventilation system been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Has external access for the fire service been checked for ongoing availability?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Have any firefighters' switches been tested?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Has the fire hydrant bypass flow valve control been tested by a competent person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Are any necessary fire engine direction signs in place?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Risk assessment

Company name: Smith's Consultants

Assessment carried out by: J Smith (Manager)

Date assessment carried out: 12 September 2019

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
Slips and trips	Staff and visitors may be injured if they trip over objects or slip on spillages.	<ul style="list-style-type: none"> • General good housekeeping. • All areas well lit, including stairs. • No trailing leads or cables. • Staff keep work areas clear, eg no boxes left in walkways, deliveries stored immediately. • Offices cleaned every evening. 	Better housekeeping in staff kitchen needed, eg on spills.	All staff, supervisors to monitor	7/10/19	5/10/19
			Arrange for loose carpet tile on second floor to be repaired/replaced.	Manager	7/10/19	5/10/19
Manual handling of paper, office equipment etc	Staff risk injuries or back pain from handling heavy/bulky objects, eg deliveries of paper.	<ul style="list-style-type: none"> • Trolley used to transport boxes of paper and other heavy items when collecting deliveries etc. • High shelves for light objects only. 	Remind staff that they should not try to lift objects that look or appear too heavy to handle.	Manager	4/10/19	4/10/19

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Display screen equipment	Staff risk posture problems and pain, discomfort or injuries, eg to their hands/ arms, from overuse or improper use or from poorly designed workstations or work environments. Headaches or sore eyes can also occur, eg if the lighting is poor.	<ul style="list-style-type: none"> • DSE training and assessments of workstation carried out by all new starters. Actions carried out asap. • Reassessment to be carried out at any change to work feature, eg equipment, furniture or the work environment such as lighting. • Workstation and equipment set to ensure good posture and to avoid glare and reflections on the screen. • Shared workstations are assessed for all users. • Work planned to include regular breaks or change of activity. • Lighting and temperature suitably controlled. • Adjustable blinds at window to control natural light on screen • Noise levels controlled. • Eye tests provided when needed, dutyholder to pay for basic spectacles specific for regular users of visual displays.. • Laptop users trained to carry out own DSE assessment for use away from office. When used at office, laptop should be used with docking station, screen, keyboard and mouse. 	Supervisors to monitor to ensure staff continue to get breaks away from the computer.	Supervisors	4/10/19	4/10/19
			Check that identified actions from self-assessments are followed up ASAP.	Manager	21/10/19	4/10/19
			Tell staff that they are to inform their manager of any pain they have that may be linked to computer use.	All staff	21/10/19	21/10/19
			Broken window blind near accounts section – letter to landlord.	Company secretary	4/10/19	2/10/19
			Remind laptop users to carry out regular DSE assessment to avoid problems and identify any issues.	Manager	4/10/19	4/10/19
Working at height Filing on top shelves, putting up decorations etc	Falls from any height can cause bruising and fractures.	<ul style="list-style-type: none"> • Staff stand on chair to file on high shelves, put up decorations etc. • Internal windows cleaned by contractor using a stepladder. 	Chairs are too unstable. Buy appropriate stepladder and show staff how to use it safely.	Manager	4/10/19	3/10/19

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Stress	All staff could be affected by factors such as lack of job control, bullying, not knowing their role etc.	<ul style="list-style-type: none"> • Staff understand what their duties and responsibilities are. • Staff can talk to supervisors or manager if they are feeling unwell or at ease about things at work. • 'No bullying' policy. 	Remind staff they can speak confidentially to their manager or supervisors if they are feeling unwell or or ill at ease because of work.	Manager	4/10/19	3/10/19
Electrical	Staff could get electrical shocks or burns from using faulty electrical equipment. Electrical faults can also lead to fires.	<ul style="list-style-type: none"> • Staff trained to spot and report (to office administrator) any defective plugs, discoloured sockets or damaged cable/equipment. • Defective equipment taken out of use safely and promptly replaced. • Staff told not to bring in their own appliances, toasters, fans etc. 	<ul style="list-style-type: none"> • Ask landlord when the next electrical installation safety check is due. • Confirm the system with landlord for making safe any damage to building installation electrics, eg broken light switches or sockets. 	Office administrator	4/10/19	4/10/19
Asbestos Asbestos-containing materials (ACMs) are present in some partition walls	Staff carrying out normal activities at very low risk. Asbestos only a risk if fibres are released into air and inhaled. Maintenance workers most at risk.	<ul style="list-style-type: none"> • Systems in place to inform contractors and others who might disturb the asbestos, where it is and to ensure safe working. • Partition walls in good condition and asbestos unlikely to be disturbed during normal activities. • 'Danger, asbestos, do not disturb' signs posted at partition walls. • Staff told to report any accidental damage immediately. • Condition of partition walls checked periodically. 	At next staff meeting, remind staff that the asbestos must not be disturbed and to report any accidental damage to the partition walls immediately.	Manager	4/10/19	4/10/19

What are the hazards?	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Done
Fire	If trapped, staff could suffer fatal injuries from smoke inhalation/ burns.	Working with landlord, fire risk assessment done, see www.fire.gov.uk/workplace+safety/ and necessary action taken.	Ensure the actions identified as necessary by the fire risk assessment are done.	Manager	From now on	
Lone working	Staff could suffer injury or ill health while out of toffice, eg visiting clients' offices, or while working alone in the office.	<ul style="list-style-type: none"> • Staff write visit details in office diary and give a contact number. • Staff not returning to the office after a visit call in to report this. • Security staff check all areas, including toilets, before locking up at night. 	Whereabouts of staff 'out of the office' to be monitored by office-based staff.	Office admin team	From now on	



Example risk assessment for an office-based business

The company has 18 staff, with one being a wheelchair user. The offices contain a kitchen where staff can make drinks and heat food – there are toilet and washing facilities on each floor. The offices are cleaned every evening by contractors, who store the cleaning chemicals in a locked cupboard. The office block is locked from 9 pm to 6 am Monday to Friday and at the weekends. The building also has 24 hour/7 days a week security cover.

How was the risk assessment done?

The manager followed the advice at www.hse.gov.uk/simple-health-safety/risk/. To identify the hazards, they:

- walked around the office, noting things that might pose a risk;
- checked the HSE advice on employees with disabilities: www.hse.gov.uk/disability/;
- talked to supervisors and staff, including the wheelchair user, to learn from their experience and listen to their concerns;
- talked to the office cleaning contractors, to make sure the cleaning activities did not pose a risk to office staff;
- looked at the accident book to see how previous accidents had occurred.

They noted what was already being done to control the risks and recorded any further actions required. They pinned a copy of the findings on a noticeboard in the tearoom to encourage staff to help put the actions into practice.

The manager will review the risk assessment whenever there are any significant changes such as new work equipment, work activities or workers.

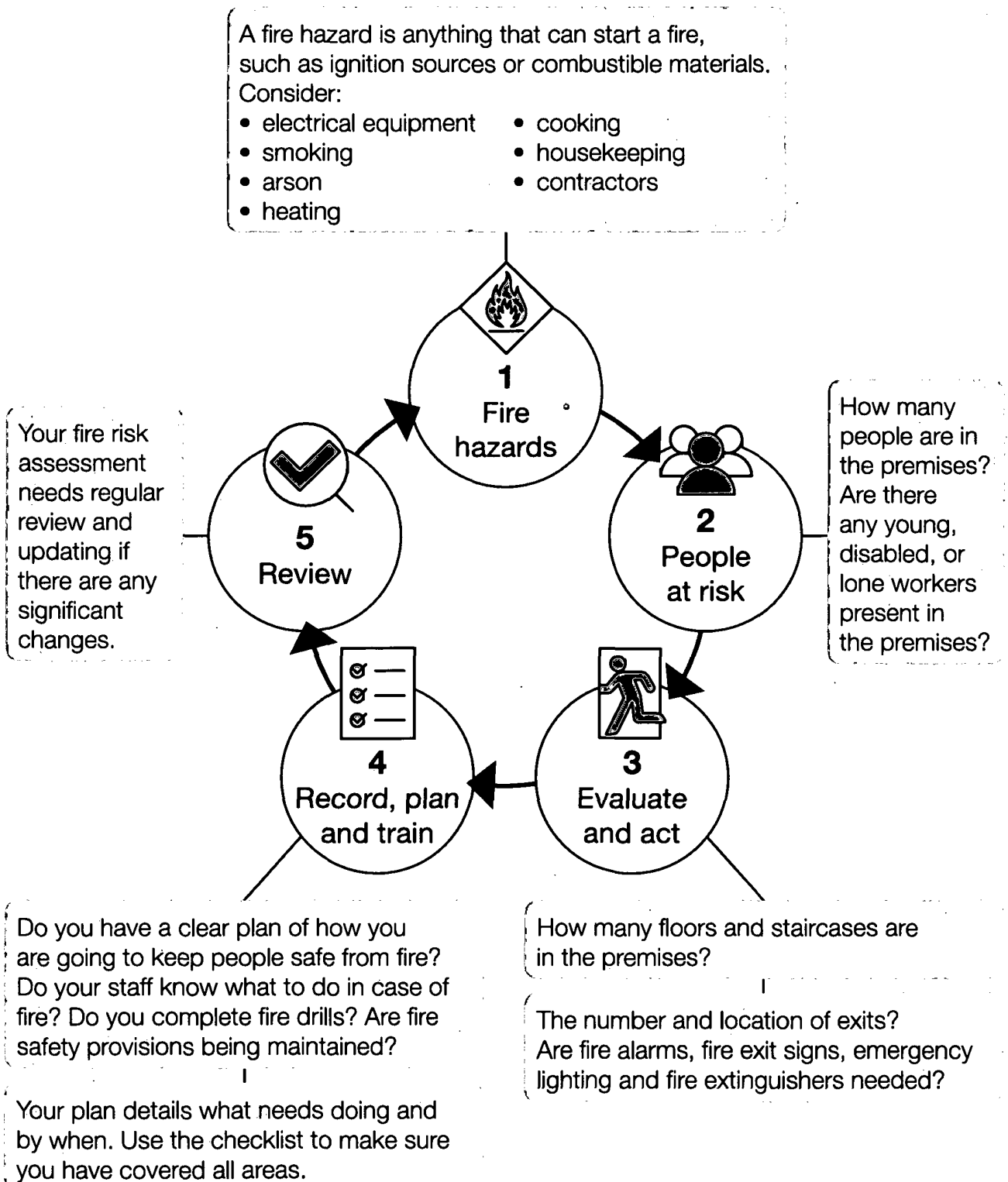
Do not just copy this example and put your company name to it as that would not satisfy the law and would not protect your employees. You must think about the specific hazards and controls your business needs.

The HSE site has a [template and other examples](#) to help you produce your own assessment.

Fire safety risk assessment

Follow the 5 key steps below and fill in the checklist.

The risk assessment process involves an inspection of the premises to identify potential fire hazards, to ensure adequate measures to stop fire starting and that adequate fire protection measures are in place to protect everyone in the building.



1 Fire hazards

- Have you found anything that could start a fire?
- Have you found anything that could burn?
- How could a fire start?
- Think about heaters, lighting, electrical equipment and hot works
- Have you considered smoking and the use of matches?
- Hot processes, welding and grinding should also be taken into account

2 People at risk

- Everyone is potentially at risk from fire
- Think about night staff or people not familiar with the premises, such as visitors or customers
- Children, the elderly or disabled people are especially vulnerable
- Who could be at risk?
- Who could be especially at risk?

3 Evaluate and act

- Have you assessed the risks in the workplace?
- Do you have enough escape routes?
- Have you planned escape routes?
- Have you made sure people will be able to safely find their way out, even at night?
- Is a fire alarm system needed?
- Are signs, such as fire exit signs, needed?
- Is emergency lighting required?
- Are fire extinguishers needed and, if so, where should they be located?
- Have you kept sources of ignition away from fuel sources?
- Have you made sure that everyone is safe in case of fire?
- Do you have a fire safety plan?
- Who will call the fire and rescue service?
- Could you put out a small fire and stop it spreading?

4 Record, plan and train

- Have you planned what everyone will do if there is a fire?
- Do all your staff know the plan?
- Have staff had up-to-date training and completed a fire drill?
- Have you included temporary staff?
- Are you maintaining everything that is provided or required to keep people safe from fire?
- Formulate your action plan to reduce the fire hazards. The plan is an inventory of actions, normally prioritised and time constrained to devise, maintain or improve controls. Remember, where appropriate, this can be eliminating or controlling hazards (e.g. better separation of combustible materials from ignition sources)

5 Review

- Keep your assessment under regular review. Remember to update it as risks or hazards change. If you make any significant changes, you should review your risk assessment. Have you made any changes to the building since the last assessment?
- Have you had a fire or a near miss?
- Have stock levels changed significantly?
- Have you started to store chemicals or dangerous substances?

Non US Registration

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If you provided an email address, you will receive a confirmation once the controller has approved your request for registration. If you did not provide an email address, you can follow up with your controller or contact the ITW Service Desk at +1-224-661-7123 or servicedesk@itw.com (mailto:servicedesk@itw.com)

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