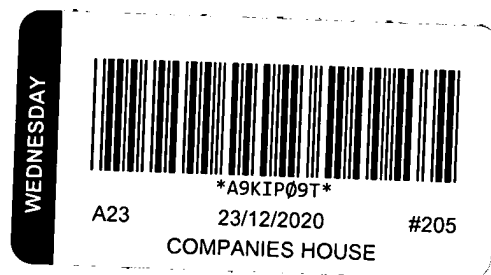


**REGISTERED NUMBER: 03618677 (England and Wales)**

**REPORT OF THE DIRECTORS AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019  
FOR  
HR GO (LIVERPOOL) LIMITED**



**CONTENTS OF THE FINANCIAL STATEMENTS  
For The Year Ended 31 December 2019**

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# **HR GO (LIVERPOOL) LIMITED**

## **COMPANY INFORMATION**

**For The Year Ended 31 December 2019**

**DIRECTORS:**

M C Ward  
J L Jones  
J C Parkinson  
R G Barrow

**SECRETARY:**

R G Barrow

**REGISTERED OFFICE:**

Wellington House  
Church Road  
Ashford  
Kent  
TN23 1RE

**REGISTERED NUMBER:**

03618677 (England and Wales)

**AUDITORS:**

UHY Kent LLP t/a UHY Hacker Young  
Thames House  
Roman Square  
Sittingbourne  
Kent  
ME10 4BJ

**BANKERS:**

National Westminster Bank plc  
Ashford

**SOLICITORS:**

Knights plc  
Crawley

**HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)**

**REPORT OF THE DIRECTORS  
For The Year Ended 31 December 2019**

The directors present their report with the financial statements of the company for the year ended 31 December 2019.

**PRINCIPAL ACTIVITY**

The principal activity of the company in the year under review was that of employment agents.

**DIVIDENDS**

The total distribution of dividends for the year ended 31 December 2019 will be £223,000.

The dividend above has been approved by the shareholders on the 19 December 2019.

**FUTURE DEVELOPMENTS**

The directors are optimistic about the prospects for the future growth and development of the company and the expansion of its operations.

**EVENTS SINCE THE END OF THE YEAR**

Information relating to events since the end of the year is given in the notes to the financial statements.

**DIRECTORS**

The directors shown below have held office during the whole of the period from 1 January 2019 to the date of this report.

M C Ward  
J L Jones  
J C Parkinson  
R G Barrow

**REVIEW OF BUSINESS**

The company has not prepared a detailed review of the business in accordance with the provisions applicable to companies entitled to the small companies exemption. However the results for the year and financial position of the company are as shown in the annexed financial statements.

**GOING CONCERN**

After making enquires, the directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

Further details regarding the adoption of the going concern basis can be found in the accounting policies note 3.

**DIRECTORS' INDEMNITIES**

The company maintains directors' and officers' liability insurance providing appropriate cover for any legal action brought against its directors.

**STRATEGIC REPORT**

The company has not prepared a strategic report in accordance with the provisions applicable to companies entitled to the small company exemption.

**REPORT OF THE DIRECTORS**

**For The Year Ended 31 December 2019**

**STATEMENT OF DIRECTORS' RESPONSIBILITIES**

The directors are responsible for preparing the Report of the Directors 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 Financial Reporting Standard 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 period. 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.

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.

**STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

**AUDITORS**

The auditors, BDO LLP, resigned during the year and UHY Kent LLP t/a UHY Hacker Young were appointed on 7th February 2020. A resolution will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

**APPROVED BY THE BOARD AND SIGNED ON ITS BEHALF BY:**



R G Barrow - Secretary

17 December 2020

# **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF HR GO (LIVERPOOL) LIMITED**

## **Opinion**

We have audited the financial statements of HR GO (Liverpool) Limited (the 'company') for the year ended 31 December 2019 which comprise the Income Statement, Balance Sheet, Statement of Changes in Equity and Notes to the Financial Statements, including a summary of significant accounting policies. 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).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2019 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **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 Auditors' 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 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## **Other information**

The directors are responsible for the other information. The other information comprises the information in the Report of the Directors, but does not include the financial statements and our Report of the Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

## **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 Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Directors has been prepared in accordance with applicable legal requirements.

# **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF HR GO (LIVERPOOL) LIMITED**

## **Matters on which we are required to report by exception**

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 material misstatements in the Report of the Directors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report.

## **Responsibilities of directors**

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

## **Auditors' 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 a Report of the Auditors 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 Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Auditors.

## **Other matters**

The financial statements for the year ended 31 December 2018 were audited by the predecessor auditor, BDO LLP. The audit report was issued on 15 August 2019 and expressed an unqualified opinion on the financial statements.

## **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 a Report of the Auditors 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.



Allan Hickie BSc FCA (Senior Statutory Auditor)  
for and on behalf of UHY Kent LLP  
Thames House  
Roman Square  
Sittingbourne  
Kent  
ME10 4BJ

18 December 2020

**HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)****INCOME STATEMENT****For The Year Ended 31 December 2019**

	Notes	2019 £	2018 £
<b>TURNOVER</b>		13,715,527	12,454,551
Cost of sales		<u>(11,549,063)</u>	<u>(10,400,749)</u>
<b>GROSS PROFIT</b>		2,166,464	2,053,802
Administrative expenses		<u>(1,630,643)</u>	<u>(1,543,855)</u>
		535,821	509,947
Other operating income		<u>6,660</u>	<u>17,482</u>
<b>OPERATING PROFIT</b>		542,481	527,429
Interest receivable and similar income		<u>5,164</u>	<u>1,336</u>
		547,645	528,765
Interest payable and similar expenses		<u>(2,338)</u>	<u>(3,392)</u>
<b>PROFIT BEFORE TAXATION</b>		545,307	525,373
Tax on profit		<u>(98,742)</u>	<u>(99,935)</u>
<b>PROFIT FOR THE FINANCIAL YEAR</b>		<u><u>446,565</u></u>	<u><u>425,438</u></u>

The notes on pages 9 to 13 form part of these financial statements

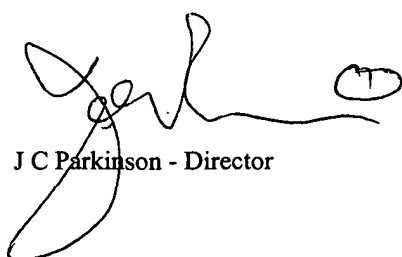


**HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)****BALANCE SHEET****31 December 2019**

	Notes	2019 £	2018 £
<b>FIXED ASSETS</b>			
Tangible assets	7	102,326	89,336
<b>CURRENT ASSETS</b>			
Debtors	8	2,682,053	2,771,512
Cash in hand		<u>950</u>	<u>950</u>
		2,683,003	2,772,462
<b>CREDITORS</b>			
Amounts falling due within one year	9	<u>(1,428,232)</u>	<u>(1,764,389)</u>
<b>NET CURRENT ASSETS</b>		<u>1,254,771</u>	<u>1,008,073</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		1,357,097	1,097,409
<b>CREDITORS</b>			
Amounts falling due after more than one year	10	<u>(39,041)</u>	<u>(2,918)</u>
<b>NET ASSETS</b>		<u>1,318,056</u>	<u>1,094,491</u>
<b>CAPITAL AND RESERVES</b>			
Called up share capital		117	117
Share premium		28,984	28,984
Retained earnings		<u>1,288,955</u>	<u>1,065,390</u>
<b>SHAREHOLDERS' FUNDS</b>		<u>1,318,056</u>	<u>1,094,491</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions on FRS 102 section 1A-small entities.

The financial statements were approved and authorised for issue by the Board of Directors and authorised for issue on 17 December 2020 and were signed on its behalf by:



J C Parkinson - Director

**HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)****STATEMENT OF CHANGES IN EQUITY  
For The Year Ended 31 December 2019**

	Called up share capital £	Retained earnings £	Share premium £	Total equity £
<b>Balance at 1 January 2018</b>	117	851,952	28,984	881,053
Profit for the year	-	425,438	-	425,438
Total comprehensive income	-	425,438	-	425,438
Dividends	-	(212,000)	-	(212,000)
<b>Balance at 31 December 2018</b>	117	1,065,390	28,984	1,094,491
Profit for the year	-	446,565	-	446,565
Total comprehensive income	-	446,565	-	446,565
Dividends	-	(223,000)	-	(223,000)
<b>Balance at 31 December 2019</b>	117	1,288,955	28,984	1,318,056

The notes on pages 9 to 13 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS**

**For The Year Ended 31 December 2019**

**1. STATUTORY INFORMATION**

HR GO (Liverpool) Limited is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

**Going concern**

The Company participates in the group's centralised treasury arrangements, and so shares banking arrangements with its ultimate parent and fellow subsidiaries.

Since mid-March 2020, and as explained in post balance sheet events note 14, the Company has been affected by the COVID-19 pandemic. With the country tentatively returning to more normal working arrangements at the time of approval of these financial statements the directors are hopeful that the worst is now over and that trading will continue to improve. The directors do, however, recognise that some inherent uncertainties remain, particularly the risk of a full second national lockdown period or more local lockdowns affecting areas in which the Company operates.

The Directors having assessed responses from the directors of HR GO Plc to their enquiries have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of HR GO Group to continue as a going concern or its ability to continue with the current banking and support arrangements. The company will continue to be able to provide its services to customers and that there will be no significant extended period arising due to COVID-19 where it is unable to do so.

On the basis of this assessment the directors have a reasonable expectation that the company will be able to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**Turnover**

Turnover represents the amounts receivable by the company in the ordinary course of business, net of value added tax, for employment agency services provided during the period. All turnover derives from the United Kingdom and the principal activity of the company.

**Tangible fixed assets**

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. Depreciation is calculated so as to write off the cost of tangible fixed assets on a straight line basis over their estimated useful lives as follows:

Leasehold improvements 10% per annum or unexpired term of lease if less than 10 years

Vehicles, equipment and fixtures & fittings 15% - 33% per annum

**Financial instruments**

The company only enters into basic financial instrument transactions that result in the recognition of the financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 December 2019**

**3. ACCOUNTING POLICIES - continued**

**Taxation**

Taxation for the year comprises current and deferred tax. Tax is recognised in the Income Statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

**Deferred taxation**

Deferred tax is recognised in respect of all material timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

**Hire purchase and leasing commitments**

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the term of the lease, whichever is the shorter.

The interest element of these obligations is charged to the income statement over the relevant period. The capital element of future payments is treated as a liability.

Rentals paid under operating leases are charged to the income statement on a straight line basis over the period of the lease.

**Pension costs and other post-retirement benefits**

The company operates a defined contribution pension scheme. Contributions payable to the company's pension scheme are charged to the income statement in the period to which they relate.

**Functional currency**

The financial statements are presented in sterling which is the functional currency of the company.

**4. SIGNIFICANT JUDGEMENTS AND ESTIMATES**

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the company.

The use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

**5. EMPLOYEES AND DIRECTORS**

The average number of employees during the year including directors was 16 (2018: 12).

# HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)

## NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2019

### 6. DIVIDENDS

	2019 £	2018 £
Ordinary shares of £1 each		
Final	<u>223,000</u>	<u>212,000</u>

### 7. TANGIBLE FIXED ASSETS

	Leasehold Improvements £	Vehicles, equipment and fixtures & fittings £	Totals £
<b>COST</b>			
At 1 January 2019	78,157	258,489	336,646
Additions	-	71,461	71,461
Disposals	<u>-</u>	<u>(137,753)</u>	<u>(137,753)</u>
At 31 December 2019	<u>78,157</u>	<u>192,197</u>	<u>270,354</u>
<b>DEPRECIATION</b>			
At 1 January 2019	66,033	181,277	247,310
Charge for year	2,276	36,881	39,157
Eliminated on disposal	<u>-</u>	<u>(118,439)</u>	<u>(118,439)</u>
At 31 December 2019	<u>68,309</u>	<u>99,719</u>	<u>168,028</u>
<b>NET BOOK VALUE</b>			
At 31 December 2019	<u>9,848</u>	<u>92,478</u>	<u>102,326</u>
At 31 December 2018	<u>12,124</u>	<u>77,212</u>	<u>89,336</u>

The net book value of tangible fixed assets includes £55,376 (2018 - £16,696) in respect of assets held under hire purchase contracts.

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

	2019 £	2018 £
Trade debtors	2,138,581	2,658,952
Amounts owed by group undertakings	498,198	90,720
Other debtors	5,867	3,567
Prepayments	<u>39,407</u>	<u>18,273</u>
	<u>2,682,053</u>	<u>2,771,512</u>

Details of amounts owed by group undertakings are shown in note 13.

**HR GO (LIVERPOOL) LIMITED (REGISTERED NUMBER: 03618677)**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 December 2019**

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2019	2018
	£	£
Ultimate parent company loan	2,918	23,333
Hire purchase contracts (see note 11)	22,444	8,371
Trade creditors	3,884	9,726
Amounts owed to group undertakings	36,759	293,251
Corporation Tax	91,935	86,912
Social security and other taxes	47,701	82,862
Dividend payable	223,000	212,000
Other creditors	490,874	568,526
Accruals and deferred income	508,717	479,408
	<u>1,428,232</u>	<u>1,764,389</u>

Details of amounts owed to group undertakings are shown in note 13.

The ultimate parent company loan is unsecured and interest is charged at market rate 6%.

**10. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2019	2018
	£	£
Ultimate parent company loan - 1 - 2 years	-	2,918
Hire purchase contracts (see note 11)	<u>39,041</u>	<u>-</u>
	<u>39,041</u>	<u>2,918</u>

**11. LEASING AGREEMENTS**

Minimum lease payments fall due as follows:

	Hire purchase contracts	
	2019	2018
	£	£
Net obligations repayable:		
Within one year	22,444	8,371
Between one and five years	<u>39,041</u>	<u>-</u>
	<u>61,485</u>	<u>8,371</u>

These obligations are secured on the assets to which they relate.

	Non-cancellable operating leases	
	2019	2018
	£	£
Within one year	12,000	12,000
Between one and five years	48,000	48,000
In more than five years	<u>18,000</u>	<u>30,000</u>
	<u>78,000</u>	<u>90,000</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**For The Year Ended 31 December 2019**

**12. CONTINGENT LIABILITIES**

The company has given cross guarantees to National Westminster Bank Plc in respect of the bank overdrafts of other members of the HR GO Plc group of companies. At 31 December the bank overdrafts under this guarantee amounted to £nil (2018: £nil).

**13. RELATED PARTY DISCLOSURES**

- a) HR GO Recruitment Ltd, the immediate parent company, provided management and accounting services to the company during the period for which its charges amounted to £526,973 (2018: £478,064).
- b) HR GO Plc, the ultimate parent company, charged/(paid) interest on outstanding inter-group balances at 3.5% above base rate and 1% respectively. This amounted to £2,030/(£5,164) (2018: £2,288/(£1,366)).
- c) The amount owed (by)/to HR GO Plc, at 31 December 2018 was (£493,925) (2018: £319,502) which includes a loan of £2,918 (2018: £26,251).
- d) The amount owed to/(by) HR GO Recruitment Ltd, at 31 December 2019 was £36,759 (2018: (£90,720)).
- e) The amount owed by HR GO (Driving North) Ltd, a fellow subsidiary company, at 31 December 2019 was £1,355 (2018: £nil).
- f) Included in dividends payable £17,154 (2018: £16,308) to M Ward and £17,154 (2018: £16,308) to J L Jones both directors and shareholders of the company and £184,880 (2018: £175,760) payable to HR GO Recruitment Ltd. The balance of £3,812 (2018: £3624) payable to a shareholder who is not a director of the company.
- g) During the year the company received £6,660 (2018: £nil) from HR GO Plc, for car hire.

**14. POST BALANCE SHEET EVENTS**

In late March 2020, the country faced a COVID-19 pandemic requiring the government to take unprecedented action to curtail the spread of the virus. The closure of all but essential services for a period of time partially impacted the Company's operations on a temporary basis. During this period, the Company took advantage of the government's rescue packages put in place such as the Coronavirus Job Retention Scheme, VAT deferral, and local authority grants/rebates. These measures have allowed the Company to continue its business activities and ensure it is in a strong position to meet its liabilities as they fall due in the future.

**15. ULTIMATE CONTROLLING PARTY**

The immediate parent undertaking is HR GO Recruitment Ltd and the ultimate parent undertaking is HR GO Plc, both companies incorporated in England & Wales. The controlling party is J C Parkinson by virtue of his controlling interest in the ultimate parent undertaking. The parent undertaking of the largest and smallest group which includes the company and for which group financial statements are prepared is HR GO Plc. Copies of the financial statements of the immediate and ultimate parent undertakings can be obtained from The Secretary, HR GO Plc, Wellington House, Church Road, Ashford, Kent, TN23 1RE.