

**Unaudited Financial Statements for the Year Ended 31 March 2022**

**for**

**Conflict Management Plus Limited**

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**for the Year Ended 31 March 2022**

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**Conflict Management Plus Limited**

**Company Information**  
**for the Year Ended 31 March 2022**

**DIRECTORS:**

K M Graham  
Mrs E A McCaw  
Mr A Heal

**REGISTERED OFFICE:**

Low Farm  
Brook Road  
Bassingbourn  
Royston  
Hertfordshire  
SG8 5NT

**REGISTERED NUMBER:**

03880628 (England and Wales)

**ACCOUNTANTS:**

Hardcastle Burton LLP  
Lake House  
Market Hill  
Royston  
Hertfordshire  
SG8 9JN

**Abridged Balance Sheet**  
**31 March 2022**

	Notes	31.3.22 £	£	31.3.21 £	£
<b>FIXED ASSETS</b>					
Tangible assets	4		22,939		17,625
<b>CURRENT ASSETS</b>					
Debtors		1,583,290		914,809	
Cash at bank		<u>886,311</u>		<u>1,064,849</u>	
		2,469,601		1,979,658	
<b>CREDITORS</b>					
Amounts falling due within one year		<u>1,053,866</u>		<u>736,144</u>	
<b>NET CURRENT ASSETS</b>			<u>1,415,735</u>		<u>1,243,514</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			1,438,674		1,261,139
<b>PROVISIONS FOR LIABILITIES</b>			<u>4,976</u>		<u>2,884</u>
<b>NET ASSETS</b>			<u><u>1,433,698</u></u>		<u><u>1,258,255</u></u>
<b>CAPITAL AND RESERVES</b>					
Called up share capital	5		122		122
Share premium			7,458		7,458
Capital redemption reserve			18		18
Retained earnings			<u>1,426,100</u>		<u>1,250,657</u>
<b>SHAREHOLDERS' FUNDS</b>			<u><u>1,433,698</u></u>		<u><u>1,258,255</u></u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

**Abridged Balance Sheet - continued**  
**31 March 2022**

The financial statements have been prepared and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

All the members have consented to the preparation of an abridged Balance Sheet for the year ended 31 March 2022 in accordance with Section 444(2A) of the Companies Act 2006.

In accordance with Section 444 of the Companies Act 2006, the Income Statement has not been delivered.

The financial statements were approved by the Board of Directors and authorised for issue on 19 December 2022 and were signed on its behalf by:

K M Graham - Director

**Notes to the Financial Statements**  
**for the Year Ended 31 March 2022**

**1. STATUTORY INFORMATION**

Conflict Management Plus 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. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

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

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**Turnover**

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 15% on reducing balance
Computer equipment	- 50% on cost and 20% on cost

**Government grants**

Government grants are recognised in the financial statements using the accruals model. Grants that are received in respect of expenses or losses already incurred by the entity are recognised in profit and loss in the period when the grant becomes receivable.

**Financial instruments**

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

**Basic financial assets**

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**Basic financial liabilities**

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**2. 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 tax**

Deferred tax is recognised in respect of all 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.

**Foreign currencies**

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

**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 profit or loss in the period to which they relate.

**Share-based payments**

The company has applied the requirements of FRS 102 Share-based Payments.

The company issues equity-settled share based payments to certain employees in the form of share options. These are measured at fair value at the date of grant. The fair value determined at the grant date of the equity settled share-based payments is expensed on a straight-line basis over the vesting period, based on the company's estimate of shares that will eventually vest and adjusted for the effect of non market-based vesting conditions.

**Pension commitments**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

**3. EMPLOYEES AND DIRECTORS**

The average number of employees during the year was 18 (2021 - 14 ) .

**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**4. TANGIBLE FIXED ASSETS**

	Totals £
<b>COST</b>	
At 1 April 2021	25,843
Additions	10,809
At 31 March 2022	<u>36,652</u>
<b>DEPRECIATION</b>	
At 1 April 2021	8,218
Charge for year	5,495
At 31 March 2022	<u>13,713</u>
<b>NET BOOK VALUE</b>	
At 31 March 2022	<u>22,939</u>
At 31 March 2021	<u>17,625</u>

**5. CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:

Number:	Class:	Nominal value:	31.3.22 £	31.3.21 £
100	A Ordinary	£1	100	100
15	B Ordinary	£1	15	15
7	C Ordinary	£1	<u>7</u>	<u>7</u>
			<u>122</u>	<u>122</u>

The A Ordinary Shares shall have attached to them full voting, dividend and capital distribution (including on winding up) rights; they do not confer any rights of redemption.

The B Ordinary Shares shall have attached to them full voting, dividend and capital distribution (including on winding up) rights; they do not confer any rights of redemption.

The C Ordinary Shares shall have attached to them full dividend and capital distribution (including on winding up) rights; they do not confer any rights to receive notice of, attend, count in quorum and vote in meetings of shareholders. No shares shall be transferred and no amendments or alterations shall be made to the company's articles of association without prior consent of the C Ordinary Shareholders.

**6. DIRECTORS' ADVANCES, CREDITS AND GUARANTEES**

The balance of the loan was fully repaid on 2 April 2019.



**Notes to the Financial Statements - continued**  
**for the Year Ended 31 March 2022**

**7. ENTERPRISE MANAGEMENT INCENTIVE SCHEME**

On 20 October 2017 the company approved the Conflict Management Plus Ltd Enterprise Management Incentive Scheme. The company granted share options over a total of 29 B Ordinary Shares to 1 director. The options can be exercised at a price of £340 per share and the right to option expires on 20 October 2027. The options to acquire shares may only be exercised when certain time periods elapse. All options granted to an employee will lapse should they leave the company. A sum of £nil was paid by each director on the grant of the option.

15 of the B Ordinary Share Options were exercised on 2 February 2018 at a price of £340 per share. A further 14 of the Option Shares shall become vested and exercisable if the accounts for any financial year show both turnover of at least £1.8m and profit before interest and tax, but after the Special Dividend (payable to the A Ordinary shareholder) of at least £200,000.

On 20 October 2017 the company also granted share options over a total of 14 C ordinary shares to 1 employee. The options can be exercised at a price of £340 per share and the right to option expires on 20 October 2027. The options to acquire shares may only be exercised when certain time periods elapse. All options granted to an employee will lapse should they leave the company. A sum of £nil was paid by each employee on the grant of the option.

7 of the C Ordinary Share Options were exercised on 2 February 2018 at a price of £340 per share. A further 7 of the Option Shares shall become vested and exercisable if the accounts for any financial year show both turnover of at least £1.8m and profit before interest and tax, but after the Special Dividend (payable to the A Ordinary shareholder) of at least £200,000.

**8. PENSION COMMITMENTS**

The pension cost charge represents contributions payable by the company to the fund and amounted to £56,425 (2021: £48,060). At the end of the year on 31 March 2022 there was a balance of £2,042 outstanding to be paid (2021: Nil)

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.