Registered number: 03977847

GTI RECRUITING SOLUTIONS LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 APRIL 2021

COMPANY INFORMATION

Directors	S Coiley H Harrison S Martin J Mallott (resigned 19 June 2020) M Tims (resigned 19 June 2020)
Company secretary	S Coiley
Registered number	03977847
Registered office	The Fountain Building Howbery Park Benson Lane Wallingford OX10 8BA
Independent auditor	MHA MacIntyre Hudson Chartered Accountants & Statutory Auditors Peterbridge House The Lakes Northampton NN4 7HB
Bankers	Ulster Bank Ireland DAC George's Quay Dublin 2
Solicitors	Burges Salmon One Glass Wharf Bristol BS2 0ZX

CONTENTS

STRATEGIC REPORT
FOR THE YEAR ENDED 30 APRIL 2021

Introduction

The directors present their strategic report and the audited financial statements for the year ended 30 April 2021.

Principal activities and review of the business

The principal activities of the company support graduate and school leaver recruitment and help young people make informed decisions about their future careers.

GTI Futures Limited provides a platform to help students and recent graduates develop skills and employability and find work experience, placements and jobs. The platform is used by employers to understand and connect with studends and by universities and further education colleges to support their students. Brands include Cibyl, targeconnect, targetjobs and gradireland.

Our software helps university careers services manage their student and employer interactions and is used by many of the leading UK universities.

Our resources for students and school leavers include the UK's largest graduate jobs website, the most-read careers publications on campus, and industry-renowned events designed to improve work-readiness.

Management are to expand the use of our core strategic products, innovate to meet new customer needs and improve customer satisfaction. This will ensure the long term economic success of the organisation.

We believe the business is well positioned to grow revenues with a strong pipline of product development to support key customers.

Principal risks and uncertainties

The company's strategy is to follow an appropriate risk policy, which effectively manages exposures related to the achievement of business objectives. The key risks which management face are detailed as follows:

Foreign business risk

Foreign business risk is the risk that the company's foreign activities may fail through a lack of knowledge of the local marketplace and regulation. This is managed through the recruitment of a local management team in each area which are further supported by the directors of GTI Futures Limited. Local specialists such as lawyers and accountants are appointed when required to ensure compliance with laws and regulations or to ensure the most efficient and effective approach for shareholders.

Business performance risk

Business performance risk is the risk that the company may not perform as expected either due to internal factors or due to competitive pressures in the markets in which they operate. This risk is manage through a number of measures: ensuring the appropriate management team is in place; budget and business planning; monthly reporting and variance analysis; financial controls; key performance indicators; and regular forecasting.

Business continuity risk

Due to the company's nature and lack of reliance on physical infrastructure this is not seen as a significant risk. However, the company does ensure that there is adequate knowledge throughout the management team and sufficient IT support available should an unforeseen event occur. The whole company has worked entirely remotely throughout the pandemic without any related adverse effect on business performance.

Financial and business control

Strong financial and business controls are necessary to ensure the intergrity and reliability of financial and other information on which the company relies for day-to-day operations, external reporting and for longer term planning. The company exercises financial and business control through a combination of: qualified and experienced financial teams; performance analysis; budgeting and cash flow forecasting; and clearly defined approval limits. The company's professional advisors provide advice on specific accounting tax issues as they arise.

Social, ethical and environmental risk

Due to the company's nature and size no significant social, ethical or environmental risks have been identified by management.

Foreign currency risk

The company's exposure to foreign currency risk arises from revenues to customers denominated in Euro which is partially mitigated by its Euro charges from suppliers.

Credit risk

Credit risk arises principally on 3rd party derived revenues. Company policy is aimed at minimising such risk and requires that deferred terms are granted only to customers who demonstrate an appropriate payment history and satisfy creditworthiness procedures. Individual exposures are monitored with customers subject to credit limits to ensure that the company's exposure to bad debts is not significant.

Liquidity risk

The company's liquidity risk is managed by the company directors through daily assessment of required cash levels and resultant utilisation of various available facilities if required. The directors do not believe that the company has significant exposures arising from liquidity risks.

Interest rate and price risk

Since the company has no significant external borrowings the directors do not believe that the company has significant exposures arising from interest rate or price risks.

Brexit risk

The Group continue to monitor the implications of Brexit but to date there have been no significant implications for the business. The directors are confident that the business is n a strong position to react quickly if required in order to continue to provide the highest levels of service to our clients.

Covid-19

The company has recognised the risks posed by the current Covid-19 pandemic and has implemented various contingency measures and mitigating actions to address this threat. The Company has implemented a coordinated business response and is taking appropriate actions for the Company based on Government advice. The health and well-being of the Company's employees continues to be of paramount concern and arrangements have been put in place to ensure that the Company's premises remain a safe environment for staff and clients. The Company keeps the situation under daily review and will take all necessary measures to maintain the viability of the business. This includes the various measures and actions indicated under the director's assessment of the ability of the Company to continue as a going concern.

STRATEGIC REPORT (CONTINUED)
FOR THE YEAR ENDED 30 APRIL 2021

Financial key performance indicators

The directors have determine that the following financial key performance indicators (KPIs) are the most effective measures of progress towards achieving the company's objectives.

KPIs

Turnover £3,793,315 (2020 - £4,126,884)

Earnings before interest, taxation, depreciation, amortisation and exceptional items (EBITDA) £679,289 (2020 - £645,533)

The directors are satisfied with turnover in the year.

The operating profit for the year ended 30 April 2021 of £450,709 (2020 - £467,955) as shown on the profit and loss account is after charging amortisation of £147,970 (2020 - £173,709) and depreciation of £Nil (2020 - £3,869)

This report was approved by the board and signed on its behalf.

....
S Martin
Director

Date: 31 January 2022

DIRECTORS' REPORT
FOR THE YEAR ENDED 30 APRIL 2021

The directors present their report and the financial statements for the year ended 30 April 2021.

Directors' responsibilities statement

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

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), 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 for the Company's financial statements and then apply them consistently;
- make judgments 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.

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 to 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.

Principal activity

GTI Recruiting Solutions Limited is an outsourced services and technology provider to employers specialising in graduate, school leaver and apprentices. It provides services and software platforms covering attraction, insight days, screening, assessment centres, ATS, work experience and virtual internships.

Results and dividends

The profit for the year, after taxation, amounted to £350,773 (2020 - £400,908).

The directors do not recommend the payment of a final dividend (2020 - £nil)

Directors

The directors who served during the year were:

S Coiley
H Harrison
S Martin
J Mallott (resigned 19 June 2020)
M Tims (resigned 19 June 2020)

Future developments

Long-term growth of the business depends on the company's ability to retain and attract personnel of high quality. This risk is managed through development plans which are regularly reviewed and updated. These are accompanied by specific policies in areas such as training, management development and performance management.

Going concern

The company generated a profit before tax of £450,769 (2020 - £468,475) and EBITDA of £679,289 (2020 - £645,533) in the year ended 30 April 2021 and had a net current asset position of £3,533,907 (2020 - £3,086,457) at 30 April 2021.

The Coronavirus Pandemic (Covid-19) has posed many challenges worldwide and all areas of the economy have been impacted. The directors have taken all precautions necessary to ensure the health and safety of staff and members of the public, while flexing working procedures and operational delivery. In line with ROI and UK Government advice all of our teams are continuing to work remotely ensuring we are operating as normally as possible to continue to support our customers.

Inevitably the company's trading performance has continued to be impacted by challenging economic environment and the necessary Covid-19 restrictions imposed by the ROI and UK governments and as such the company has sought to mitigate the effect of these restrictions by seeking to preserve cash and reduce discretionary expenditure. The company has also engaged in the UK Coronavirus Job Retention Scheme to safeguard jobs and retain experience and utilised the UK VAT/PAYE deferral scheme.

The parent company is in breach of financial covenants during this financial period. As detailed below the Directors remain confident of the Group's ability to continue to meet loan repayments as they fall due and Ulster Bank have informally confirmed that they will not be enforcing the financial covenants.

In making their going concern assessment, the Directors have specifically considered the impact of Covid-19 on the company's financial performance and cash flows, including modelling sensitivities that consider the risk of slower recovery from the impact of the pandemic. The Group's shareholders, Causeway Capital Partners 1 LP, remain supportive and have provided confirmation that they will continue to provide any necessary financial support to the Group for a period of at least twelve months following the date of approval of these financial statements. The Group's financial forecasts and sensitivities show the Group is expected to continue to be cash generative and is expected to continue to meet its obligations as they fall due including meeting its bank covenants within a period of 12 months from the date of approval of these financial statements.

As a result, having assessed the financial forecasts, sensitivities and possible mitigating actions, the Board has a reasonable expectation that the company has and is expected to have adequate resources to continue in operational existence for a period of at least twelve months following the date of approval of these financial statements and therefore the Directors continue to adopt the going concern basis in preparing these financial statements. Accordingly, these financial statements do not include any adjustments to the carrying amount or classification of assets and liabilities that would result if the company was unable to continue as a going concern.

Disclosure of information to auditor

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

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

Auditor

The auditor, MHA MacIntyre Hudson, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board and signed on its behalf.

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S Martin
Director

Date: 31 January 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GTI RECRUITING SOLUTIONS LIMITED

Opinion

We have audited the financial statements of GTI Recruiting Solutions Limited (the 'Company') for the year ended 30 April 2021, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the related notes, 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 30 April 2021 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 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 United Kingdom, including the Financial Reporting Council'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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GTI RECRUITING SOLUTIONS LIMITED (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.

Opinion 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.

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 Strategic Report or the Directors' Report.

We have nothing to report in respect of the following matters in relation to which 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.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement set out on page 4, 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GTI RECRUITING SOLUTIONS LIMITED (CONTINUED)

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.

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:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;

- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;

- Reviewing financial statement disclosures and testing to supporting documentation to access compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves

intentional concealment, forgery, collusion, omission or misrepresentation.

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. This description forms part of our Auditor's Report.

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.

Richard Powell BA FCA (Senior Statutory Auditor)

for and on behalf of
MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Northampton, United Kingdom

31 January 2022

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 APRIL 2021

	Note	2021 £	2020 £
Turnover	4	**3,793,315**	4,126,884
Cost of sales		**(1,025,547)**	(968,046)
Gross profit		**2,767,768**	3,158,838
Administrative expenses		**(2,193,421)**	(2,536,209)
Exceptional administrative expenses	11	**(80,610)**	-
Other operating income	5	**104,942**	19,035
Amortisation		**(147,970)**	(173,709)
Operating profit	6	**450,709**	467,955
Interest receivable and similar income		**60**	520
Profit before tax		**450,769**	468,475
Tax on profit	10	**(99,996)**	(67,567)
Profit for the financial year		**350,773**	400,908
Other comprehensive income for the year			
Total comprehensive income for the year		**350,773**	400,908

The notes on pages 13 to 27 form part of these financial statements.

GTI RECRUITING SOLUTIONS LIMITED
REGISTERED NUMBER: 03977847

BALANCE SHEET
AS AT 30 APRIL 2021

	Note		2021 £		2020 £
Fixed assets					
Intangible assets	12		**165,435**		236,137
Tangible assets	13		**-**		25,975
			165,435		262,112
Current assets					
Debtors: amounts falling due after more than one year	14	**8,741**		15,247	
Debtors: amounts falling due within one year	14	**9,404,543**		8,694,502	
Cash at bank and in hand	15	**325,877**		241,662	
		9,739,161		8,951,411	
Creditors: amounts falling due within one year	16	**(6,205,254)**		(5,864,954)	
Net current assets			**3,533,907**		3,086,457
Total assets less current liabilities			**3,699,342**		3,348,569
Net assets			**3,699,342**		3,348,569
Capital and reserves					
Called up share capital	18		**2**		2
Profit and loss account	19		**3,699,340**		3,348,567
			3,699,342		3,348,569

The financial statements were approved and authorised for issue by the board and were signed on its behalf by

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S Coiley
Director

Date: 31 January 2022

The notes on pages 13 to 27 form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 APRIL 2021

	Called up share capital £	Profit and loss account £	Total equity £
At 1 May 2019	**2**	**2,947,659**	**2,947,661**
Comprehensive income for the year			
Profit for the year	-	**400,908**	**400,908**
Total comprehensive income for the year	-	**400,908**	**400,908**
At 1 May 2020	**2**	**3,348,567**	**3,348,569**
Comprehensive income for the year			
Profit for the year	-	**350,773**	**350,773**
Total comprehensive income for the year	-	**350,773**	**350,773**

The notes on pages 13 to 27 form part of these financial statements.

1. General information

GTI Recruiting Solutions Limited is a private company limited by shares incorporated in England, United Kingdom. The address of the registered office is given in the company information of these financial statements. GTI Recruiting Solutions Limited is an outsourced services and technology provider to employers, specialising in graduate, school leaver and apprentices. It provides services and software platforms covering attraction, insight days, screening, assessment centres, ATS, work experience and virtual internships.

The company financial statements of GTI Recruiting Solutions Limited have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard FRS 102, "The Financial Reporting Standard applicatble in the UK and the Republic of Ireland" ("FRS102") and the Companies Act 2006 under the provisions applicable to small companies.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

2.2 Financial reporting standard 102 - reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 7 Statement of Cash Flows;
- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of Section 11 Financial Instruments paragraphs 11.42, 11.44 to 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the consolidated financial statements of Group GTI Limited as at 30 April 2021 and these financial statements may be obtained from The Fountain Building, Howbery Park, Benson Lane, Wallingford, OX10 8BA.

2. Accounting policies (continued)

2.3 Going concern

The company is a subsidiary of Group GTI Limited with Group bank facilities. The Coronavirus Pandemic (Covid-19) has posed many challenges worldwide and all areas of the economy have been impacted. The directors have taken all precautions necessary to ensure the health and safety of staff and members of the public, while flexing working procedures and operational delivery. In line with ROI and UK Government advice all of our teams are continuing to work remotely ensuring we are operating as normally as possible to continue to assist customers.

Inevitably the company's trading performance has continued to be impacted by challenging economic environment and the necessary Covid-19 restrictions imposed by the ROI and UK governments and as such the company has sought to mitigate the effect of these restrictions by seeking to preserve cash and reduce discretionary expenditure. The company has also engaged in the UK Coronavirus Job Retention Scheme to safeguard jobs and retain experience and utilised the UK VAT/PAYE deferral scheme.

The parent company is in breach of financial covenants during this financial period. As detailed below the Directors remain confident of the Group's ability to continue to meet loan repayments as they fall due and Ulster Bank have informally confirmed that they will not be enforcing the financial covenants.

In making their going concern assessment, the Directors have specifically considered the impact of Covid-19 on the company's financial performance and cash flows, including modelling sensitivities that consider the risk of slower recovery from the impact of the pandemic. The Group's shareholders, Causeway Capital Partners 1 LP, remain supportive and have provided confirmation that they will continue to provide any necessary financial support to the Group for a period of at least twelve months following the date of approval of these financial statements. The Group's financial forecasts and sensitivities show the Group is expected to continue to be cash generative and is expected to continue to meet its obligations as they fall due including meeting its bank covenants within a period of 12 months from the date of approval of these financial statements.

As a result, having assessed the financial forecasts, sensitivities and possible mitigating actions, the Board has a reasonable expectation that the company has and is expected to have adequate resources to continue in operational existence for a period of at least twelve months following the date of approval of these financial statements and therefore the Directors continue to adopt the going concern basis in preparing these financial statements. Accordingly, these financial statements do not include any adjustments to the carrying amount or classification of assets and liabilities that would result if the company was unable to continue as a going concern.

2. Accounting policies (continued)

2.4 Foreign currency translation

Functional and presentation currency

The Company's functional and presentational currency is GBP.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

2.5 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

• Upon delivery of computer database software and recruitment services to customers.

• Upon the renewal of licences and subscriptions.

• On a straight-line basis in relation to income received for management fees over the period of the service.

2.6 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the lease term.

2.7 Research and development

In the research phase of an internal project it is not possible to demonstrate that the project will generate future economic benefits and hence all expenditure on research shall be recognised as an expense when it is incurred. Intangible assets are recognised from the development phase of a project if and only if certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured. The capitalised development costs are subsequently amortised on a straight line basis over their useful economic lives.

If it is not possible to distinguish between the research phase and the development phase of an internal project, the expenditure is treated as if it were all incurred in the research phase only.

2.8 Government grants

Grants are accounted under the accruals model as permitted by FRS 102.

Grants of a revenue nature are recognised in the Statement of Comprehensive Income in the same period as the related expenditure.

2. Accounting policies (continued)

2.9 Borrowing costs

All borrowing costs are recognised in profit or loss in the year in which they are incurred.

2.10 Pensions

Defined contribution pension plan

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the Company in independently administered funds.

2.11 Current and deferred taxation

The tax expense for the year comprises current and deferred tax. Tax is recognised in profit or loss except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the balance sheet date in the countries where the Company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the Balance Sheet date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

2.12 Exceptional items

Exceptional items are transactions that fall within the ordinary activities of the Company but are presented separately due to their size or incidence.

2. Accounting policies (continued)

2.13 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

At each reporting date the company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on the following bases:

Development expenditure	-	33 % straight line

2.14 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

At each reporting date the company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Long-term leasehold property	-	straight line over 17 months

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.15 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2. Accounting policies (continued)

2.16 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.17 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.18 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of 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 ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Comprehensive Income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

3. Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are set out below

Critical accounting judgements and estimation uncertainty

Esimates and judgements are continually evalueated and are based on historical experience and other facts including expectations of future events that are believe to be reasonable under the circumstances.

a) Critical judgements in applying the company's accounting policies

There are no critical judgements identified.

b) Key accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will by definition seldom equal the related actual results. The estimates and assumptions that have a signifciant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are addressed below.

Goodwill and intangible assets

The company establishes a reliable estimate of the useful life of goodwill and intangible assets arising on business combinations and development expenditure. This estimate is based on a variety of factors such as the expected use of the acquired business, the expected usual life of the cash generating units to which the goodwill is attributed, the expected useful life of the product being developed, any legal, regulatory or contractual provisions that can limit useful life and assumptions that market participants would consider in respect of similar businesses.

Impairment of non-financial assets

Where there are indicators of impairments of individual assets, the company performs impairment tests based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from bingding sales transactions in an arm's length transaction on similar assets or observable market prices less incremental costs for disposing of the asset. The value in use calculation is based on a discounted cash flow model. The cash flows are derived from the budget for the next five years and do not include restructuring activities that the company is not yet committed to or significant future investments that will enhance the asset's performance of the cash generatinmg unit being tested. The recoverable amount is most sensitive to the discount rate used for the discounted cash flow model as well as as the expected future cash flows and the growth rate used for extrapolation purposes.

Taxation

The company establishes provisions based on reasonable estimates, for possible consequences of audits by the tax authorities of the respective countries in which it operates. The amount of such provisions is based on various factors, such as experience with previous tax audits and differing interprepations of tax regulations by the taxable entity and the responsible tax authority.

3. Judgments in applying accounting policies (continued)

Management estimation is required to determine the amount of deferred tax assets that can be recognised based upon likely timing and level of future taxable profits together with an assessment of the effect of future tax planning strategies.

4. Turnover

Disclosure of the turnover for each business and geographical segment is not given because in the opinion of the directors, such disclosure would be seriously prejudicial to the interests of the company.

All turnover arose within the United Kingdom.

5. Other operating income

	2021 £	2020 £
Other operating income	**30,000**	-
Government grants receivable	**74,942**	19,035
	104,942	19,035

6. Operating profit

The operating profit is stated after charging:

	2021 £	2020 £
Exchange differences	**31,647**	-
Other operating lease rentals	**22,245**	154,943
Amortisation	**147,970**	173,709
Depreciation	**-**	3,869

7. Auditor's remuneration

	2021 £	2020 £
Fees payable to the Company's auditor and its associates for the audit of the Company's annual financial statements	**11,750**	17,000

The Company has taken advantage of the exemption not to disclose amounts paid for non audit services as these are disclosed in the group accounts of the parent Company.

8. Employees

Staff costs, including directors' remuneration, were as follows:

	2021	2020
	£	£
Wages and salaries	**1,485,440**	2,300,090
Social security costs	**163,289**	247,750
Cost of defined contribution scheme	**63,743**	95,564
	1,712,472	2,643,404

The average monthly number of employees, including the directors, during the year was as follows:

	2021	2020
	No.	No.
Employees	**40**	61

9. Directors' remuneration

	2021	2020
	£	£
Directors' emoluments	**90,914**	120,121
Company contributions to defined contribution pension schemes	**4,825**	7,043
	95,739	127,164

During the year retirement benefits were accruing to 1 director (2020 - 1) in respect of defined contribution pension schemes.

10. Taxation

	2021 £	2020 £
Corporation tax		
Current tax on profits for the year	**93,490**	87,863
Adjustments in respect of previous periods	**-**	(18,502)
Total current tax	**93,490**	69,361
Deferred tax		
Origination and reversal of timing differences	**5,162**	893
Adjustments in respect of previous periods	**1,344**	(2,687)
Total deferred tax	**6,506**	(1,794)
Taxation on profit on ordinary activities	**99,996**	67,567

Factors affecting tax charge for the year

The tax assessed for the year is higher than (2020 - lower than) the standard rate of corporation tax in the UK of 19% (2020 - 19 %). The differences are explained below:

	2021 £	2020 £
Profit on ordinary activities before tax	**450,769**	468,475
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2020 - 19 %)	**85,646**	89,010
Effects of:		
Expenses not deductible for tax purposes, other than goodwill amortisation and impairment	**13,016**	1,645
Adjustments to tax charge in respect of prior periods	**1,334**	(21,189)
Effect of change in tax laws and rates	**-**	(1,899)
Total tax charge for the year	**99,996**	67,567

The corporation tax rate will increase to 25% from 1 April 2023.

11. Exceptional items

	2021	2020
	£	£
Redundancy costs	80,610	-
	80,610	-

12. Intangible assets

	Development expenditure	Goodwill	Total
	£	£	£
Cost			
At 1 May 2020	1,778,248	4,163,287	5,941,535
Additions - internal	77,268	-	77,268
Disposals	(1,000,251)	-	(1,000,251)
At 30 April 2021	855,265	4,163,287	5,018,552
Amortisation			
At 1 May 2020	1,542,111	4,163,287	5,705,398
Charge for the year on owned assets	147,970	-	147,970
On disposals	(1,000,251)	-	(1,000,251)
At 30 April 2021	689,830	4,163,287	4,853,117
Net book value			
At 30 April 2021	165,435	-	165,435
At 30 April 2020	236,137	-	236,137

13. Tangible fixed assets

	Long-term leasehold property
	£
At 1 May 2020	**29,844**
Transfers intra group	**(29,844)**
At 30 April 2021	**-**
At 1 May 2020	**3,869**
Transfers intra group	**(3,869)**
At 30 April 2021	-
Net book value	
At 30 April 2021	**-**
At 30 April 2020	25,975

14. Debtors

	2021	2020
	£	£
Due after more than one year		
Deferred tax asset	**8,741**	15,247
	8,741	15,247

	2021	2020
	£	£
Due within one year		
Trade debtors	**1,149,271**	874,639
Amounts owed by group undertakings	**7,919,016**	7,550,384
Other debtors	**21,228**	70,846
Prepayments and accrued income	**315,028**	198,633
	9,404,543	8,694,502

15. Cash and cash equivalents

	2021 £	2020 £
Cash at bank and in hand	**325,877**	241,662
	325,877	241,662

16. Creditors: Amounts falling due within one year

	2021 £	2020 £
Group relief payable	**612,570**	519,083
Trade creditors	**466,328**	523,411
Amounts owed to group undertakings	**4,215,466**	4,215,466
Other taxation and social security	**663,380**	427,604
Other creditors	**130,375**	154,434
Accruals and deferred income	**117,135**	24,956
	6,205,254	5,864,954

17. Deferred taxation

	2021 £	2020 £
At beginning of year	**15,247**	13,453
Charged to other comprehensive income	**(6,506)**	1,794
At end of year	**8,741**	15,247

The deferred tax asset is made up as follows:

	2021 £	2020 £
Accelerated capital allowances	**7,272**	5,938
Short-term timing differences	**1,469**	9,309
	8,741	15,247

18. Share capital

	2021	2020
	£	£
Allotted, called up and fully paid		
2 (2020 - 2) Ordinary shares of £1.00 each	**2**	2

19. Reserves

Profit and loss account

The following describes the nature and purpose of each reserve within equity:

Called up share capital

Nominal value of share capital subscribed for.

Profit and loss account

This reserve records the cumulative profits and losses of the company.

20. Pension commitments

During the year, the company operated a defined contribution pension scheme. Company contributions for the year totalled £63,743 (2020 - £95,564). At the year-end there were £12,377 pension contributions outstanding (2020 - £16,664)

21. Commitments under operating leases

The Company had no commitments under non-cancellable operating leases at the balance sheet date.

22. Related party transactions

At 30 April 2021 the company was a wholly owned subsidiary of Group GTI Ltd and as such has taken advantage of the exemption permitted by Section 33 'Related party disclosures' not to provide disclosures of transactions entered into with other wholly owned members of the group. The company and its subsidiary undertakings are included within the consolidated financial statements of Group GTI Ltd, which can be obtained at The Fountain Building, Howbery Park, Benson Lane, Walliford, OX10 8BA.

23. Ultimate parent undertaking and controlling party

The parent undertaking of the smallest group of which the company is a member and for which group financial statements are prepared is Group GTI Ltd, a company incorporated in the United Kingdom.

A copy of the group financial statements of Group GTI Ltd is available from:

The Fountain Building

Howbery Park

Benson Lane

Wallingford OX10 8BA

The company's ultimate parent undertaking of the largest group of which the company is a member and for which group financial statements are prepared is Pleasantdale Limited, a company incorporated in the Republic of Ireland. A copy of the group financial statements of Pleasantdale Limited is available from:

4 Hatch Street Lower

Dublin

D2

Ireland

The company's ultimate controlling party is Causeway Capital Partners I LP, a partnership registered in the United Kingdom.