

Registered number: 07337659

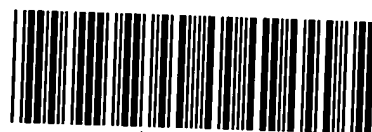
INCLUSIVE EMPLOYERS LIMITED

FINANCIAL STATEMENTS

INFORMATION FOR FILING WITH THE REGISTRAR

FOR THE YEAR ENDED 31 JANUARY 2023

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INCLUSIVE EMPLOYERS LIMITED
REGISTERED NUMBER: 07337659

BALANCE SHEET
AS AT 31 JANUARY 2023

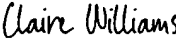
	Note	2023 £000	2022 £000
Fixed assets			
Intangible assets	4	4	4
Tangible assets	5	10	4
		<u>14</u>	<u>8</u>
Current assets			
Debtors: amounts falling due within one year	6	942	577
Cash at bank and in hand	7	1,390	999
		<u>2,332</u>	<u>1,576</u>
Creditors: amounts falling due within one year	8	(2,430)	(1,095)
Net current (liabilities)/assets		<u>(98)</u>	<u>481</u>
Total assets less current liabilities		<u>(84)</u>	<u>489</u>
Provisions for liabilities			
Deferred tax		-	(1)
Net (liabilities)/assets		<u><u>(84)</u></u>	<u><u>488</u></u>
Capital and reserves			
Profit and loss account		(84)	488
		<u><u>(84)</u></u>	<u><u>488</u></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 of FRS 102 Section 1A - small entities.

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

The Company has opted not to file the statement of comprehensive income in accordance with provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 13/09/2023

DocuSigned by:

 9074CB5FF6014C4
Mrs C M Williams
 Director

The notes on pages 2 to 8 form part of these financial statements.

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

1. General information

Inclusive Employers Limited is a private company, limited by shares, incorporated in the United Kingdom under the Companies Act 2006 and is registered in England and Wales. The Company's registered number and registered office address can be found on the Company Information page.

The principal activity of the Company in the year under review was that of training and management consultancy services.

The presentation currency of the financial statements is the Pound Sterling (£).

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 Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The following principal accounting policies have been applied:

2.2 Going concern

These financial statements have been prepared on a going concern basis. The entity has net liabilities of £84k as at 31 January 2023. Despite this, the directors consider it appropriate to prepare the financial statements on a going concern basis. The entity has a year-end cash balance of £1,390k. The directors have a reasonable expectation that the Company and the wider Group have adequate resources to continue in operational existence for the foreseeable future and it is therefore appropriate to adopt the going concern basis in preparing the annual financial statements.

The directors consider that in preparing the financial statements they have taken into account all information that could reasonably be expected to be available and, on this basis, they consider that it is appropriate to prepare the financial statements on the going concern basis.

2.3 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:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

2. Accounting policies (continued)

2.4 Government grants

Government grants are recognised in the Statement of Comprehensive Income so as to match them with the expenditure towards which they are intended to contribute when it is reasonable to expect that the grants will be received and that all conditions will be met, usually on a valid claim for payment.

2.5 Interest income

Interest income is recognised in profit or loss using the effective interest method.

2.6 Finance costs

Finance costs are charged to profit or loss over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

2.7 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.

2.8 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.

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

2. Accounting policies (continued)

2.9 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.

2.10 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.

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.

2.11 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.

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:

Plant and machinery	-	25% Straight-line
Fixtures and fittings	-	20% Straight-line

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.

2.12 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.

2.13 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.

2.14 Creditors

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

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

2. Accounting policies (continued)

2.15 Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to profit or loss in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Balance Sheet.

2.16 Dividends

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

3. Employees

The average monthly number of employees, including directors, during the year was 32 (2022 - 22).

4. Intangible assets

	Patents £000
Cost	
At 1 February 2022	5
At 31 January 2023	5
Amortisation	
At 1 February 2022	1
At 31 January 2023	1
Net book value	
At 31 January 2023	4
At 31 January 2022	4

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2023

5. Tangible fixed assets

	Fixtures and fittings £000	Plant and Machinery £000	Total £000
Cost or valuation			
At 1 February 2022	-	26	26
Additions	10	-	10
At 31 January 2023	10	26	36
Depreciation			
At 1 February 2022	-	23	23
Charge for the year on owned assets	2	1	3
At 31 January 2023	2	24	26
Net book value			
At 31 January 2023	8	2	10
At 31 January 2022	-	4	4

6. Debtors

	2023 £000	2022 £000
Trade debtors	776	553
Amounts owed by group undertakings	125	-
Prepayments and accrued income	41	24
	942	577

7. Cash and cash equivalents

	2023 £000	2022 £000
Cash at bank and in hand	1,390	999

INCLUSIVE EMPLOYERS LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2023**8. Creditors: Amounts falling due within one year**

	2023 £000	2022 £000
Trade creditors	112	11
Amounts owed to group undertakings	941	-
Corporation tax	-	133
Other taxation and social security	107	158
Other creditors	16	25
Accruals and deferred income	1,254	768
	<u>2,430</u>	<u>1,095</u>

9. Share capital

	2023 £000	2022 £000
Allotted, called up and fully paid		
100 (2022 - 100) Ordinary shares of £1.00 each	-	-
	<u>-</u>	<u>-</u>

10. Prior year adjustment

After review of the costs allocation, certain staff costs have been reclassified to be presented as Cost of sales rather than Administrative expenses to better reflect their nature.

The total effect of this restatement is to increase Cost of sales by £594k and to decrease Administrative expenses by the equivalent figure. There is no effect on the overall reported profit for the year.

11. Pension commitments

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £45k (2022 - £44k). Contributions totalling £9k (2022 - £5k) were payable to the fund at the balance sheet date and are included in creditors.

12. Related party transactions

The Company has taken advantage of the exemption under FRS 102 Section 33.1A Related Party Disclosures from disclosing transactions with other members of the Group.

During the year, rental charges and associated costs amounting £118k (2022 - £134k) were made from a company where there are directors in common. At the end of the year, an amount of £9k (2022: £Nil) was owed to the Company.

All key management personnel who have authority and responsibility for planning, directing and controlling the activities of the Company are considered to be key management personnel. Total remuneration in respect of these individuals is £1,750k (inclusive of an exceptional bonus of £1,501k).

INCLUSIVE EMPLOYERS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2023**

13. Controlling party

Until the 3rd October 2022 the ultimate controlling party was Mr R C McKenna due to his majority shareholding in Inclusive Employers Limited.

On the 3rd October 2022, 100% of the share capital of the Company was acquired by Project Indigo Bidco Limited. From this point onwards the Company's immediate parent company is Project Indigo Bidco Limited, a Company incorporated in England and Wales.

The Company's ultimate parent Company is Project Indigo Topco Limited, a Company incorporated in England and Wales.

The largest group in which the results of the Company are consolidated is Project Indigo Topco Limited. Copies of the consolidated financial statements of Project Indigo Topco Limited are available from Companies House, Crown Way, Cardiff, CF14 3UZ.

The ultimate controlling party is Palatine Private Equity LLP due to their majority holding of the ordinary share capital of Project Indigo Topco Limited.

14. Auditors' information

The auditors' report on the financial statements for the year ended 31 January 2023 was unqualified.

The audit report was signed on 13 September 2023 by Sarah Flear (Senior Statutory Auditor) on behalf of PKF Smith Cooper Audit Limited.