

Registered number: OC310282

HYMANS ROBERTSON LLP AND SUBSIDIARIES

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

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HYMANS ROBERTSON LLP AND SUBSIDIARIES

INFORMATION

Designated Members

D C Bowie
J A Dickson
J P H Entwisle
C H Fortes
N J Pope
G F Tait

LLP registered number

OC310282

Registered office

One London Wall, London, EC2Y 5EA

Independent auditor

Grant Thornton UK LLP, 110 Queen Street, Glasgow, G1 3BX

Bankers

Barclays Bank PLC, Barclays, Level 12, 1 Churchill Place, London, E14 5HP

HYMANS ROBERTSON LLP AND SUBSIDIARIES

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HYMANS ROBERTSON LLP AND SUBSIDIARIES

MEMBERS' REPORT FOR THE YEAR ENDED 31 MARCH 2020

The members present their annual report together with the audited financial statements of Hymans Robertson LLP and Subsidiaries (the group) for the year ended 31 March 2020.

Principal activities

The principal activity of the group is that of providing actuarial, investment, administration, risk management and digital services. The entities included in the group during the year and their principal activities were as follows:

Hymans Robertson LLP (the LLP) - Actuarial, investment, administration, risk management, consulting and digital services.

Club Vita (UK) LLP - Research into the longevity of members of occupational pension schemes within the UK.

Club Vita LLP - Provision of international longevity data analytics services.

Club Vita US, LLC - Research into the longevity of members of occupational pension schemes within the USA.

Hymans Limited - Non-trading.

Hymans Robertson DIS Limited - Corporate trustee of the group death in service scheme.

Zimm Financial Services Limited - Non-trading.

Hymans Robertson Limited - Non-trading.

Hymans Robertson Investment Services LLP (incorporated on 1 April 2020) - Non-trading.

Review of business and future developments

The members of Hymans Robertson LLP report a very strong performance for the year to 31 March 2020. We were successful in winning new clients across all areas of our business. We can reflect positively that our income grew by more than 12.5% to £96m (£85.3m in 2018/19) at a healthy level of profitability, whilst we continued to invest in our services and propositions for our clients.

We were pleased to win a number of industry awards this year, continuing our strong track record. In 2019, we won the DC consultancy of the year award at the 2019 UK Pension Awards, the investment consultancy of the year award at the LAPF Investment Awards and the award for product innovation at the 2019 Scottish Financial Technology Awards. In 2020 we retained our InsuranceERM Longevity/Mortality team of the year and the Actuarial team of the year awards.

The pensions market still provides the majority of our revenue. We work with defined benefit and defined contribution pension clients to help them implement resilient strategies thereby reducing uncertainty and seeking more certain futures for scheme sponsors, trustees and members. It has been especially pleasing to see growth in our market share in this area. We have helped more clients de-risk their pension schemes and have seen continued growth of our DC consulting and third party administration businesses. This year has also seen a record number of fund and employer valuations for our local government pension scheme clients, a market in which we have a leadership position.

We remain committed to significant investment in our pensions business. We also see exciting opportunities in our chosen diversified markets, often applying our existing thinking, tools and propositions in new ways. Club Vita® remains the pre-eminent UK longevity database, used by pension schemes and reinsurers, underpinned by the analytical expertise we use to help all of our clients. We view the future of Club Vita® through expansion into foreign markets and at this stage we are seeing very encouraging opportunities.

**MEMBERS' REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2020**

Our life and financial services team continues to attract a large client following, with a very strong reputation of being able to support complex challenges such as risk, capital optimisation, longevity, investment strategy and product development. This remains a significant growth area for the firm.

In the last quarter of our financial year the Covid-19 pandemic began to impact the worldwide economy and daily life. Our response has been driven by the key principles that all decisions are taken with the health and wellbeing of our staff and clients in minds, the safeguarding of existing jobs and the fact that we will continue to support our clients through this crisis. The investment in our IT infrastructure over recent years has been a major contributor to our ability to serve our clients and protect our teams, for example by enabling them all to work from home during the UK's lockdown period, with no decline in our service levels. The pandemic brings with it an increased level of economic uncertainty. We have undertaken a detailed review of our cash position over the next two years and are confident we are in a strong financial position to meet the potential impact on our business over this period.

We aspire to be a progressive firm for everyone who works here. A key priority for us will always be attracting and developing the best talent and we commit ourselves to working with all at Hymans Robertson so they can have a fulfilling career and reach their full potential. It is pleasing that, during 2019/20, 5 people were promoted to membership of the LLP and 2 existing members became equity members and more have also followed in April 2020.

The Hymans Robertson Foundation is a registered charity, which is funded from the profits of the firm. The Foundation's efforts focus on financial literacy and employability for the most disadvantaged sections of society. The firm also provides local community support and matches employee giving, through donations of both time and money. Charities supported over the last year have included MyBnk, FARE Scotland, The Prince's Trust, TLG, Works+, Barnardo's, SportInspired and numerous others across the UK.

We will celebrate our 100th birthday in 2021 and we have always remained steadfastly independent in our ownership structure and in the advice we give to our clients. We remain wholly owned and capitalised by members of the LLP who all work in the business. Our mission is to create better futures for our clients, their members and our industry as a whole.

We pride ourselves on providing a personal and high quality service. We put clients at the heart of our business and provide them with advice and solutions that deliver better outcomes for clients, employees and members. Our independence means we can look ahead and invest in developing ideas and solutions that will help our clients not only today, but also anticipates what they will need over the very long term.

Our response to climate change

Embedding climate risk into what we do is a core goal for Hymans Robertson. Failure to effectively transition to a low-carbon economy will create social, environmental and economic disruption. It is essential that climate risk is a fundamental consideration in our long-term financial planning advice to clients and how we run our firm. Climate risk was a core theme of our November 2019 Partners' Conference and 2019 Annual Staff Meetings.

We have long considered climate risk within our Corporate Social Responsibility strategy and made progress to measure and reduce our environmental impact. In 2020 a separate climate risk workstream was established. By mid-2020 we will agree a climate "vision" and climate "beliefs" for our firm. Building on this, we will use the second half of 2020 to embed these beliefs into our strategic plans, operational management and services for clients.

MEMBERS' REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2020

TCFD compliance

We completed a gap analysis against the recommended disclosures of the Taskforce on Climate-related Financial Disclosures (TCFD). We are making good progress, but we recognise further action is needed. Our planned actions will enable us to publish a complete TCFD compliant report in 2021. Our progress to date and ongoing work are summarised under the four TCFD headings below:

Governance

The Managing Partner has been responsible for climate risk (within our wider Corporate Social Responsibility policy) for several years.

In November 2019 we established a Climate Change Working Group to drive the practical changes we should make as a firm, to encourage the development of advice and solutions for our clients and to influence the markets we operate in.

Our Management Board has been tasked with ensuring this work is taken forward rapidly, so that climate-related issues become ingrained in how we do business. Our Oversight Board will oversee progress on climate risk, alongside other firm-wide priorities such as diversity & inclusion and risk management assurance.

Risk Management

As part of our climate risk management, we have a duty to be well-informed of new regulatory developments. This is from both a business operations perspective and from a client advice perspective.

For our clients, we are considering how climate risk will affect the value and risks of their investments. This will become an integral part of our strategic financial advice and a specialist service in its own right.

As we progress our work to identify and quantify the risks/opportunities posed by climate risk in the second half of 2020, we will update our existing risk management processes to incorporate them.

Strategy

Climate risk has become a more important component in our services. We expect this trend to continue and are already experiencing higher client demand. We have already developed several climate risk advisory services and education resources.

We are in the process of identifying the short, medium and long-term climate-related risks and opportunities across all our business lines. This is in the dual context of the advice we give to our clients and the impact on our own business.

We anticipate this work will enable us to assess and disclose the impact of these risks and opportunities in our 2020/21 financial statements (including our resilience to different climate-related scenarios).

Metrics and targets

We have been working with a third-party consultancy for a number of years to measure and reduce our firm's environmental impact.

Example initiatives already undertaken, which we will regularly monitor and report on, include:

1. reducing our waste production and our Scope 3 Greenhouse Gas emissions.
2. a new travel policy, with greater use of video technology and transition from air travel to alternatives where possible.

We will consider further targets and metrics for how we run our firm and the advice we give to our clients in the second half of 2020

HYMANS ROBERTSON LLP AND SUBSIDIARIES

MEMBERS' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2020

Statement of carbon emissions in compliance with Streamlined Energy and Carbon Reporting (SECR)

The group's energy use and emissions for the last year have been as follows:

Total energy use covering electricity, gas, other fuel and transport	1,464,783	kWh
Total emissions generated through combustion of gas	0.0	tCO ₂ e
Total emissions generated through combustion of other fuel	0.0	tCO ₂ e
Total emissions generated through use of purchased electricity	317.0	tCO ₂ e
Total emissions generated through business travel	63.9	tCO ₂ e
Total gross emissions	381.0	tCO ₂ e
Intensity ratio (total gross emissions)	4.43	kgCO ₂ e per sqft

Methodology used in the calculation of disclosures

ESOS methodology (as specified in Complying with the Energy Savings Opportunity Scheme version 6, published by the Environment Agency 28/10/2019) used in conjunction with Government GHG reporting conversion factors.

Energy efficiency actions

As you can see we are committed to responsible energy management and will practice energy efficiency throughout our firm, wherever it's cost effective. We recognise that climate change is one of the most serious environmental challenges currently threatening the global community, and the importance of reducing our greenhouse gas emissions.

Our aim is to reduce our carbon footprint to as low a level as is reasonably possible and then use ethical carbon off-setting to achieve a carbon negative position by 2021. This will be accompanied by a root and branch review of our entire business operations in order to produce a roadmap detailing how we will make meaningful progress in reducing our carbon emissions through to 2025 and becoming best in class.

As a start, we have implemented the following policies for the purpose of increasing the businesses energy efficiency in the relevant financial year.

- Initiated an energy saving awareness program for employees to identify and act upon opportunities to reduce electrical consumption. This could give a saving of 113 MWh per year (based on figures from our ESOS Phase 2 report).
- Further carbon footprint awareness activity and promotion of video conferencing to reduce our business travel – particularly by air. This could save in excess of 20 MWh per year (based on figures from our ESOS Phase 2 report).

The following energy efficiency measures are under consideration for implementation during 2020

- Review heating and air conditioner systems across all sites to ensure optimal usage during daytime, evenings, weekends, and holidays.
- Begin process of installing smart meters if none are present.
- Review lighting systems at all sites, checking sensors, timers, and lightbulb efficiencies.
- Ensure capital investment is available for energy projects as required.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

MEMBERS' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2020

Designated members

The members of the LLP during the year that acted as designated members were:

D C Bowie
J A Dickson
J P H Entwisle
C H Fortes
N J Pope
G F Tait

Donations

During the year, the LLP made charitable donations of £308,672 (2019: £165,694).

Going concern

The members have reviewed the financial resources available to the group and LLP and the facilities currently in place and consider them to be adequate to meet its operational needs for the foreseeable future. In arriving at this assessment, a detailed review was carried out of the business planning and related cashflow assumptions for both 20/21 and 21/22 which indicated the firm would continue to be profitable and remain in a strong financial position. In light of the COVID-19 pandemic, a revised business plan adjusting for the potential impact was prepared. This reflected a potential reduction in income and a proportionate reduction in discretionary costs and the related cashflow forecast was prepared. This forecast included the impact of the government assistance programmes the firm has utilised, namely the deferral of VAT payments and the furlough of a small number of employees. The results of this work support the conclusion that the firm has adequate financial resources to meet its operational needs for the foreseeable future, with the forecast still indicating a positive cash position through to at least March 2022.

The revised cashflow model has been stress tested by factoring in further reductions in the level and timing of our income and simulating a slowdown in our clients' ability to pay amounts due. For the purpose of the stress test, we did not factor in any further reductions to our cost base. The results indicated the firm would have adequate resources to accommodate a material reduction in our income stream relative to our original plan to continue for the foreseeable future through our careful management of cash and use of existing, available borrowing facilities. The flexibility afforded to the firm due to its structure as an LLP, through such measures as deferring profit distributions, allows cash to be retained within the firm to ensure its sustainability into the future. We would also be able to seek additional finance or reduce our expenses further if the circumstances demanded.

On the basis of the results of the projected cash flows and associated stress testing the members have concluded that the preparation of the accounts on a going concern basis is appropriate.

Employee involvement

The Hymans Robertson group is committed to providing fulfilling careers for all our employees. We provide study support for professional qualifications and we invest significant time and money in providing wider learning and development, coaching and mentoring opportunities. We actively promote opportunities for internal moves, secondments and promotions to widen our skills base, provide career progression and ensure we have effective succession planning in place.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

MEMBERS' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2020

Employee engagement is key to providing fulfilling careers, excellent client service and business success. Through our monthly pulse surveys we monitor this closely and actively respond to feedback. Our objective is to attract and retain the best talent through a number of measures, including competitive and attractive remuneration packages, meaningful work and a flexible approach to working practices and preferences.

Equal opportunities

The firm is committed to providing opportunities for all and we strongly believe in the importance of equality and inclusion for all our employees. We have a culture of inclusion and continuously review how we can best improve diversity. Our policies seek to not only meet our obligations as a responsible employer, but to be an exemplar firm and to ensure fair treatment for everyone in relation to:

- Recruitment;
- Career progression;
- Access to learning and development;
- Terms of employment; and
- A welcoming work environment.

We are particularly focused on our leadership roles and our clear objective is to continue to increase the diversity within this group. Our promotions continue to be merit based, and we are tackling any unintended barriers to progression. We also have well established procedures for assessing and providing for the needs of any of our disabled colleagues.

Gender Pay Gap

We reported on our gender pay gap information following the introduction of UK legislation in April 2017. We view this as a positive step in the drive for genuine gender diversity at work. Our median gender pay gap is 21.2% and the mean figure is 21.6%. Our analysis shows that our challenge is the distribution of people where we have gender imbalance in some parts of our business, particularly in senior and leadership roles. We have seen good progress with the representation of women at a senior level in recent years with the number of women partners now exceeding 30%. We are committed to doing more, with a growing number of wide-ranging initiatives to ensure we continue to improve our gender balance at all levels.

Members' capital and interests

The LLP maintains capital appropriate to the requirements of the business and adopts a flexible policy for the subscription of capital. Members are invited to subscribe from time to time such that the LLP maintains its desired level of working capital in the business and has sufficient resources for investment. Equity members' capital is repaid over five years on retirement from the LLP or earlier, on terms agreed by the members. Associate members contribute capital on admission and this is repayable over three years on retirement from the LLP.

During the year members receive monthly drawings. The level of drawings is decided by the members after taking into account the firm's cash requirements for operating and investing activities. The monthly drawings represent payments on account of current year profits and are reclaimable from members until profits have been allocated. Profits are allocated to members automatically on a quarterly basis and in the event of the preparation of the annual financial statements that the amounts already credited to a member exceed their share of the net profit, the amount of any excess allocation would be charged to the member's current account.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

MEMBERS' REPORT (continued) FOR THE YEAR ENDED 31 MARCH 2020

Members' responsibilities statement

The members are responsible for preparing the report and the financial statements in accordance with applicable law and regulations.

The Limited Liability Partnerships (Accounts and Audit) (Application of Companies Act 2006) Regulations 2008 (the 2008 Regulations) requires the members to prepare financial statements for each financial year. Under the law the members have elected to prepare 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'. The financial statements are required by law to give a true and fair view of the state of affairs of the group and LLP and of the profit or loss of the group and LLP for that period.

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

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The members are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the LLP and to enable them to ensure that the financial statements comply with the 2008 Regulations. They are also responsible for safeguarding the assets of the LLP and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

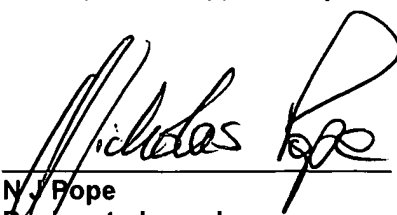
The members are responsible for the maintenance and integrity of the corporate and financial information included on the LLP's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

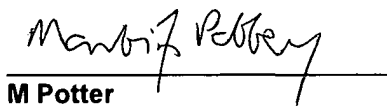
Disclosure of information to auditor

The members confirm that:

- so far as each member is aware, there is no relevant audit information of which the LLP's auditor is unaware; and
- the members have taken all the steps that they ought to have taken as members in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report was approved by the members on 29 June 2020 and signed on their behalf by:


N J Pope
Designated member


M Potter
Member

HYMANS ROBERTSON LLP AND SUBSIDIARIES

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HYMANS ROBERTSON LLP AND SUBSIDIARIES

Opinion

We have audited the financial statements of Hymans Robertson LLP (the 'limited liability partnership') and its subsidiaries (the 'group') for the year ended 31 March 2020, which comprise the group and parent LLP balance sheets, the group profit and loss account and statement of retained earnings, the group statement of cash flows 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 limited liability partnership's affairs as at 31 March 2020 and of the 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 as applied to limited liability partnerships.

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 group 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.

The impact of macro-economic uncertainties on our audit

Our audit of the financial statements requires us to obtain an understanding of all relevant uncertainties, including those arising as a consequence of the effects of macro-economic uncertainties such as Covid-19 and Brexit. All audits assess and challenge the reasonableness of estimates made by the members and the related disclosures and the appropriateness of the going concern basis of preparation of the financial statements. All of these depend on assessments of the future economic environment and the group's future prospects and performance.

Covid-19 and Brexit are amongst the most significant economic events currently faced by the UK, and at the date of this report their effects are subject to unprecedented levels of uncertainty, with the full range of possible outcomes and their impacts unknown. We applied a standardised firm-wide approach in response to these uncertainties when assessing the group's future prospects and performance. However, no audit should be expected to predict the unknowable factors or all possible future implications for a group associated with these particular events.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HYMANS ROBERTSON LLP AND SUBSIDIARIES

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 members' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the members 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.

In our evaluation of the members' conclusions, we considered the risks associated with the group's business, including effects arising from macro-economic uncertainties such as Covid-19 and Brexit, and analysed how those risks might affect the group's financial resources or ability to continue operations over the period of at least twelve months from the date when the financial statements are authorised for issue. In accordance with the above, we have nothing to report in these respects.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the group will continue in operation.

Other information

The members are responsible for the other information. The other information comprises the information included in the Members' 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.

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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 as applied to limited liability partnerships requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the limited liability partnership, or returns adequate for our audit have not been received from branches not visited by us; or
- the limited liability partnership's financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HYMANS ROBERTSON LLP AND SUBSIDIARIES

Responsibilities of members for the financial statements

As explained more fully in the Members' Responsibilities Statement set out on page 7, the members 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 members 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 members are responsible for assessing the group's and the limited liability partnership'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 members either intend to liquidate the group or limited liability partnership or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the 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 limited liability partnership's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, as applied to limited liability partnerships. Our audit work has been undertaken so that we might state to the limited liability partnership'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 limited liability partnership and the limited liability partnership's members as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Howie
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
Glasgow
29 June 2020

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**CONSOLIDATED PROFIT AND LOSS ACCOUNT AND STATEMENT OF RETAINED EARNINGS
FOR THE YEAR ENDED 31 MARCH 2020**

	Note	2020 £	2019 £
Turnover	3	96,033,362	85,289,857
Administrative expenses		(68,830,690)	(63,975,759)
Operating profit	4	27,202,672	21,314,098
Interest receivable and similar income		14,201	18,587
Interest payable and similar charges	8	(82,950)	(118,999)
Profit for the year before members' remuneration and profit shares		27,133,923	21,213,686
 Profit for the year before members' remuneration and profit shares		27,133,923	21,213,686
Members' remuneration charged as an expense		(27,133,923)	(21,213,686)
Results for the year available for discretionary division among members		-	-

There were no recognised gains and losses for 2020 or 2019 other than those included in the consolidated profit and loss account and statement of retained earnings.

The notes on pages 17 to 39 form part of these financial statements.

HYMANS ROBERTSON LLP AND SUBSIDIARIES
REGISTERED NUMBER: OC310282

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2020

		2020 £	2019 £
Fixed assets			
Intangible assets	9	2,857,664	2,522,898
Tangible assets	10	2,274,777	3,390,770
		<u>5,132,441</u>	<u>5,913,668</u>
Current assets			
Debtors: amounts falling due within one year	12	32,078,809	29,829,168
Cash at bank and in hand		12,310,068	5,803,379
		<u>44,388,877</u>	<u>35,632,547</u>
Creditors: amounts falling due within one year	13	(13,973,294)	(11,051,601)
Net current assets		<u>30,415,583</u>	<u>24,580,946</u>
Total assets less current liabilities		<u>35,548,024</u>	<u>30,494,614</u>
Creditors: amounts falling due after more than one year	14	(1,604,816)	(3,053,084)
Provisions for liabilities			
Other provisions	17	(2,619,859)	(2,589,483)
Net assets attributable to members		<u><u>31,323,349</u></u>	<u><u>24,852,047</u></u>

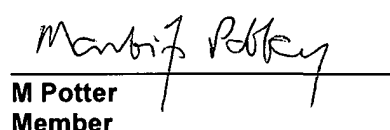
HYMANS ROBERTSON LLP AND SUBSIDIARIES
REGISTERED NUMBER: OC310282

CONSOLIDATED BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2020

		2020 £	2019 £
Represented by:			
Loans and other debts due to members within one year			
Members' capital classified as a liability	18	15,809,000	15,343,000
Other amounts		15,514,349	9,509,047
		<u>31,323,349</u>	<u>24,852,047</u>
Total members' interests			
Amounts due from members	12	(2,398,846)	(2,047,038)
Loans and other debts due to members		31,323,349	24,852,047
		<u>28,924,503</u>	<u>22,805,009</u>

The financial statements were approved and authorised for issue by the members and were signed on their behalf on 29 June 2020.


 N Pope
 Designated member


 M Potter
 Member

The notes on pages 17 to 39 form part of these financial statements.

HYMANS ROBERTSON LLP AND SUBSIDIARIES
REGISTERED NUMBER: OC310282

LLP BALANCE SHEET
AS AT 31 MARCH 2020

		2020 £	2019 £
Fixed assets			
Intangible assets	9	2,885,367	2,592,163
Tangible assets	10	2,274,777	3,390,770
Investments	11	768,004	1,006
		<u>5,928,148</u>	<u>5,983,939</u>
Current assets			
Debtors: amounts falling due within one year	12	31,681,467	29,901,769
Cash at bank and in hand		11,864,170	5,332,946
		<u>43,545,637</u>	<u>35,234,715</u>
Creditors: amounts falling due within one year	13	(13,110,927)	(10,654,759)
Net current assets		<u>30,434,710</u>	<u>24,579,956</u>
Total assets less current liabilities		<u>36,362,858</u>	<u>30,563,895</u>
Creditors: amounts falling due after more than one year	14	(1,604,816)	(3,053,084)
Provisions for liabilities			
Other provisions	17	(2,619,859)	(2,367,535)
Net assets attributable to members		<u><u>32,138,183</u></u>	<u><u>25,143,276</u></u>

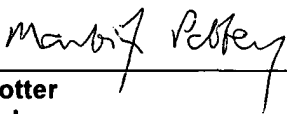
HYMANS ROBERTSON LLP AND SUBSIDIARIES
REGISTERED NUMBER: OC310282

LLP BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2020

		2020 £	2019 £
Represented by:			
Loans and other debts due to members within one year			
Members' capital classified as a liability	18	15,809,000	15,343,000
Other amounts		15,818,294	9,812,992
		<u>31,627,294</u>	<u>25,155,992</u>
Members' other interests			
Other reserves		510,889	(12,716)
		<u>32,138,183</u>	<u>25,143,276</u>
Total members' interests			
Amounts due from members	12	(2,398,846)	(2,047,038)
Loans and other debts due to members		31,627,294	25,155,992
Other reserves		510,889	(12,716)
		<u>29,739,337</u>	<u>23,096,238</u>

The financial statements were approved and authorised for issue by the members and were signed on their behalf on 29 June 2020.


N. A. Pope
Designated member


M Potter
Member

The notes on pages 17 to 39 form part of these financial statements

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2020**

	2020 £	2019 £
Cash flows from operating activities		
Profit for the financial year	27,202,672	21,314,098
Adjustments for:		
Amortisation of intangible assets	1,313,406	1,762,552
Depreciation of tangible assets	1,581,422	1,631,758
Loss on disposal of tangible assets	34,420	29,989
Increase in debtors	(1,897,833)	(1,709,427)
Increase/(decrease) in creditors	1,871,981	(697,553)
Increase in provisions	30,376	231,062
Net cash generated from operating activities before transactions with members	30,136,444	22,562,479
Members' remuneration charged as an expense	(21,797,419)	(21,496,441)
Net cash generated from operating activities	8,336,025	1,066,038
Cash flows from investing activities		
Purchase of intangible fixed assets	(1,681,025)	(109,139)
Purchase of tangible fixed assets	(466,995)	(677,316)
Proceeds from sale of tangible fixed assets	-	20,160
Interest received	14,201	18,587
Net cash used in investing activities	(2,133,819)	(747,708)
Cash flows from financing activities		
Proceeds from finance lease	-	234,887
Repayment of asset finance and finance leases	(525,567)	(535,787)
Interest paid	(82,950)	(118,999)
Capital introduced by members	1,360,000	1,180,000
Capital repaid to members	(450,000)	(1,000,000)
Net cash received from/(used in) financing activities	301,483	(239,899)
Net increase in cash and cash equivalents	6,506,689	78,431
Cash and cash equivalents at beginning of year	5,803,379	5,724,948
Cash and cash equivalents at the end of year	12,310,068	5,803,379
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	12,310,068	5,803,379
	12,310,068	5,803,379

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice "Accounting by Limited Liability Partnerships".

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires group management to exercise judgement in applying the entity's accounting policies (see note 2).

The members have reviewed the financial resources available to the group and LLP and the facilities currently in place and consider them to be adequate to meet its operational needs for the foreseeable future. In arriving at this assessment, a detailed review was carried out of the business planning and related cashflow assumptions for both 20/21 and 21/22 which indicated the firm would continue to be profitable and remain in a strong financial position. In light of the COVID-19 pandemic, a revised business plan adjusting for the potential impact was prepared. This reflected a potential reduction in income and a proportionate reduction in discretionary costs and the related cashflow forecast was prepared. This forecast included the impact of the government assistance programmes the firm has utilised, namely the deferral of VAT payments and the furlough of a small number of employees. The results of this work support the conclusion that the firm has adequate financial resources to meet its operational needs for the foreseeable future, with the forecast still indicating a positive cash position through to at least March 2022.

The revised cashflow model has been stress tested by factoring in further reductions in the level and timing of our income and simulating a slowdown in our clients' ability to pay amounts due. For the purpose of the stress test, we did not factor in any further reductions to our cost base. The results indicated the firm would have adequate resources to accommodate a material reduction in our income stream relative to our original plan to continue for the foreseeable future through our careful management of cash and use of existing, available borrowing facilities. The flexibility afforded to the firm due to its structure as an LLP, through such measures as deferring profit distributions, allows cash to be retained within the firm to ensure its sustainability into the future. We would also be able to seek additional finance or reduce our expenses further if the circumstances demanded.

On the basis of the results of the projected cash flows and associated stress testing the members have concluded that the preparation of the accounts on a going concern basis is appropriate.

The following principal accounting policies have been applied:

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies (continued)

1.2 Basis of consolidation

The consolidated financial statements present the results of Hymans Robertson LLP and its own subsidiaries ("the group") as they formed a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the balance sheet, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the consolidated profit and loss account from the date on which control is obtained. They are deconsolidated from the date control ceases.

The LLP has taken advantage of section 408 of the Companies Act 2006 as applied by the Limited Liability Partnerships (Accounts and Audit) (Application of Companies Act 2006) Regulations 2008 and has not included its own profit and loss account in these financial statements.

1.3 Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of value added tax and disbursements.

The turnover from professional consultancy services we provide is recognised when the group or LLP has performed its obligations and in exchange obtained the right to consideration.

Subscription revenue associated with Club Vita (UK) LLP is recognised when the report is delivered to the subscriber. Any joining fees are recognised when the membership pack is delivered.

Insurance administration fees are recognised as they become due or when entitlement to the revenue is certain.

1.4 Amounts recoverable on contracts

Services provided to clients during the year, which at the balance sheet date have not been billed to clients, have been recognised as turnover in accordance with FRS 102 section 23. Turnover recognised in this manner is based on an assessment of the fair value of the services provided at the balance sheet date as a proportion of the total value of the engagement. Provision is made against unbilled amounts on those engagements where the right to receive payment is contingent on factors outside the control of the group. Unbilled revenue is included in debtors.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies (continued)

1.5 Intangible fixed assets

Intangible assets are measured at cost less accumulated amortisation and any accumulated impairment losses.

Development costs are deferred and recognised as an intangible asset when all of the following criteria are demonstrated:

- The technical feasibility of completing the asset so that it will be available for use or sale.
- The intention to complete the asset development.
- The ability to use the developed asset or to sell it.
- How the developed asset will generate probable future economic benefits.
- The availability of adequate technical, financial and other resources to complete the development and to use or sell the asset.
- The ability to measure reliably the expenditure attributable to the development.

All other research and development expenditure is recognised in the profit and loss account as it is incurred.

Amortisation is charged so as to allocate the cost of intangible assets less their residual values over their estimated useful lives, using the straight line method. The intangible assets are amortised over the following useful economic lives:

- Purchased software – 20% per annum straight line
- Deferred development costs – straight line over the period when expected future benefits will arise (maximum of 5 years)

If there is an indication that there has been a significant change in amortisation rate or residual value of an asset, the amortisation of that asset is revised prospectively to reflect the new expectations.

1.6 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.

The group adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the group. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to profit or loss during the period in which they are incurred.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

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

Depreciation is provided on the following basis:

Leasehold improvements	- Straight line over the remaining life of the lease
IT equipment	- 33.3% per annum straight line
Plant & equipment	- 12.5% per annum 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.

1.7 Investments

Investments in subsidiaries are measured at cost less accumulated impairment in the individual financial statements of Hymans Robertson LLP.

Investments in joint ventures are stated at the entity's share of net assets. The entity's share of the profits or losses of the joint venture are included in the profit and loss account using the equity accounting basis.

1.8 Short term 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.

1.9 Creditors

Short term trade 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.

1.10 Employee benefits

Short-term employee benefits and contributions to defined contribution plans are recognised as an expense in the period in which they are incurred. Amounts not paid are shown in accruals as a liability in the balance sheet.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies (continued)

1.11 Finance leases: Lessee

Assets held under finance leases are recognised in the balance sheet initially at the lower of the fair value of the leased asset or the present value of the minimum lease payments at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation. Lease payments are apportioned between finance charges and a reduction of the lease obligation using the effective interest method so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted from the profit and loss account. Assets held under finance leases are included in tangible assets and depreciated and assessed for impairment losses in the same way as owned assets.

1.12 Operating leases: Lessee

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

Operating lease incentives are recognised as a reduction of the rental expense over the lease term on a straight line basis.

1.13 Members' remuneration

Remuneration that is paid under the LLP agreement arising out of an automatic allocation of profits or through some form of contractual commitment is disclosed as "Members' remuneration charged as an expense".

1.14 Members' interests (after profit for the year)

Members subscribe capital in the proportion to their interest in the firm. Members' capital is generally only withdrawn when a member leaves the LLP through retirement, expulsion or cessation. Equity members have capital which is repayable over a period of five years after retirement. Associate members have capital which is repayable over three years after retirement. Capital is classified within members' interests as both a current liability and an amount due in greater than one year in accordance with the repayment terms.

Where a member's current account is overdrawn the balance is classified as "Amounts due from members".

1.15 Taxation

Taxation payable on the LLP profits is the personal liability of members. Consequently, partnership taxation is not accounted for within the financial statements. Sums set aside to settle members' tax obligations are included in the balance sheet within loans and other amounts due to members.

1.16 Provisions for liabilities

Provisions are recognised when the group has a present legal or constructive obligation as a result of past events, it is more likely than not that an outflow of resources will be required to settle the obligation and the amount can be estimated reliably. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. Accounting policies (continued)

If the effect of discounting is material, provisions are determined by discounting the expected value of future cash flows at a pre-tax rate that reflects current market assessments of the time value of money, and where appropriate, the risks specific to the liability. The unwinding of any discount is recognised as a finance charge in the profit and loss account.

A contingent liability arises where the group has a possible obligation as a result of past events, or where the group has a present obligation as a result of past events, but where the transfer of economic benefit to settle the obligation is not probable, or the amount of the liability cannot be measured with sufficient reliability.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

2. Judgements in applying accounting policies and key sources of estimation uncertainty

Accounting judgements

Capitalisation of development expenditure

Development costs are deferred and recognised as an intangible asset where there is a clear plan to complete the development of an asset which will generate future economic benefit for the group by contributing to profit within a reasonable time frame. Judgement is used to assess the likelihood of the project generating future economic benefits. In order to do this detailed project plans are reviewed and sensitivity analysis run over the potential outturns to ensure the outturn is expected to be profitable. These plans include assessing that we have the available assets and resources in place and have identified an ability to use the asset or sell it. Expenditure will only be deferred, where it is directly attributable to the asset.

Once the asset is brought into use, it will be amortised over its' expected economic life (maximum of 5 years). At each balance sheet date the asset is tested for impairment by reforecasting the future economic benefit, to test if the development will still contribute to profits within a reasonable time frame.

Accounting estimates

Revenue on service contracts

Revenue on service contracts is recognised in the profit and loss account when the group has performed its obligations and in exchange obtained the right to consideration. In doing so, the group estimate the remaining time and costs to be incurred in completing contracts and the clients' willingness and ability to pay for the services provided. This estimate is initially performed by client directors based on their knowledge of the work being performed. Management perform a further review of amounts billed after the balance sheet date in order to refine the estimate.

Trade debtors

The group make certain estimates as to the fair value of trade debtors including unbilled work in progress at the balance sheet date by asking our client directors to estimate the likely value that will be recovered. After the balance sheet date we review the amounts paid and billed prior to the financial statements being finalised and reflect any material variances in the financial statements to reflect management's best estimate of the trade debtors fair value at the balance sheet date.

Provisions for compensation payments

The group from time to time receives claims in respect of professional service matters. It defends such claims where appropriate and makes provision for the possible amounts considered likely to be payable, up to the deductible, under the group's related insurance arrangements. Estimates of the value of any claim is arrived at by reviewing the validity and merits of the claim in order to assess the potential settlement level.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

3. Analysis of turnover

An analysis of turnover by class of business is as follows:

	2020 £	2019 £
Rendering of consultancy services	94,325,027	83,809,960
Subscription revenue	747,499	767,999
Insurance administration fees	960,836	711,898
	<u>96,033,362</u>	<u>85,289,857</u>

4. Operating profit

The operating profit is stated after charging:

	2020 £	2019 £
Operating lease rentals	2,688,885	2,267,479
Depreciation of tangible fixed assets	1,581,422	1,631,758
Amortisation of intangible assets	1,313,406	1,482,724
Impairment of intangible assets	-	279,828
Exchange differences	(13,386)	6,302
Loss on disposal of tangible and intangible assets	34,420	29,988
	<u>34,420</u>	<u>29,988</u>

5. Auditor's remuneration

	2020 £	2019 £
Audit services	59,000	51,500
Fees payable to the group's auditor in respect of:		
Investment tracking reports	8,240	8,000
All other services	47,165	35,500
	<u>114,405</u>	<u>95,000</u>

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

6. Employees

Staff costs were as follows:

	Group 2020 £	<i>Group 2019 £</i>	LLP 2020 £	<i>LLP 2019 £</i>
Wages and salaries	37,533,655	34,598,083	37,225,563	34,598,083
Social security costs	4,813,691	4,328,242	4,789,384	4,328,242
Cost of defined contribution scheme	5,697,256	5,135,841	5,664,015	5,135,841
	48,044,602	44,062,166	47,678,962	44,062,166

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

The contributions are recognised as an expense in the profit and loss account 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 group in independently administered funds.

The average monthly number of persons employed during the year was as follows:

	2020 No.	<i>2019 No.</i>
Fee earners	530	487
Non fee earners	276	273
	806	760

The average male and female split was 46% male and 54% female.

7. Information in relation to members

	2020 Number	<i>2019 Number</i>
The average number of members during the year was	74	74
	£	<i>£</i>
The amount of profit attributable to the member with the largest entitlement was	922,097	708,311

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

8. Interest payable and similar expenses

	2020 £	2019 £
Interest payable to former members	51,819	76,446
Interest payable on finance lease	27,742	36,254
Interest payable on asset finance	3,389	6,299
	<u>82,950</u>	<u>118,999</u>

9. Intangible assets

Group

	IT software £	Development expenditure £	Total £
Cost			
At 1 April 2019	2,976,332	5,588,535	8,564,867
Additions	168,795	1,512,230	1,681,025
Disposals	(87,017)	-	(87,017)
At 31 March 2020	<u>3,058,110</u>	<u>7,100,765</u>	<u>10,158,875</u>
Amortisation			
At 1 April 2019	2,083,013	3,958,956	6,041,969
Charge for the year	335,670	977,736	1,313,406
Disposals	(54,164)	-	(54,164)
At 31 March 2020	<u>2,364,519</u>	<u>4,936,692</u>	<u>7,301,211</u>
Net book value			
At 31 March 2020	<u>693,591</u>	<u>2,164,073</u>	<u>2,857,664</u>
At 31 March 2019	<u>893,319</u>	<u>1,629,579</u>	<u>2,522,898</u>

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

9. Intangible assets (continued)

Included within the cost of IT software above are assets in the process of development totalling £253,795 (2019: £85,000) and therefore no amortisation is yet being charged.

The development expenditure is lower than the corresponding figure in the LLP as a consequence of the margin on intra group charges which is eliminated in the consolidated group figures.

LLP

	IT software £	Development expenditure £	Total £
Cost			
At 1 April 2019	2,976,332	5,825,059	8,801,391
Additions	168,795	1,512,230	1,681,025
Disposals	(87,017)	-	(87,017)
At 31 March 2020	<u>3,058,110</u>	<u>7,337,289</u>	<u>10,395,399</u>
Amortisation			
At 1 April 2019	2,083,013	4,126,215	6,209,228
Charge for the year	335,670	1,019,298	1,354,968
Disposals	(54,164)	-	(54,164)
At 31 March 2020	<u>2,364,519</u>	<u>5,145,513</u>	<u>7,510,032</u>
Net book value			
At 31 March 2020	<u><u>693,591</u></u>	<u><u>2,191,776</u></u>	<u><u>2,885,367</u></u>
At 31 March 2019	<u><u>893,319</u></u>	<u><u>1,698,844</u></u>	<u><u>2,592,163</u></u>

Included within the cost of IT software above are assets in the process of development totalling £253,795 (2019: £85,000) and therefore no amortisation is yet being charged.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

10. Tangible fixed assets

Group

	Leasehold improvements £	IT equipment £	Other equipment £	Total £
Cost				
At 1 April 2019	6,538,177	4,534,474	1,210,207	12,282,858
Additions	112,850	299,187	54,958	466,995
Disposals	-	(410,668)	-	(410,668)
At 31 March 2020	6,651,027	4,422,993	1,265,165	12,339,185
Depreciation				
At 1 April 2019	5,311,870	2,767,368	812,850	8,892,088
Charge for the year	637,501	858,318	85,603	1,581,422
Disposals	-	(409,102)	-	(409,102)
At 31 March 2020	5,949,371	3,216,584	898,453	10,064,408
Net book value				
At 31 March 2020	701,656	1,206,409	366,712	2,274,777
At 31 March 2019	1,226,307	1,767,106	397,357	3,390,770

Included within IT equipment are assets held under finance leases with a net book value of £845,436 (2019: £1,251,245).

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

10. Tangible fixed assets (continued)

LLP

	Leasehold improvements £	IT equipment £	Other equipment £	Total £
Cost				
At 1 April 2019	6,538,177	4,534,474	1,210,207	12,282,858
Additions	112,850	299,187	54,958	466,995
Disposals	-	(410,668)	-	(410,668)
At 31 March 2020	<u>6,651,027</u>	<u>4,422,993</u>	<u>1,265,165</u>	<u>12,339,185</u>
Depreciation				
At 1 April 2019	5,311,870	2,767,368	812,850	8,892,088
Charge for the year	637,501	858,318	85,603	1,581,422
Disposals	-	(409,102)	-	(409,102)
At 31 March 2020	<u>5,949,371</u>	<u>3,216,584</u>	<u>898,453</u>	<u>10,064,408</u>
Net book value				
At 31 March 2020	<u>701,656</u>	<u>1,206,409</u>	<u>366,712</u>	<u>2,274,777</u>
At 31 March 2019	<u>1,226,307</u>	<u>1,767,106</u>	<u>397,357</u>	<u>3,390,770</u>

Included within IT equipment are assets held under finance leases with a net book value of £845,436 (2019: £1,251,245).

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

11. Fixed asset investments

Hymans Robertson LLP's share of like minds (UK) Limited's profit for the year ended 31 March 2020 is £42,879. The profit of £42,879 has been included within the profit and loss account. The group ended its joint venture with like minds (UK) Limited, a creative communications company incorporated in England and Wales with effect from 30 September 2019.

LLP

	Investments in subsidiary companies £	Investment in joint ventures £	Total £
Cost or valuation			
At 1 April 2019	1,004	2	1,006
Additions	767,000	-	767,000
Disposals	-	(2)	(2)
At 31 March 2020	<u>768,004</u>	<u>-</u>	<u>768,004</u>

On 23 May 2019, Hymans Robertson LLP acquired an interest in a new subsidiary undertaking, Club Vita LLP.

The company disposed of its 50% interest in like minds (UK) Limited, a creative communications company incorporated in England and Wales on 30 September 2019.

On 12 March 2020, Hymans Robertson LLP acquired an interest in a new subsidiary undertaking, Hymans Robertson Limited.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

11. Fixed asset investments (continued)

Subsidiary undertakings

The following were subsidiary undertakings of the LLP:

Name	Country of Incorporation	Proportion of ordinary shares or members' rights held	Nature of business
Club Vita (UK) LLP	England and Wales	99.999%	Research into the longevity of members of occupational pension schemes within the UK
Club Vita LLP	England and Wales	99.999%	Provision of international longevity data analytics services
Club Vita US, LLC	United States of America	99.9%	Research into the longevity of members of occupational pension schemes within the USA
Hymans Limited	England and Wales	100%	Non-trading
Hymans Robertson DIS Limited	England and Wales	100%	Corporate trustee of the group death in service scheme
Zimm Financial Services Limited	England and Wales	100%	Non-trading
Hymans Robertson Limited	England and Wales	100%	Non-trading

On 1 April 2020, Hymans Robertson LLP acquired an interest in a new subsidiary undertaking, Hymans Robertson Investment Services LLP.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

12. Debtors

	Group 2020 £	Group 2019 £	LLP 2020 £	LLP 2019 £
Trade debtors	16,823,952	14,688,923	16,361,572	14,541,658
Amounts owed by group undertakings	-	-	134,169	262,615
Amounts owed by joint venture	-	752,351	-	752,351
Other debtors	389,226	255,197	375,749	255,197
Prepayments and accrued income	3,249,357	3,640,183	3,193,703	3,597,434
Amounts recoverable on long term contracts	9,217,428	8,445,476	9,217,428	8,445,476
Amounts due from members	2,398,846	2,047,038	2,398,846	2,047,038
	32,078,809	29,829,168	31,681,467	29,901,769

A provision for impairment of £707,688 (2019: £702,280) was recognised against debtors within the group and £697,688 (2019: £692,280) within the LLP.

13. Creditors: Amounts falling due within one year

	Group 2020 £	Group 2019 £	LLP 2020 £	LLP 2019 £
Finance leases	402,969	392,908	402,969	392,908
Asset finance	66,330	132,659	66,330	132,659
Trade creditors	411,318	414,271	411,318	414,271
Taxation and social security	4,351,969	3,729,967	4,308,169	3,687,929
Leasehold incentives	304,030	28,768	304,030	28,768
Accruals and deferred income	7,349,490	5,458,869	6,716,031	5,104,065
Amounts owed to former members	864,203	874,150	864,203	874,150
Other creditors	222,985	20,009	37,877	20,009
	13,973,294	11,051,601	13,110,927	10,654,759

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

14. Creditors: Amounts falling due after more than one year

	Group 2020 £	Group 2019 £	LLP 2020 £	LLP 2019 £
Finance leases	448,202	851,171	448,202	851,171
Asset finance	-	66,330	-	66,330
Leasehold incentives	691,080	995,172	691,080	995,172
Amounts owed to former members	465,534	1,140,411	465,534	1,140,411
	1,604,816	3,053,084	1,604,816	3,053,084

The leasehold incentive creditor represents the cash incentive / rent free periods received upon taking the leases on new offices in London in March 2006, Edinburgh in August 2009, Birmingham in January 2011 and Glasgow in November 2018. These are being released back to the profit and loss account over the term of the lease (15 years for Glasgow, London and Edinburgh and 10 years for Birmingham).

The asset finance balances have varying terms with the longest period of repayment ending in June 2020. The interest rate being charged on the balance is 2% above the Bank of England base rate.

The LLP has entered into a lease agreement for IT servers. This lease is shown as a finance lease with the above values representing the present value of the future remaining lease payments. The lease expires in April 2022.

15. Commitments under finance leases

At 31 March 2020 the group and the LLP had future minimum lease payments under finance leases as follows:

	Group 2020 £	Group 2019 £	LLP 2020 £	LLP 2019 £
Not later than 1 year	402,969	392,908	402,969	392,908
Later than 1 year and not later than 5 years	448,202	851,171	448,202	851,171
Total	851,171	1,244,079	851,171	1,244,079

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

16. Financial instruments

	Group 2020 £	<i>Group 2019 £</i>	LLP 2020 £	<i>LLP 2019 £</i>
Financial assets measured at amortised cost	29,338,562	21,356,388	28,430,284	21,001,305
Financial liabilities measured at amortised cost	(7,234,628)	(7,621,876)	(7,005,720)	(7,579,838)

Financial Risk Management

The group is exposed through its operations to the following financial risks:

- Liquidity risk
- Credit risk

The group's policies for financial risk management are outlined below:

Liquidity risk

Liquidity risk is the risk that the group will not be able to meet its financial obligations as they fall due. The group's approach to managing liquidity risk is to ensure that we will always have sufficient liquidity to meet our liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or damage to our reputation.

Liquidity risk is managed by regularly reviewing cash requirements by reference to short term cash flow forecasts and medium term working capital projections prepared by the management team. In the event that operating cash flows would not cover all the financial obligations, the group would be able to use existing credit facilities.

Credit risk

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in financial loss to the group. Credit risk arises principally on the group's trade debtors and other receivables. This risk is mitigated principally by the strong on-going relationships we have with our clients. In addition, the group has an established credit policy under which each new client is assessed for their creditworthiness and existing clients are reviewed on a periodic basis.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

17. Provisions

Group

	Holiday pay provision £	Other provisions £	Total £
At 1 April 2019	1,040,000	1,549,483	2,589,483
Provided during the year	1,400,000	261,411	1,661,411
Utilised during the year	(1,040,000)	(439,793)	(1,479,793)
Released during the year	-	(151,242)	(151,242)
At 31 March 2020	1,400,000	1,219,859	2,619,859

The holiday pay provision represents holiday and sabbatical balances accrued as a result of services rendered in the current period and which employees are entitled to carry forward. The provision is measured as the salary cost payable (including employers' national insurance) for the period of absence discounted to present value.

Provisions for property liabilities and compensation payments are included within other provisions above. Amounts provided for compensation payments are reviewed at each year end based on the likely outcome of potential claims against the group.

LLP

	Holiday pay provision £	Other provisions £	Total £
At 1 April 2019	1,040,000	1,327,535	2,367,535
Provided during the year	1,400,000	261,411	1,661,411
Utilised during the year	(1,040,000)	(217,845)	(1,257,845)
Released during the year	-	(151,242)	(151,242)
At 31 March 2020	1,400,000	1,219,859	2,619,859

The holiday pay provision represents holiday and sabbatical balances accrued as a result of services rendered in the current period and which employees are entitled to carry forward. The provision is measured as the salary cost payable (including employers' national insurance) for the period of absence discounted to present value.

Provisions for property liabilities and compensation payments are included within other provisions above. Amounts provided for compensation payments are reviewed at each year end based on the likely outcome of potential claims against the group.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

18. Reconciliation of members' interests

	Members' capital £	Loans and other debts due to members £	Total £
Group members' interests			
At 1 April 2018	15,163,000	9,245,421	24,408,421
Members' remuneration charged as an expense	-	21,213,686	21,213,686
	<u>15,163,000</u>	<u>30,459,107</u>	<u>45,622,107</u>
Introduced by members	1,180,000	-	1,180,000
Repaid to members	(1,000,000)	-	(1,000,000)
Transfer from capital to current account	-	-	-
Drawings	-	(12,165,415)	(12,165,415)
Taxation paid on behalf of members	-	(9,331,026)	(9,331,026)
Transfer of former members' balances to creditors	-	(1,500,657)	(1,500,657)
	<u>15,343,000</u>	<u>7,462,009</u>	<u>22,805,009</u>
At 31 March 2019	15,343,000	7,462,009	22,805,009
Members' remuneration charged as an expense	-	27,133,923	27,133,923
	<u>15,343,000</u>	<u>34,595,932</u>	<u>49,938,932</u>
Introduced by members	1,360,000	-	1,360,000
Repaid to members	(450,000)	-	(450,000)
Transfer from capital to current account	(444,000)	444,000	-
Drawings	-	(12,255,075)	(12,255,075)
Taxation paid on behalf of members	-	(9,542,344)	(9,542,344)
Transfer of former members' balances to creditors	-	(127,010)	(127,010)
	<u>15,809,000</u>	<u>13,115,503</u>	<u>28,924,503</u>
At 31 March 2020	15,809,000	13,115,503	28,924,503

On retirement equity members' capital is repayable over five years. As a result of the notice period required, the total amount for current equity members is considered to be repayable after one year. At 31 March 2020 the total capital of equity members has a value of £12,604,000 (2019: £11,928,000). Associate members' capital is repayable over three years upon retirement and at 31 March 2020 this has a value of £3,205,000 (2019: £3,415,000). As a result of the notice period required, one third of this is considered to be potentially repayable in less than one year.

Loans and other amounts due to members includes amounts totalling £3,258,615 (2019: £2,177,656) which are repayable after one year.

HYMANS ROBERTSON LLP AND SUBSIDIARIES

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020**

Reconciliation of members' interests (continued)

	Members' capital £	Loans and other debts due to members £	Other reserves classified as equity £	Total £
LLP members' interests				
At 1 April 2018	15,163,000	9,549,366	(10,570)	24,701,796
Members' remuneration charged as an expense	-	21,213,686	-	21,213,686
Result for year available for discretionary division among members	-	-	(2,146)	(2,146)
	<u>15,163,000</u>	<u>30,763,052</u>	<u>(12,716)</u>	<u>45,913,336</u>
Introduced by members	1,180,000	-	-	1,180,000
Repaid to members	(1,000,000)	-	-	(1,000,000)
Transfer from capital to current account	-	-	-	-
Drawings	-	(12,165,415)	-	(12,165,415)
Taxation paid on behalf of members	-	(9,331,026)	-	(9,331,026)
Transfer of former members' balances to creditors	-	(1,500,657)	-	(1,500,657)
	<u>15,343,000</u>	<u>7,765,954</u>	<u>(12,716)</u>	<u>23,096,238</u>
At 31 March 2019	15,343,000	7,765,954	(12,716)	23,096,238
Members' remuneration charged as an expense	-	27,133,923	-	27,133,923
Result for the year available for discretionary division among members	-	-	523,605	523,605
	<u>15,343,000</u>	<u>34,899,877</u>	<u>510,889</u>	<u>50,753,766</u>
Introduced by members	1,360,000	-	-	1,360,000
Repaid to members	(450,000)	-	-	(450,000)
Transfer from capital to current account	(444,000)	444,000	-	-
Drawings	-	(12,255,075)	-	(12,255,075)
Taxation paid on behalf of members	-	(9,542,344)	-	(9,542,344)
Transfer of former members' balances to creditors	-	(127,010)	-	(127,010)
	<u>15,809,000</u>	<u>13,419,448</u>	<u>510,889</u>	<u>29,739,337</u>
At 31 March 2020	15,809,000	13,419,448	510,889	29,739,337

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

On retirement equity members' capital is repayable over five years. As a result of the notice period required the total amount for current equity members is considered to be repayable after one year. At 31 March 2020 the total capital of equity members has a value of £12,604,000 (2019: £11,928,000). Associate members' capital is repayable over three years upon retirement and at 31 March 2020 this has a value of £3,205,000 (2019: £3,415,000). As a result of the notice period required, one third of this is considered to be potentially repayable in less than one year.

Loans and other amounts due to members includes amounts totalling £3,285,615 (2019: £2,177,656) which are repayable after one year.

Hymans Robertson LLP has taken advantage of Section 408 of the Companies Act 2006 and not included its profit and loss account in the financial statements. Its profit for the year ending 31 March 2020 is £27,657,527 (2019: £21,211,529). This includes an allocation of the profit of Club Vita (UK) LLP of £57,399 (2019: £53,461).

19. Commitments under operating leases

At 31 March 2020 the group and the LLP had future minimum lease payments under non-cancellable operating leases as follows:

	Group 2020 £	<i>Group 2019 £</i>	LLP 2020 £	<i>LLP 2019 £</i>
Not later than 1 year	2,184,512	<i>2,603,110</i>	2,184,512	<i>2,603,110</i>
Later than 1 year and not later than 5 years	5,585,633	<i>6,430,302</i>	5,585,633	<i>6,430,302</i>
Later than 5 years	10,020,900	<i>11,159,862</i>	10,020,900	<i>11,159,862</i>
	17,791,045	<i>20,193,274</i>	17,791,045	<i>20,193,274</i>

This includes the combined commitment for office rentals up to the lease expiration date.

20. Related party transactions

The group has taken advantage of the exemptions allowed under FRS 102 enabling it not to report related party transactions between wholly owned subsidiaries.

In the six months to 30 September 2019 the group has provided services in relation to like minds (UK) Limited (a company in which it owned 50% of the equity) to a value of £52,508 (2019: £106,143) and purchased services from like minds (UK) Limited of £403,873 (2019: £690,990).

The key management personnel comprises the Board and Partnership Council and the composition of both changes periodically. During the year these groups consisted of 15 people (2019: 15), all of whom were members of the LLP, and who received compensation amounting to £9,045,373 (2019: £7,149,952).

HYMANS ROBERTSON LLP AND SUBSIDIARIES

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

21. Controlling party

The members consider themselves to be the controlling related parties. The largest and smallest group of undertakings for which group financial statements have been drawn up is that headed by Hymans Robertson LLP, a limited liability partnership incorporated in England and Wales.