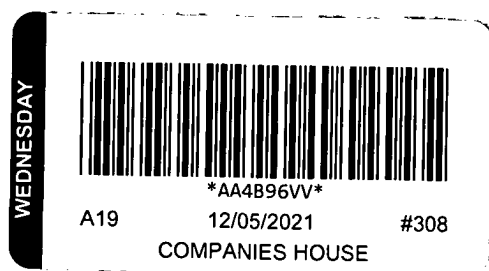


Registration number: 01898192

Thomas Miller & Co. Limited

Annual Report and Financial Statements

for the Year Ended 31 December 2020



Thomas Miller & Co. Limited

Contents

Company Information	1
Strategic Report	2 to 6
Directors' Report	7 to 9
Statement of Directors' Responsibilities	10
Independent Auditor's Report	11 to 14
Profit and Loss Account	15
Statement of Comprehensive Income	16
Balance Sheet	17
Statement of Changes in Equity	18
Notes to the Financial Statements	19 to 44

Thomas Miller & Co. Limited

Company Information

Directors	F Cowie
	J M Goldthorpe
	K P Halpenny
	S Slingsby
Company Secretary	K P Halpenny
Registered office	90 Fenchurch Street London EC3M 4ST
Auditor	Deloitte LLP Statutory Auditor London United Kingdom

Thomas Miller & Co. Limited

Strategic Report for the Year Ended 31 December 2020

The Directors present their strategic report for the year ended 31 December 2020.

Principal activity

The principal activity of the company is the provision of services to its fellow subsidiary undertakings. The main activities of these undertakings have been the provision of agency services to managers of mutual insurance companies and acting as managers of mutual insurance companies. The main operations of the Company were carried out from offices in the United Kingdom. The Company also operates through a branch office in China. The Directors are not aware, at the date of this report, of any likely major changes in the Company's activities in the next year.

Fair review of the business

The primary business indicators that the Company uses to control the business are linked to cost control. Expenditure is reviewed against budgets for each cost centre, by month and by account code and variances are analysed and explained. Budgets are reviewed twice a year. Income arises from recharges of costs to other group companies based on those companies' usage of resource. The Company's Directors believe that review of costs against budgets is the key performance indicator necessary for an understanding of the development, performance and financial position of the business. Monthly variance analyses and quarterly group management accounts indicate that direct business costs and shared service costs were below budget.

Turnover increased by 1% from 2019 to 2020, while administrative expenses decreased by 3%. In the majority of cases, costs are recharged to fellow subsidiary undertakings as part of the management agreements with those subsidiary undertakings. Profit on ordinary activities before taxation increased by 32%. This is mainly attributable to: (i) the decrease in wages and salaries (including bonuses), with 12 fewer Full Time Equivalent ("FTE") in 2020 compared to 2019, and (ii) lower redundancy costs (by £0.5 million).

At 31 December 2020, in relation to the Company's funded and unfunded defined benefit pension schemes (calculated using FRS102 Section 28 "Employee benefits"), the balance sheet showed a pension surplus of £15.6 million (2019 - £6.7 million). Normal contributions into the schemes were £11.4 million in total (2019 - £6.2 million). These contributions, in accordance with Section 28 of FRS 102, are not recognised as a cost within administrative expenses. The changes in the overall pension surplus/liability are explained in note 24. The balance sheet position is impacted during the year by: (i) contributions paid by the Company; (ii) the decrease in the discount rate during the year, which increases the value of pension obligations; and, (iii) asset returns being higher than assumed. From 31 December 2016, the Company adopted an alternative approach in determining a discount rate that is applied when calculating the pension liability, following a review of the evidence and methods used. The discount rate is required to be set based on the market yield available on high quality corporate bond yields (assumed to be AA rated corporate bonds). In determining the yield curve on which the discount rate is derived, the new approach assumes flat forward rates from 30 years onwards, resulting in a higher discount rate and a lower value being placed on the pension liabilities.

The balance sheet shows the Company's financial position at the year end. The improvement in the shareholder's funds arises primarily due to an increase in the pension surplus as discussed above and the profit for the financial year.

Thomas Miller & Co. Limited

Strategic Report for the Year Ended 31 December 2020 (continued)

Principal risks and uncertainties

Financial risk management including principal risks and uncertainties

Financial risk management objectives

The Company is exposed to financial risk through its financial assets and financial liabilities. In particular, the key financial risk is that the proceeds from financial assets are not sufficient to fund the obligations arising from financial liabilities as they fall due. The most important components of this financial risk are interest rate risk, currency risk, credit risk and liquidity and cash flow risk.

The Group Finance Director, advised by the Treasury Advisory Committee, monitors and aims to reduce exposure to the various components of financial risk. Through the Committee, the Group Finance Director takes advice to ensure that he acts in line with the terms of reference approved by the Board of Thomas Miller Holdings Ltd.

The Company is also exposed to the above risks through the operation of the final salary pension scheme and also its obligations under the unfunded defined benefit schemes. The strategy for dealing with the associated risks is managed by the Board with close liaison with the Pension Trustee Board.

Taking into account the company's current position and its principal risks, the Directors have a reasonable expectation that the Company will be able to continue in operation and meet its liabilities as they fall due over at least the next 12 months. As the result of COVID-19, financial markets have been volatile during 2020 and it is reasonable to expect this volatility to continue for an indeterminate period in the future. In assessing the prospects of the Company, the Directors noted that such assessment is subject to a degree of uncertainty that can be expected to continue, looking out over time and, accordingly, future outcomes cannot be guaranteed or predicted with certainty. The Directors' assessment has taken into account the resources of the Company and that of the wider Thomas Miller Group under the parent company Thomas Miller Holdings Ltd. Where necessary Thomas Miller Holdings Ltd. has indicated it will provide further liquidity or regulatory capital to the Company.

The Directors' assessment has taken into account the resources of the Company and that of the wider Thomas Miller Group under the parent company, Thomas Miller Holdings Ltd. Where necessary, Thomas Miller Holdings Ltd. has indicated it will provide financial support for a period of not less than 12 months after the date of the approval of these financial statements.

The Company does not use derivative financial instruments for speculative purposes.

Interest rate risk

The main interest rate exposure relates to the interest rate used to calculate the defined benefit pension scheme liabilities. It is estimated that every reduction of 0.5% in the yield on AA rated corporate bonds increases the gross defined benefit pension scheme liability by approximately 9% although the impact is partially offset by the diversification of the pension investments. The scheme is reviewed by an external firm of actuaries and the company board and trustees meetings are held four times a year.

Interest rate risk also exists from the Company's exposure to adverse movements in interest rates in relation to cash balances and deposits. The Treasury Advisory Committee monitors the risk and reduces the Company's exposure by utilising a choice of available funds with different interest rate characteristics. The Committee takes advice from investment specialists within the Company and acts in line with the Company's investment policy.

Thomas Miller & Co. Limited

Strategic Report for the Year Ended 31 December 2020 (continued)

Currency risk

The Company manages its currency risk in respect of its income streams. Currency risk exists from the Company's residual exposure to adverse movements in exchange rates in respect of its foreign currency income and expenditure as well as foreign currency assets and liabilities. This risk is managed within the Group by collecting management fees in currencies which match the costs of the overseas Group Companies and through balancing the levels of currency assets and liabilities which may involve the use of forward exchange contracts. Foreign exchange differences are charged to the profit and loss account.

All of the Company's income from services provided to fellow UK subsidiary undertakings is in sterling as are the majority of the Company's costs. Currency risk arises from the cost of services provided to the Company from fellow subsidiary undertakings based in the USA, Hong Kong, Australia and Singapore who charge for services provided in their respective local currencies. The relevant fellow subsidiaries charge the Company for the sterling equivalent of these costs. The risk is managed within the Group by collecting management fees in currencies that match the costs of these overseas companies and through balancing the levels of currency assets and liabilities which may involve the use of forward exchange contracts. Foreign exchange differences are charged to the profit and loss account.

Credit risk

Credit risk is the risk that a counterparty will be unable to pay amounts in full when due. Key areas where the company is exposed to credit risk are:

- amounts due from fellow subsidiaries and other customers; and
- cash balances held with financial institutions.

The Company, through the Treasury Advisory Committee, places limits on the level of cash balances held at any financial institution dependent on its credit rating. Amounts due to the company are actively monitored by the finance department and Treasury Advisory Committee.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit ratings assigned by international credit rating agencies.

The Company has no significant concentration of credit risk, with the majority of exposure being with fellow Group Companies.

Liquidity and cash flow risk

Liquidity and cash flow risk is the risk that cash may not be available to pay obligations when due. The investment policy sets limits on cash balances to ensure that funds are available to cover anticipated liabilities and unexpected levels of demand. Again, cash flow is actively monitored by the finance department and Treasury Advisory Committee.

Brexit

We continue to monitor the risks associated with the UK's exit from the Brexit transition period as of 31st December 2020. We do not consider there to be an impact on the company results due to the nature of its business activities - which have been largely unaffected during the year.

Section 172(1) statement

Risk management

We provide business-critical services to our clients, often in highly regulated environments. As we grow, our business and our risk environment also become more complex. It is therefore vital that we effectively identify, evaluate, manage and mitigate the risks we face, and that we continue to evolve our approach to risk management.

For details of our principal risks and uncertainties, and how we manage our risk environment, please see the section above.

Thomas Miller & Co. Limited

Strategic Report for the Year Ended 31 December 2020 (continued)

Our people

The Company is committed to being a responsible business. Our behaviour is aligned with the expectations of our people, clients, investors, communities and society as a whole. People are at the heart of our services. For our business to succeed we need to manage our people's performance and develop and bring through talent while ensuring we operate as efficiently as possible. We must also ensure we share common values that inform and guide our behaviour so we achieve our goals in the right way.

Business relationships

Our strategy prioritises business growth and bringing new clients into the company. To do this, we need to develop and maintain strong client relationships. We value all of our suppliers and have multi-year contracts with our key suppliers.

Community and environment

The Company's approach to this area is set at a Group level by the ultimate parent company, Thomas Miller Holdings Ltd. which from a position of strength creates a positive change for the people and communities with which it interacts. The Group's expertise enables colleagues to support the communities around us.

Culture and values

The Board recognises the importance of having the right corporate culture. Our long-term success depends on achieving our strategic goals in the right way, so we look after the best interests of our clients, people and other stakeholders.

Shareholders

The Board is committed to regularly engaging with the Board of our ultimate parent company, Thomas Miller Holdings Ltd. as we recognise the importance of a continuing effective dialogue. It is important to us that our strategy and objectives are understood, so these must be explained clearly, feedback heard and any issues or questions raised properly considered.

Further details can be found in the Corporate Governance report contained within financial statements of the ultimate parent company, Thomas Miller Holdings Ltd.

Duties

The directors of the Company, as those of all UK companies, must act in accordance with a set of general duties. These duties are detailed in section 172 of the UK Companies Act 2006 which is summarised as follows:

A Director of a Company must act in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its shareholders as a whole and, in doing so have regard (amongst other matters) to:

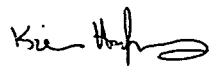
- the likely consequences of any decisions in the long-term;
- the interests of the Company's employees;
- the need to foster the Company's business relationships with suppliers, customers and others;
- the impact of the Company's operations on the community and environment;
- the desirability of the Company maintaining a reputation for high standards of business conduct; and
- the need to act fairly as between shareholders of the Company.

As part of their induction, a new Director of the Company is briefed on their duties and they can access professional advice on these, either from the Company Secretary or, if they judge it necessary, from an independent adviser. It is important to recognise that the Directors fulfil their duties partly through a governance framework that delegates day-to-day decision-making to employees all of whom are employed by Thomas Miller & Co. Further details can also be found in the Corporate Governance Report of the ultimate parent company Thomas Miller Holdings Ltd.

Thomas Miller & Co. Limited

Strategic Report for the Year Ended 31 December 2020 (continued)

Approved by the Board on 6 May 2021 and signed on its behalf by:



.....
K P Halpenny
Company secretary

Thomas Miller & Co. Limited

Directors' Report for the Year Ended 31 December 2020

The Directors present their report and the financial statements for the year ended 31 December 2020.

Dividends

No dividends were declared during the year and up to the date of signing (2019 - £nil).

Directors of the Company

The directors who held office during the year were as follows:

F Cowie

J M Goldthorpe

R M Grainger (ceased 30 September 2020)

K P Halpenny

S Slingsby

Employment of disabled persons

Thomas Miller & Co. Limited ("Thomas Miller") is committed to providing equal opportunities to all employees, irrespective of their gender, sexual orientation, marital status, race, nationality, ethnic origin, disability, age or religion. Thomas Miller is an inclusive employer and values diversity in its employees and seeks to achieve diversity through recruitment and selection, training, career development, flexible working arrangements, promotion and performance appraisal. In the event of employees becoming disabled, every effort is made to ensure that their employment with Thomas Miller continues and to provide specialised training where this is appropriate. Information on employee matters is available on an intranet site and via periodic publications.

Employee involvement

The Company places considerable value on the involvement of its employees and has continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the Company. This is achieved through formal and informal meetings and the Company's intranet website. Employees are consulted regularly on a wide range of matters affecting their current and future interests. The employee share schemes have been running successfully since their inception. The Executive Share Option Plan was introduced in 1999, the Share Incentive Plan introduced in 2003, the Long-Term Share Acquisition Plan introduced in 2006 and the Save As You Earn Scheme introduced in 1999. The Service Award scheme was also introduced in 1999. The Share Incentive Plan, the Save As You Earn Scheme and the Service Award Scheme are open to all employees of the company and the major features of the scheme are outlined in the Share-based payments note to the financial statements. The other schemes are only open to employees at director level or above and the major features of those schemes are also outlined in the Share-based payments note.

Streamlined energy and carbon reporting

The UK government's Streamlined Energy and Carbon Reporting ("SECR") policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force.

Thomas Miller meet SECR qualification criteria in the UK. Thomas Miller have opted to use the Operational Control boundary definition to define their carbon footprint boundary. The reporting period for the compliance is 1 January 2020 to 31 December 2020. Included within that boundary are Scope 1 and 2 emissions, as well as Scope 3 emissions from gas, electricity, company fleet and grey fleet in the UK. The Greenhouse Gas ("GHG") Protocol Corporate Accounting; Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation.

Thomas Miller & Co. Limited

Directors' Report for the Year Ended 31 December 2020 (continued)

Streamlined energy and carbon reporting

The results show that Thomas Miller's total energy use and total gross Greenhouse Gas emissions amounted to 2,295,278 kWh and 497 tonnes of CO₂e respectively in the 2020 financial year in the UK. Thomas Miller have chosen 'Tonnes of gross CO₂e per full time employee' as an intensity metric as this is an appropriate metric for the business. The Company will compare their performance over time with this metric.

Emissions	Activity	Energy use kWh	Gross emissions tCO ₂ e	% of total gross emissions (tCO ₂ e)
Direct (Scope 1)	Natural Gas	775,078	143	28.68%
	Company fleet	32,437	7	1.49%
		807,515	150	30.17%
Indirect (Scope 2)	Electricity	1,450,895	338	68.08%
Indirect Other (Scope 3)	Grey fleet	36,868	9	1.75%
Total energy use (kWh)				2,295,278
Total gross emissions (tCO ₂ e)				497
Renewable electricity (tCO ₂ e)				338
Electricity exported to grid (tCO ₂ e)				-
Total net emissions (eCO ₂ e)				169
Number of full time employees (FTE)				457
Tonnes of gross CO ₂ e per FTE				1.1

Thomas Miller continues to invest heavily in energy and carbon saving opportunities. The Company also take several measures to protect the natural environment.

During 2020 reporting year, Thomas Miller completed a number of energy saving opportunities for its Fenchurch site.

The company:

- replaced over 60% of the office lighting with energy efficient LED lighting;
- replaced air conditioning unit in Data Centre with new energy efficient air conditioning system;
- adjusted Building Management System global set point point to 21C to maximise overall energy efficiency;
- and
- reduced plant run time in line with occupancy profile.

Within the reporting period, Thomas Miller purchased 100% green electricity for its Fenchurch site which reduced their Total Gross Emissions by 338 tonnes of CO₂e resulting in Total Net Emissions of 159 tonnes of CO₂e. This electricity supply is backed up with Renewable Energy Guarantee of Origin ("REGO") certificates.

Thomas Miller & Co. Limited

Directors' Report for the Year Ended 31 December 2020 (continued)

Supplier payment policy

The Company's policy is to settle terms of payment with suppliers when agreeing the terms of each transaction, ensure that suppliers are made aware of the terms of payment and abide by the terms of payment.

Donations

Charitable donations paid amounted to £80,000 (2019 - £132,000). The Company did not make any political donations during the current and previous financial year.

Future developments

Details of future developments can be found in the Strategic Report and form part of this report by cross-reference.

Financial risk management objectives and policies

Details of financial risk management objectives and policies can be found in the Strategic Report and form part of this report by cross-reference.

Directors' liabilities

The ultimate parent company Thomas Miller Holdings Ltd. has made qualifying third party indemnity provisions for the benefit of its subsidiaries' Directors which remain in force at the date of this report.

Auditors

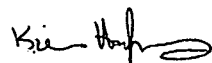
Each of the persons who is a director at the date of approval of this report confirms that:

- (1) so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware; and
- (2) the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

A resolution to reappoint Deloitte LLP as the Company's auditor will be proposed at the forthcoming Annual General Meeting.

Approved by the Board on 6 May 2021 and signed on its behalf by:



.....
K P Halpenny
Company secretary

Thomas Miller & Co. Limited

Statement of Directors' Responsibilities

The Directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law the Directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102 "The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland". Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing these financial statements, the Directors are required to:

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

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Thomas Miller & Co. Limited

Independent Auditor's Report to the Members of Thomas Miller & Co. Limited

Report on the audit of the Financial Statements

Opinion

In our opinion the Financial Statements of Thomas Miller & Co. Limited (the 'Company'):

- give a true and fair view of the state of the Company's affairs as at 31 December 2020 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the Financial Statements which comprise:

- the Profit and Loss account;
- the Statement of Comprehensive Income;
- the Balance Sheet;
- the Statement of Changes in Equity;
- the related notes 1 to 26.

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).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the Financial Statements section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of the Financial Statements in the UK, including the Financial Reporting Council's (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the Financial Statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the Financial Statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the Financial Statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Thomas Miller & Co. Limited

Independent Auditor's Report to the Members of Thomas Miller & Co. Limited (continued)

Other information

The other information comprises the information included in the annual report, other than the Financial Statements and our Auditor's Report thereon. The Directors are responsible for the other information contained within the annual report. Our opinion on the Financial Statements does not cover the other information and, except to the extent otherwise explicitly stated in our Report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Financial Statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the Financial Statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of Directors

As explained more fully in the Directors' responsibilities statement, the Directors are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

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 FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the Company's industry and its control environment, and reviewed the Company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

Thomas Miller & Co. Limited

Independent Auditor's Report to the Members of Thomas Miller & Co. Limited (continued)

We obtained an understanding of the legal and regulatory framework that the Company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the Financial Statements; and
- do not have a direct effect on the Financial Statements but compliance with which may be fundamental to the Company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the Financial Statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the Financial Statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management and legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

Report on other legal and regulatory requirements

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Directors' Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Strategic Report and the Directors' Report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Strategic Report or the Directors' Report.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the Financial Statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

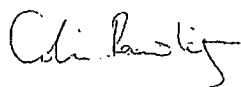
We have nothing to report in respect of these matters.

Thomas Miller & Co. Limited

Independent Auditor's Report to the Members of Thomas Miller & Co. Limited (continued)

Use of our Report

This report is made solely to the Company's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's Members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's Members as a body, for our audit work, for this report, or for the opinions we have formed.



Colin Rawlings (Senior Statutory Auditor)
For and on behalf of Deloitte LLP
Statutory Auditor
London
6 May 2021

Thomas Miller & Co. Limited

Profit and Loss Account for the Year Ended 31 December 2020

	Note	2020 £ 000	2019 £ 000
Turnover	3	<u>102,324</u>	<u>101,221</u>
Gross profit		102,324	101,221
Administrative expenses		<u>(91,971)</u>	<u>(94,708)</u>
Operating profit	4	<u>10,353</u>	<u>6,513</u>
Loss on shares in group undertakings	22	(2,097)	(198)
Other interest receivable and similar income	5	361	265
Interest payable and similar expenses	6	<u>(12)</u>	<u>(48)</u>
		<u>(1,748)</u>	<u>19</u>
Profit before tax		8,605	6,532
Taxation	10	<u>(2,256)</u>	<u>(1,373)</u>
Profit for the financial year		<u><u>6,349</u></u>	<u><u>5,159</u></u>

The above results were derived from continuing operations.

Thomas Miller & Co. Limited

Statement of Comprehensive Income for the Year Ended 31 December 2020

	2020 £ 000	2019 £ 000
Profit for the year	6,349	5,159
Remeasurement gain/(loss) on defined benefit pension schemes	<u>(2,768)</u>	<u>(3,120)</u>
Total comprehensive income for the year	<u>3,581</u>	<u>2,039</u>

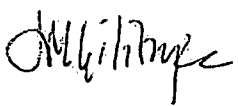
The notes on pages 19 to 44 form an integral part of these financial statements.

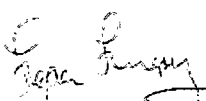
Thomas Miller & Co. Limited

(Registration number: 01898192)
Balance Sheet as at 31 December 2020

	Note	2020 £ 000	2019 £ 000
Fixed assets			
Tangible assets	12	3,493	2,782
Investments	13	3,773	5,136
Other financial assets	14	12	114
		<u>7,278</u>	<u>8,032</u>
Current assets			
Debtors	15	66,301	76,429
Other financial assets	14	192	47
Cash at bank and in hand		<u>6,200</u>	<u>5,139</u>
		72,693	81,615
Creditors: Amounts falling due within one year	17	<u>(60,783)</u>	<u>(68,118)</u>
Net current assets		<u>11,910</u>	<u>13,497</u>
Total assets less current liabilities		19,188	21,529
Provisions for liabilities	18	<u>(3,305)</u>	<u>(1,384)</u>
Net assets excluding pension assets/(liabilities)		<u>15,883</u>	<u>20,145</u>
Retirement benefits and similar assets	24	15,584	7,770
Retirement benefits and similar liabilities	24	<u>(1,022)</u>	<u>(1,051)</u>
	24	<u>14,562</u>	<u>6,719</u>
Net assets		<u>30,445</u>	<u>26,864</u>
Capital and reserves			
Called up share capital		500	500
Profit and loss account		<u>29,945</u>	<u>26,364</u>
Total equity		<u>30,445</u>	<u>26,864</u>

The financial statements of Thomas Miller & Co. Limited (registered number 01898192) were approved by the board of directors and authorised for issue on 6 May 2020. They were signed on its behalf by:


 _____ Director J M Goldthorpe


 _____ Director S Slingsby

Thomas Miller & Co. Limited

Statement of Changes in Equity for the Year Ended 31 December 2020

	Share capital £ 000	Profit and loss account £ 000	Total £ 000
At 1 January 2020	<u>500</u>	<u>26,364</u>	<u>26,864</u>
Profit for the year	-	6,349	6,349
Other comprehensive income/(expense)	<u>-</u>	<u>(2,768)</u>	<u>(2,768)</u>
Total comprehensive income	<u>-</u>	<u>3,581</u>	<u>3,581</u>
At 31 December 2020	<u><u>500</u></u>	<u><u>29,945</u></u>	<u><u>30,445</u></u>

	Share capital £ 000	Profit and loss account £ 000	Total £ 000
At 1 January 2019	<u>500</u>	<u>24,325</u>	<u>24,825</u>
Profit for the year	-	5,159	5,159
Other comprehensive income/(expense)	<u>-</u>	<u>(3,120)</u>	<u>(3,120)</u>
Total comprehensive income	<u>-</u>	<u>2,039</u>	<u>2,039</u>
At 31 December 2019	<u><u>500</u></u>	<u><u>26,364</u></u>	<u><u>26,864</u></u>

The notes on pages 19 to 44 form an integral part of these financial statements.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020

1 General information

The company is a private company limited by share capital, incorporated in the United Kingdom with limited liability and registered in England and Wales.

The address of its registered office is:

90 Fenchurch Street

London

EC3M 4ST

These financial statements were authorised for issue by the Board on 6 May 2021.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

These financial statements were prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Basis of preparation

These financial statements have been prepared using the historical cost convention except that as disclosed in the accounting policies certain items are shown at fair value.

The functional currency of the Company is considered to be pounds sterling because that is the currency of the primary economic environment in which the Company operates.

Summary of disclosure exemptions

The company as a "qualifying entity"; is exempt from producing a cash flow statement in accordance with FRS 102.1.12(b). The full voting rights of the company are owned by its ultimate parent undertaking whose published, publicly available, accounts include a consolidated cash flow statement.

Name of parent of group

These financial statements are consolidated in the financial statements of Thomas Miller Holdings Ltd..

The financial statements of Thomas Miller Holdings Ltd. may be obtained from the Company Secretary, Thomas Miller Holdings Ltd., 90 Fenchurch Street, London, EC3M 4ST.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Going concern

The Company's business activities, together with the factors likely to affect its future development, performance and position are set out within the strategic report.

The financial position of the company is described within the directors' report and strategic report. In addition, the strategic report describes the liquidity position of the Company including the Company's objectives, policies and processes for managing its capital; its financial risk management objectives; details of its financial instruments and hedging activities and its exposures to credit risk and liquidity risk.

The Company is in a "net assets" position. The annual cash contributions made by the Company to the Thomas Miller & Co. Limited Retirement Benefits Scheme ("the scheme"), which closed to the future accruals of benefits on 1 October 2004, are designed to eliminate the pension deficit by 31 December 2023. This was confirmed in a full valuation and review of the scheme, carried out as at 1 July 2017 and concluded on 23 July 2018, whereby the recovery plan period remained unchanged. The cash contributions made are in accordance with an agreement made with the trustees of the Scheme to eliminate that deficit. The annual contributions are re-charged to fellow subsidiary undertakings, in accordance with the service agreements between the Company and those fellow subsidiary undertakings.

The Thomas Miller Group has performed a liquidity stress test for the 21 month period ending December 2022 in light of the COVID-19 pandemic, including the cessation of certain business and the significant loss of incentive fees on three major contracts which indicates headroom before any mitigating actions. Thomas Miller have identified mitigating actions which include reducing costs, deferring capital expenditure and suspending dividends. Taking account of these potential mitigating actions, this analysis demonstrates that the Group could continue as a going concern for at least the next year given the financial and liquidity strength of the insurance companies managed by Thomas Miller and the notice periods contained in the contracts. Accordingly, Thomas Miller considers the results of this test continue to support the view that the Group is able to continue as a going concern for the next twelve months.

The Directors' assessment has taken into account the resources of the Company and that of the wider Thomas Miller Group under the parent company, Thomas Miller Holdings Ltd. Where necessary, Thomas Miller Holdings Ltd. has indicated it will provide financial support for a period of not less than 12 months after the date of the approval of these financial statements.

As a consequence, the Directors believe that the group is well placed to manage its business risks successfully in the current economic environment.

After making enquiries, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Critical accounting judgements and key sources of estimation uncertainty

Defined benefit pension scheme

The Company has an obligation to pay pension benefits to certain employees. This is a key source of estimation uncertainty at the balance sheet date, that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities. The cost of these benefits and the present value of the obligation depend on a number of factors, including; life expectancy, salary increases, asset valuations and the discount rate on corporate bonds. Management estimates these factors in determining the net pension obligation in the balance sheet. The assumptions reflect historical experience and current trends. See the Pension and Other Schemes note for the disclosures relating to the defined benefit pension scheme.

For the discount rate, the defined benefit obligation is calculated applying a rate set by reference to market yields at the end of the reporting period on high quality corporate bonds. Significant judgement is required when setting the criteria for bonds to be included in the population from which the yield curve is derived. The most significant criteria considered for the selection of bonds include the issue size of the corporate bonds, quality of the bonds and the identification of outliers which are excluded. Please refer to the sensitivity analysis in the Pension and Other Schemes note for further information. As noted above, from 31 December 2016, the Company has adopted an alternative approach in determining a discount rate that is applied when calculating the pension liability. In determining the yield curve on which the discount rate is derived, the new approach assumes flat forward rates from 30 years onwards, resulting in a higher discount rate and a lower value being placed on the pension liabilities..

Revenue recognition

Turnover, which excludes value added tax, represents the value of service fees attributable to the accounting year. Revenue is recognised at an amount that reflects the consideration to which the company is expected to be entitled in exchange for transferring services to its clients. The company recognises revenue as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the services promised.

Foreign currency transactions and balances

Transactions denominated in foreign currencies are translated into Sterling at the exchange rates ruling at the dates of transactions. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are retranslated at the rates ruling at that date. These translation differences are dealt with in the profit and loss account.

Forward exchange contracts may be used to hedge foreign exchange exposures arising on forecast receipts and payments in foreign currencies of a fellow subsidiary. Gains or losses arising on these contracts have been recognised in the profit and loss account in the year and also when the contract matures.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Tax

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

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

Deferred tax is recognised in respect of all timing differences between taxable profits and profits reported in the financial statements.

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

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date and that are expected to apply to the reversal of the timing difference.

Goodwill

Goodwill arising on the acquisition of an entity represents the excess of the cost of acquisition over the Company's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities of the entity recognised at the date of acquisition. Goodwill is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill is held in the currency of the acquired entity and revalued to the closing rate at each reporting period date. Goodwill is amortised over its useful life, which shall not exceed ten years if a reliable estimate of the useful life cannot be made.

Amortisation

Amortisation is provided on intangible assets so as to write off the cost, less any estimated residual value, over their useful life as follows:

Asset class

Goodwill

Amortisation method and rate

Over the estimated useful life up to a maximum of 20 years with the charge pro-rated in the year of acquisition, from the date of acquisition. Provision is made for any impairment.

Tangible assets

Tangible assets are stated in the balance sheet at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Depreciation

Depreciation is charged so as to write off the cost of assets, other than land and properties under construction over their estimated useful lives, as follows:

Asset class	Depreciation method and rate
Leasehold improvements	Straight-line over period to next lease break clause
Office machinery, furniture and fittings	Owned assets are straight-line over 3 to 17 years. Leased assets are by equal instalments over period of lease or expected useful economic life if shorter

Investments

Investments in equity shares which are publicly traded or where the fair value can be measured reliably are initially measured at fair value, with changes in fair value recognised in profit or loss. Investments in equity shares which are not publicly traded and where fair value cannot be measured reliably are measured at cost less impairment.

Interest income on debt securities, where applicable, is recognised in income using the effective interest method. Dividends on equity securities are recognised in income when receivable.

Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

Company as lessee

At inception the company assesses agreements that transfer the right to use assets. The assessment considers whether the arrangement is, or contains, a lease based on the substance of the arrangement. Leases of assets that transfer substantially all the risks and rewards incidental to ownership are classified as finance leases. Finance leases are capitalised at commencement of the lease as assets at the fair value of the leased asset or, if lower, the present value of the minimum lease payments calculated using the interest rate implicit in the lease. Where the implicit rate cannot be determined the company's incremental borrowing rate is used. Incremental direct costs, incurred in negotiating and arranging the lease, are included in the cost of the asset. Assets are depreciated over the shorter of the lease term and the estimated useful life of the asset. Assets are assessed for impairment at each reporting date. The capital element of lease obligations is recorded as a liability on inception of the arrangement. Lease payments are apportioned between capital repayment and finance charge, using the effective interest rate method, to produce a constant rate of charge on the balance of the capital repayments outstanding.

Leases that do not transfer all the risks and rewards of ownership are classified as operating leases. Payments under operating leases are charged to the profit and loss account on a straight-line basis over the period of the lease.

Incentives received to enter into a finance lease reduce the fair value of the asset and are included in the calculation of present value of minimum lease payments.

Incentives received to enter into an operating lease are credited to the profit and loss account, to reduce the lease expense, on a straight-line basis over the period of the lease.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Share capital

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

The Thomas Miller Healthcare Trust

The Thomas Miller Healthcare Trust Scheme ("Healthcare Scheme") was set up on 1 July 2010 to provide certain benefits relating to medical treatment for employees of Thomas Miller & Co. Limited ("Thomas Miller") and other persons who are eligible to participate in the Healthcare Scheme. The benefits payable are the actual cost of the treatment up to the maximum (if any) specified in the trust deeds benefits table applicable at the time treatment was received (subject to any excess or benefit limitation which may be stipulated in the rules). The Healthcare Scheme will pay benefits only for expenditure that a member has incurred during the scheme year for which contribution from Thomas Miller or another applicable employer has been made into the Healthcare Scheme.

The fund amount cannot in any circumstances be transferred to any person or body who is or has at any time been an employer.

Defined contribution pension obligation

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the Company has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Defined benefit pension obligation

Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Share based payments

The equity instruments granted are in relation to shares in its parent company, Thomas Miller Holdings Ltd.

The parent company awards share-based payments to certain employees of the Company. The Company accounts for these as cash settled share-based payments. Share option awards are measured at fair value (excluding the effect of non-market based vesting conditions) at the date of grant. The fair value determined at the grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period, based on the Company's estimate of shares that will eventually vest and adjusted for the effect of non-market based vesting conditions.

Fair value is measured by use of the Black Scholes pricing model which is considered by management to be the most appropriate method of valuation. The expected life used in the model has been adjusted, based on management's best estimate, for the effects of non-transferability, exercise restrictions, and behavioural considerations.

A liability equal to the portion of the services received is recognised at and remeasured based on the current fair value determined at each balance sheet date for cash settled share-based payment awards, with any changes in fair value recognised in profit or loss.

For cash settled share-based payments, a liability is recognised for the goods or services acquired, measured initially at the fair value of the liability. At each balance sheet date until the liability is settled, and at the date of settlement, the fair value of the liability is remeasured, with any changes in fair value recognised in profit or loss for the year.

The Company also awards employees bonuses on completion of three years' service. Employees can choose to take the bonus in shares or shares and cash (the cash being used to settle the employee tax liability). The Company records an expense, based on the amount it expects to vest, taking into account estimated staff turnover, on a straight-line basis over the vesting period.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

2 Accounting policies (continued)

Financial instruments

Recognition and measurement

The Company has chosen to adopt sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

(ii) Basic financial liabilities, including trade and other payables, bank loans, loans from fellow group companies and preference shares, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

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

Derivatives i.e. forward foreign exchange contracts, are not basic financial instruments.

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or income as appropriate. The company does not apply hedge accounting for foreign exchange derivatives.

3 Revenue

The analysis of the company's revenue for the year from continuing operations is as follows:

	2020	2019
	£ 000	£ 000
United Kingdom and Europe	102,324	101,221

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

4 Operating profit

Arrived at after charging/(crediting)

	2020	2019
	£ 000	£ 000
Depreciation expense	1,159	1,010
Amortisation expense	-	19
Foreign exchange losses/(gains)	192	(523)
Operating lease expense - other	3,122	3,020

5 Other interest receivable and similar income

	2020	2019
	£ 000	£ 000
Interest income on financial assets	43	17
Other finance income	318	248
	361	265

6 Interest payable and similar expenses

	2020	2019
	£ 000	£ 000
Interest expense on other finance liabilities	11	48
Other finance costs	1	-
	12	48

7 Staff costs

The aggregate payroll costs (including directors' remuneration) were as follows:

	2020	2019
	£ 000	£ 000
Wages and salaries	44,598	49,892
Social security costs	6,556	6,196
Pension costs, defined contribution scheme	5,301	5,210
Redundancy costs	448	955
	56,903	62,253

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

7 Staff costs (continued)

The average number of people employed by the Company by geographical area:

	2020 No.	2019 No.
United Kingdom and Europe	456	486
Asia	9	9
	<u>465</u>	<u>495</u>

8 Directors' remuneration

The Directors of the Company include a number of Directors who are also Directors of other Companies within the Thomas Miller Holdings Group. The Directors do not consider it practicable or appropriate to allocate Directors' services between individual subsidiary Companies. The Directors of the Company received aggregate emoluments of £2,214,962 (2019 - £1,520,699) relating to their services to all Companies within the Thomas Miller Holdings Group.

The value of contributions paid, or treated as paid, by a person other than the Director to whom retirement benefits are accruing in respect of directors' qualifying services to the extent that the contributions might lead to money purchase benefits being payable was £68,074 (2019 - £100,830).

During the year the number of directors who were receiving benefits and share incentives was as follows:

	2020 No.	2019 No.
Received or were entitled to receive shares under long term incentive schemes	4	4
Exercised share options	1	2
Accruing benefits under defined benefit pension scheme	2	2
Accruing benefits under money purchase pension scheme	<u>3</u>	<u>4</u>

9 Auditors' remuneration

	2020 £ 000	2019 £ 000
Audit of the company's financial statements	42	41
Audit of its fellow UK subsidiary undertakings	<u>182</u>	<u>90</u>
	<u>224</u>	<u>131</u>
Other fees to auditors		
All other non-audit services	<u>178</u>	<u>190</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

10 Taxation

Tax charged/(credited) in the income statement

	2020 £ 000	2019 £ 000
Current taxation		
UK corporation tax	(44)	1,258
UK corporation tax adjustment to prior periods	138	8
	<u>94</u>	<u>1,266</u>
Deferred taxation		
Arising from origination and reversal of timing differences	1,923	72
Arising from changes in tax rates and laws	343	(5)
Arising from previously unrecognised tax loss, tax credit or temporary difference of prior periods	(104)	40
Total deferred taxation	<u>2,162</u>	<u>107</u>
Tax expense in the income statement	<u>2,256</u>	<u>1,373</u>

The tax on profit before tax for the year is the same as the standard rate of corporation tax in the UK (2019 - the same as the standard rate of corporation tax in the UK) of 19% (2019 - 19%).

The differences are reconciled below:

	2020 £ 000	2019 £ 000
Profit before tax	<u>8,605</u>	<u>6,532</u>
Corporation tax at standard rate	1,635	1,241
Effect of revenues exempt from taxation	(35)	-
Effect of expenses not deductible in determining taxable profit (tax loss)	371	204
Deferred tax expense/(credit) relating to changes in tax rates or laws	343	(5)
Deferred tax (credit)/expense from unrecognised temporary difference from a prior period	(104)	40
Increase in UK and foreign current tax from adjustment for prior periods	138	8
Tax decrease from other short-term timing differences	(54)	-
Tax decrease from effect of exercise of employee share options	(38)	(115)
Total tax charge	<u>2,256</u>	<u>1,373</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

10 Taxation (continued)

The standard rate of tax applied to the reported profit on ordinary activities is 19% (2019 - 19%). Finance Act 2016 had previously enacted provisions to reduce the main rate of UK corporation tax to 17% from 1 April 2020 and accordingly the deferred tax at 31 December 2020 had been calculated at this rate. However, in the March 2020 Budget it was announced that the reduction will not occur and the Corporation Tax Rate will be held at 19%. The Provisional Collection of Taxes Act was used to substantively enact the revised 19% tax rate on 17 March 2020 and accordingly the deferred tax balances have been re-calculated to 19% at the year end.

The March 2021 Budget announced a further increase to the main rate of corporation tax to 25% from April 2023. This rate has not been substantively enacted at the Balance Sheet date, as a result deferred tax balances as at 31 December 2020 continue to be measured at 19%. If all of the deferred tax was to reverse at the amended 25% rate the impact on the closing deferred tax position would be to increase the deferred tax liability by £586,289.

Deferred tax

Deferred tax assets and liabilities

2020	Asset £ 000	Liability £ 000
Depreciation in excess of capital allowances	245	-
Deferred tax arising in relation to retirement benefit obligations	-	2,961
Other short term timing differences	859	-
	<u>1,104</u>	<u>2,961</u>

2019	Asset £ 000	Liability £ 000
Depreciation in excess of capital allowances	337	-
Deferred tax arising in relation to retirement benefit obligations	-	1,364
Other short term timing differences	982	-
	<u>1,319</u>	<u>1,364</u>

Tax relating to items recognised in other comprehensive income or equity

	2020 £ 000	2019 £ 000
Current tax related to items recognised as items of other comprehensive income	731	(724)
Deferred tax related to items recognised as items of other comprehensive income	<u>350</u>	<u>29</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

11 Intangible assets

	Goodwill £ 000	Total £ 000
Cost or valuation		
At 1 January 2020	759	759
At 31 December 2020	759	759
Amortisation		
At 1 January 2020	759	759
At 31 December 2020	759	759
Carrying amount		
At 31 December 2020	-	-
At 31 December 2019	-	-

12 Tangible assets

	Leasehold improvements £ 000	Furniture, fittings and equipment £ 000	Total £ 000
Cost or valuation			
At 1 January 2020	1,849	12,856	14,705
Additions	1,869	-	1,869
Disposals	(359)	(478)	(837)
At 31 December 2020	3,359	12,378	15,737
Depreciation			
At 1 January 2020	735	11,188	11,923
Charge for the year	545	613	1,158
Eliminated on disposal	(359)	(478)	(837)
At 31 December 2020	921	11,323	12,244
Carrying amount			
At 31 December 2020	2,438	1,055	3,493
At 31 December 2019	1,114	1,668	2,782

Net obligations under finance leases and hire purchase contracts are secured on the assets acquired.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

13 Investments in subsidiaries, joint ventures and associates

	2020 £ 000	2019 £ 000
Investments in associates	69	69
Investment in parent company shares	3,704	5,067
	<u>3,773</u>	<u>5,136</u>
Associates		£ 000
Cost		
At 1 January 2020		<u>69</u>
Provision		
Carrying amount		
At 31 December 2020		<u>69</u>
At 31 December 2019		<u>69</u>
	2020 £ 000	2019 £ 000
Investment in parent company shares		
At 1 January	5,067	6,445
Net acquisition of parent company shares by Thomas Miller Employee share Trust No. 1	3,357	2,047
Cost of shares transferred to employees under the various share schemes operated within the Group	<u>(4,720)</u>	<u>(3,425)</u>
At 31 December	<u>3,704</u>	<u>5,067</u>

Investment in parent company shares represents shares in Thomas Miller Holdings Ltd. held through the various employment benefit trusts operated by the Company. Further details of the various trusts and the uses to which the shares can be put are set out in the Share-based payments note.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

14 Other financial assets (current and non-current)

	Derivatives not used for hedging £ 000	Total £ 000
Non-current financial assets		
Cost or valuation		
At 1 January 2020	114	114
Disposals	(102)	(102)
At 31 December 2020	12	12
Impairment		
At 31 December 2020	-	-
Carrying amount		
At 31 December 2020	12	12
Current financial assets		
Cost or valuation		
At 1 January 2020	47	47
Additions	145	145
At 31 December 2020	192	192
Impairment		
At 31 December 2020	-	-
Carrying amount		
At 31 December 2020	192	192

Forward foreign currency contracts

Forward foreign currency contracts are valued using quoted forward exchange rates and revalued at the closing exchange rate, with any gains and losses accounted for within the profit and loss account.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

15 Debtors

	Note	2020 £ 000	2019 £ 000
Trade debtors		204	794
Amounts owed by related parties	25	60,509	71,637
Other debtors		1,977	564
Prepayments		2,647	2,471
Accrued income		364	359
Income tax asset	10	600	604
		<u>66,301</u>	<u>76,429</u>

16 Cash and cash equivalents

	2020 £ 000	2019 £ 000
Cash at bank	<u>6,200</u>	<u>5,139</u>

17 Creditors

	Note	2020 £ 000	2019 £ 000
Due within one year			
Trade creditors		2,332	293
Amounts due to related parties	25	43,414	48,573
Social security and other taxes		-	1,393
Other payables		1,681	667
Accruals		13,284	17,030
Deferred income		72	162
		<u>60,783</u>	<u>68,118</u>

18 Provisions for liabilities

	Deferred tax £ 000	Dilapidations £ 000	Total £ 000
At 1 January 2020	45	1,339	1,384
Additional provisions	2,162	109	2,271
Provisions used	(350)	-	(350)
At 31 December 2020	<u>1,857</u>	<u>1,448</u>	<u>3,305</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

18 Provisions for liabilities (continued)

The dilapidations provision relates to the potential cost of complying with obligations contained within the lease of the Company's premises at 90 Fenchurch Street. These obligations relate to reinstatement, repair, redecoration and other statutory covenants.

Deferred tax assets are recognised at the rates of tax which are expected to apply to the reversal of the timing difference. Deferred tax liabilities have been offset against deferred tax assets where there is a legally enforceable right to do so.

19 Share capital

Allotted, called up and fully paid shares

	2020		2019	
	No. 000	£ 000	No. 000	£ 000
Ordinary shares of £1 each	<u>500</u>	<u>500</u>	<u>500</u>	<u>500</u>

20 Obligations under leases and hire purchase contracts

Operating leases

The total of future minimum lease payments is as follows:

	2020	2019
	£ 000	£ 000
Not later than one year	3,432	3,232
Later than one year and not later than five years	11,047	12,686
Later than five years	-	965
	<u>14,479</u>	<u>16,883</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

21 Financial instruments

Financial assets measured at fair value

Cash and bank balances

The fair value is £6,200,000 (2019 - £5,139,000) .

Fixed asset investment - Investment in parent company shares

Equity instruments at cost less impairment

The fair value is £3,773,000 (2019 - £5,136,000) .

Trade and other debtors

Measured at undiscounted amount receivable

The fair value is £66,301,000 (2019 - £76,572,000) .

Financial liabilities measured at fair value

Trade and other creditors

Measured at undiscounted amount payable

The fair value is £60,783,000 (2019 - £69,553,000).

Total interest expense for financial liabilities

Measured at undiscounted amount payable

The fair value is £12,000 (2019 - £48,000).

Fair value gains and losses

On derivative financial assets classified as held for trading

The fair value is £131,499 (2019 - £161,000).

22 Employee Share Ownership Plans (ESOP)

The Thomas Miller Employee Share Ownership Plans were established to acquire shares in order to make them available to employees under profit sharing schemes, share option schemes, an employee share ownership plan and other schemes as they become available. The details of the various schemes are disclosed in note 23. Thomas Miller & Co. Limited is the principal employer of the beneficiaries of the schemes.

Unvested shares held in trust

In addition to the above the trusts hold shares which are not specifically vested in employees:

Number of shares 2020	Market value 2020 £ 000	Average cost 2020 £ 000	Number of shares 2019	Market value 2019 £ 000	Average cost 2019 £ 000
<u>337,997</u>	<u>3,718</u>	<u>3,704</u>	<u>469,098</u>	<u>5,535</u>	<u>5,067</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

22 Employee Share Ownership Plans (ESOP) (continued)

Loans have been made by Thomas Miller & Co. Limited to Apex Financial Services (Trust Company) Ltd (Formerly Link Market Services Trustees Limited) to enable the purchase of these shares. The Trustees of the Thomas Miller Employee Benefit Trust ("EBT") waived their rights to dividends payable. The company provided a loan of £3,474,611 to the trust to enable it to acquire shares in the December 2020 share market (2019 - £2,516,775).

	Parent company shares 2020 £ 000	Parent company shares 2019 £ 000
Balance at the beginning of the year	5,067	6,445
Proceeds received on exercise of options by employees	(711)	(713)
Loss on ESOP shares acquired by employees	(2,163)	(311)
Purchase of shares in the market	4,351	4,194
Proceeds on sale of shares in the market	(844)	(1,877)
Value of shares awarded to employees under share schemes	(1,911)	(2,514)
Profit on shares awarded to employees under share schemes	66	113
Other disposals	(151)	(270)
Balance at the end of the year	3,704	5,067

The shares held by the EBT are to be used to settle share awards under the various share schemes operated by the group. The remaining shares are intended to be used to satisfy share options, to distribute as bonuses and to distribute to employees on reaching three years continuous service with the group. As at 31 December 2020, the cost of the shares held by the EBT exceed the anticipated proceeds from the exercise of outstanding options and other share awards by £347,000 (2019 - £550,000). If the current number of shares held is insufficient to satisfy all outstanding options, further shares will be acquired in the market to satisfy any option exercises if necessary.

Parent company shares

393,375 parent company shares were purchased by Thomas Miller Employee Share Trust No.1 during the year.

	Price per share	Cost £ 000
120,817 shares purchased in July 2020	£11.20	1,353
272,558 shares purchased in December 2020	£11.00	2,998
		4,351

The 1 June 2020 price of £11.20 and 1 November 2020 share price of £11.00 was determined by the parent company's valuer, Alvarez & Marsal Valuation Services LLP, for a single share in accordance with the company's bye-laws.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

23 Share-based payments

Employee share option schemes and other share-based plans

Share option schemes

(i) The Thomas Miller Executive Share Option Scheme

The Group awards share options to certain employees under the Thomas Miller Executive Share Option Scheme enabling them to acquire ordinary shares in Thomas Miller Holdings Ltd. at their market value at the date of grant. Options are generally exercisable from three years after the date of grant and up to ten years less one day from the date of grant. Options are forfeited when an employee leaves the Group unless by reason of retirement or redundancy, in which case, the employee has up to six months to exercise the option.

(ii) The Thomas Miller UK Savings Related Share Option Scheme

The Group operates a savings related option scheme under which employees save a fixed amount per month over either a three year or five year period under a Save As You Earn contract operated by a third party administrator. On completion of the savings contract employees have the choice, within six months of the vesting date, of either exercising their option or taking the amount saved in cash. The options automatically lapse six months after vesting. This scheme is a scheme approved by the UK tax authorities.

Details of the share options outstanding during the year are as follows:

	Executive share option		Savings related share option		Total	
	Number of options	Weighted average exercise price (in £)	Number of options	Weighted average exercise price (in £)	Number of options	Weighted average exercise price (in £)
Year ended 31 December 2020						
Outstanding at beginning of period	465,188	9.74	262,867	9.42	728,055	9.63
Granted during the period	600	11.20	54,901	11.80	55,501	11.79
Forfeited during the period	(35,998)	10.25	(11,093)	10.15	(47,091)	10.23
Exercised during the period	(27,100)	8.04	(49,563)	8.31	(76,663)	8.22
Outstanding at the end of the period	<u>402,690</u>	<u>9.81</u>	<u>257,112</u>	<u>10.11</u>	<u>659,802</u>	<u>9.93</u>
Exercisable at the end of the period	<u>102,818</u>	<u>8.07</u>	<u>8,105</u>	<u>8.58</u>	<u>110,923</u>	<u>8.07</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

23 Share-based payments (continued)

	Executive share option		Savings related share option		Total	
	Number of options	Weighted average exercise price (in £)	Number of options	Weighted average exercise price (in £)	Number of options	Weighted average exercise price (in £)
Year ended 31 December 2019						
Outstanding at beginning of period	421,076	9.65	293,670	8.70	714,746	9.26
Granted during the period	56,000	10.33	71,597	10.20	127,597	10.26
Forfeited during the period	(8,208)	10.00	(27,336)	9.66	(35,544)	9.72
Exercised during the period	<u>(3,680)</u>	<u>8.15</u>	<u>(75,064)</u>	<u>6.31</u>	<u>(78,744)</u>	<u>6.40</u>
Outstanding at the end of the period	<u>465,188</u>	<u>9.74</u>	<u>262,867</u>	<u>9.42</u>	<u>728,055</u>	<u>7.88</u>
Exercisable at the end of the period	<u>(116,026)</u>	<u>7.88</u>	<u>-</u>	<u>-</u>	<u>(116,026)</u>	<u>(9.63)</u>

The fair value of the share options at the date of grant was calculated using the Black-Scholes model, which is considered to be the most appropriate generally accepted valuation method of measuring fair value.

The company recognised total expenses in respect of share-based payments as follows:

	2020 £ 000	2019 £ 000
Share option schemes	147	251
2019 Executive Directors' Long-term Incentive Plan	1,264	1,106
Shares awarded under bonus schemes (including LTSAP)	1,287	1,328
Cash-settled share option schemes	(27)	145
Charges in respect of service award scheme	69	113
	<u>2,740</u>	<u>2,943</u>

All share-based payment expenses are cash-settled. The carrying value of the associated liabilities for these cash-settled share-based payments was £212,852 at 31 December 2020 (2019 - £297,195).

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

23 Share-based payments (continued)

Other share-based plans

(i) The Thomas Miller Share Incentive Plan

The scheme trustees are Link Market Services Trustees Limited. Employees subject to UK income tax are eligible to participate in this plan. The plan has tax advantages for employees who choose to hold shares in the parent company. All the shares held by this trust are held on behalf of named employees.

(ii) The Thomas Miller Bonus Share Schemes

The company makes annual bonus payments to staff as part of their remuneration. Certain staff have the option to enhance their bonus by electing to take part of the bonus in restricted shares in the parent company, other more senior staff are required to take a proportion of their bonus in shares. The shares cannot be sold for at least three years. No awards were made in the current year.

(iii) The Thomas Miller Long-Term Share Acquisition Plan ("LTSAP")

The group operates an additional bonus scheme for senior staff which is dependent on meeting pre-determined financial targets for profitability. Any shares awarded to employees under this scheme cannot be sold for a minimum of five years. The provision for the LTSAP scheme is included within "accruals" (note 17).

Commencing 1 January 2014 (for awards to be payable in 2015), the revised target is the achievement of corporate plan profit targets for the year concerned, the corporate plan targets having been agreed by the Board of Thomas Miller Holdings Ltd.

(iv) 2017 Executive Directors' Long-term Incentive Plan ("LTIP")

The LTIP is aimed at key executives who strongly influence the results of the group. The LTIP commenced on 1 July 2017 and the performance period runs to 31 December 2022. Notional units are awarded to LTIP participants every six months which are convertible into options over shares in Thomas Miller Holdings Ltd. once the performance period has ended. The plan was closed in 2020.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

24 Pension and other schemes

Defined contribution pension scheme

The Company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Company to the scheme and amounted to £5,301,000 (2019 - £5,210,000).

Defined benefit pension schemes

Funded scheme

The Thomas Miller & Co. Limited Retirement Benefits Scheme ("the Scheme") is a funded final salary pension scheme. The Scheme is operated under trust with the trustee being the TMC Trustee Company Limited. The Scheme is registered with HM Revenue & Customs and is subject to the funding requirement set out under UK legislation. Assets are held separately from the Company.

Future benefit accrual ceased on 30 September 2004 for active members of the scheme.

Benefits accrued up to 30 September 2004 continued to be linked to members' salaries where appropriate up to 30 June 2011. Around 50% of the value of the pension obligations are in respect of benefits that are currently in payment. The weighted average duration to payment of all expected cash flows is 17 years.

Contributions are set based upon funding valuations carried out every three years. Following the valuation as at 30 June 2017, the Company has agreed a contribution schedule that aims to remove the funding deficit in the Scheme by the end of 2023. The contributions that the Company has agreed are £5.0 million per annum (increasing in line with RPI) until 2023. In addition to the agreed contributions, the Company paid an additional £0.75 million in July 2019. During 2020 the Company made an additional contribution of £7.5 million as an advanced payment under the contribution schedule, which has acted to reduce future contributions due. The Company has paid total deficit contributions of £11.1 million during 2020. The 30 June 2020 valuation is currently in progress; subject to the results of the valuation the Company expects to pay £3.7 million during 2021.

There is a risk to the Company that adverse experience (e.g. asset volatility, longevity experience) could lead to a requirement for the Company to make additional contributions to recover any deficit that arises.

The Company provides the personnel required for the conduct of the business activities of fellow subsidiary undertakings and charges those companies accordingly. Fellow subsidiary undertakings are charged a fixed proportion of the annual pension contribution made by the Company to the Scheme, in order to eradicate the past service deficit. The trustee board of the scheme can at any time increase the contributions required for that purpose and, in the event of winding up of the scheme, require that that the fellow subsidiary undertakings pay the same proportion of any wind up deficit.

The Company considers that were a pension asset to be realised in respect of this scheme after all member benefits have been paid and after the Scheme is wound up, this would be fully recoverable by the Company in line with the rules of the Scheme. In the meantime, in the ordinary course of business the Trustee has no rights to unilaterally wind up the Scheme or otherwise augment the benefits payable to members. Therefore, any pension surplus is recognised in full under current accounting standards.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

24 Pension and other schemes (continued)

Unfunded scheme

The Company has also assumed a liability to pay annuities to those former partners of Thos R. Miller & Son who were entitled to partnership annuities on retirement prior to 1989. This is an unfunded final salary scheme. Before the incorporation of the business into the Company, the annuity payments were payable out of the profits of the partnership. Following incorporation, the annuities became contractual obligations of the Company. Such annuities are no longer on offer to staff of the Company. The total unfunded liability has been calculated according to standard actuarial methods using an assumption of future investment returns of 1.3% (2019 - 2.1%).

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2020	2019
	%	%
Discount rate	1.30	2.10
Future inflation-linked pension increases	2.90	2.90
Inflation measured by RPI	2.90	3.00
Inflation measured by CPI*	<u>2.00</u>	<u>2.20</u>

* As at 31 December 2020 the CPI assumption is derived by deducting 1.0% from RPI prior to 2030 and 0.1% thereafter. The weighted average deduction based on the Scheme's CPI liability is 0.9%. At 31 December 2019, CPI was derived by deducting a flat 0.8% from the RPI assumption.

Post retirement mortality assumptions

	2020	2019
	Years	Years
Current UK pensioners at retirement age - male	25.20	25.20
Current UK pensioners at retirement age - female	26.90	26.10
Future UK pensioners at retirement age - male	26.50	26.60
Future UK pensioners at retirement age - female	<u>28.30</u>	<u>27.70</u>

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2020	2019
	£ 000	£ 000
Fair value of scheme assets	235,131	202,712
Present value of defined benefit obligation	<u>(220,569)</u>	<u>(195,993)</u>
Net asset recognised in the balance sheet	14,562	6,719
Present value of unfunded obligations	<u>1,022</u>	<u>1,051</u>
Defined benefit pension scheme surplus	<u>15,584</u>	<u>7,770</u>

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

24 Pension and other schemes (continued)

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2020 £ 000
Present value at start of year	195,993
Interest cost	4,040
Actuarial gains and losses	27,786
Benefits paid	(7,250)
Present value at end of year	<u>220,569</u>

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2020 £ 000
Fair value at start of year	202,712
Interest income	4,358
Actuarial gains and losses	23,937
Contributions by scheme participants	11,374
Benefits paid	(7,250)
Fair value at end of year	<u>235,131</u>

Analysis of assets

The major categories of scheme assets are as follows:

	2020 £ 000	2019 £ 000
Cash and cash equivalents	1,470	1,162
Equity instruments	26,363	21,191
Liability driven investments	136,475	119,317
Other growth assets - absolute return fund	22,291	19,144
Other growth assets - diversified growth fund	39,520	33,386
Other growth assets - emerging market multi-asset fund	9,008	8,504
Insurance policies	.4	8
	<u>235,131</u>	<u>202,712</u>

The Scheme's assets are invested in a diversified range of assets as highlighted above, with the majority of these quoted in an active market. These assets include liability driven investments which aim to match the benefits to be paid to Scheme members from the Scheme and therefore remove the investment inflation risk in relation to those liabilities.

Thomas Miller & Co. Limited

Notes to the Financial Statements for the Year Ended 31 December 2020 (continued)

24 Pension and other schemes (continued)

The holding of these investments is part of an overall hedging strategy. The current strategy is to hedge approximately 95% of the interest rate risk and approximately 93% of the inflation risk against the Scheme's liabilities. This strategy is subject to a regular review.

The Scheme does not invest directly in financial securities issued by the Company or in property or other assets used by the Company.

Sensitivity analysis of the principal assumptions used to measure scheme liabilities:

Assumption	Change in assumption	Impact on scheme liabilities
Discount rate	Increase by 0.5%	Decrease by 8%
	Decrease by 0.5%	Increase by 9%
Rates of inflation	Increase by 0.5%	Increase by 4%
	Decrease by 0.5%	Decrease by 3%
Rate of mortality	Increase life expectancy by 1 year	Increase by 5%

The above sensitivities relate to the main retirement benefit scheme operated by the Company, the Thomas Miller & Co. Limited Retirement Benefits Scheme.

The "impact on scheme liabilities" sensitivities have been calculated to show the movement in the defined benefit obligation in isolation, and assuming no other changes in market conditions at the accounting date. This is unlikely in practice - for example, a change in the rate of inflation is unlikely to occur without any movement in the value of assets held by the Scheme.

25 Related party transactions

The Company is exempt, under Financial Reporting standard 102 (FRS 102) para 33.1A, from disclosing related party transactions as they are with other companies that are wholly owned within the Group.

26 Parent and ultimate parent undertaking

The company's immediate parent is Thomas Miller Holdings Ltd., incorporated in Bermuda.

The most senior parent entity producing publicly available financial statements is Thomas Miller Holdings Ltd.. These financial statements are available upon request from the Company Secretary, 90 Fenchurch Street, London, EC3M 4ST.

The parent of the largest group in which these financial statements are consolidated is Thomas Miller Holdings Ltd., incorporated in Bermuda.

The parent of the smallest group in which these financial statements are consolidated is Thomas Miller Holdings Ltd., incorporated in Bermuda.