

Company registration number: 05900899

Great Place to WorkR UK Limited

Financial statements

31 December 2022

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Great Place to WorkR UK Limited

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Great Place to WorkR UK Limited

Directors and other information

Directors

Jide Akinyemi
Kunle Malomo
Benedict Gautrey

Secretary

Benedict Gautrey

Company number

05900899

Registered office

15-19 Cavendish Place
London
W1G 0DD

Auditor

Xeinadin Audit Limited
15 -19 Cavendish Place
London
W1G 0DD

Great Place to WorkR UK Limited

Directors report Year ended 31 December 2022

The directors present their report and the financial statements of the company for the year ended 31 December 2022.

Directors

The directors who served the company during the year were as follows:

Jide Akinyemi
Kunle Malomo
Benedict Gautrey

Directors responsibilities statement

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

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 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 judgments and accounting estimates that are reasonable and prudent; 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.

Auditor

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

- so far as they are aware, there is no relevant audit information of which the company's auditor is unaware; and
- they have taken all steps that they ought to have taken as a director to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

Great Place to WorkR UK Limited

**Directors report (continued)
Year ended 31 December 2022**

This report was approved by the board of directors on June 27th, 2023..... and signed on behalf of the board by:

OluKunle Malomo
OluKunle Malomo (Jun 27, 2023 11:55 EDT)

Kunle Malomo
Director

Great Place to WorkR UK Limited

Independent auditor's report to the members of Great Place to WorkR UK Limited Year ended 31 December 2022

Opinion

We have audited the financial statements of Great Place to WorkR UK Limited (the 'company') for the year ended 31 December 2022 which comprise the statement of income and retained earnings, statement of financial position and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2022 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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.

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. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Great Place to WorkR UK Limited

Independent auditor's report to the members of Great Place to WorkR UK Limited (continued) Year ended 31 December 2022

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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and the 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; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

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.

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:

Great Place to WorkR UK Limited

Independent auditor's report to the members of Great Place to WorkR UK Limited (continued) Year ended 31 December 2022

As part of designing our audit, we determined the materiality level and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We did not identify any key audit matters relating to irregularities, including fraud. As in all of our audits, we also addressed the risk of management override of internal controls including testing journals and evaluation whether there was evidence of bias by the Directors that represented a risk of material misstatement due to fraud.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. we also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Great Place to WorkR UK Limited

**Independent auditor's report to the members of
Great Place to WorkR UK Limited (continued)
Year ended 31 December 2022**

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 auditors 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.



Narendrakumar Mistry FCA (Senior Statutory Auditor)

For and on behalf of
Xeinaadin Audit Limited
Senior Statutory Auditor
15 -19 Cavendish Place
London
W1G 0DD

27th June 2023

Great Place to WorkR UK Limited

**Statement of income and retained earnings
Year ended 31 December 2022**

	Note	2022 £	Restated 2021 £
Turnover		6,171,765	4,355,963
Cost of sales		(2,099,392)	(1,201,251)
Gross profit		4,072,373	3,154,712
Administrative expenses		(3,696,927)	(2,732,745)
Operating profit		375,446	421,967
Other interest receivable and similar income		784	39
Interest payable and similar expenses		(15,298)	(7,231)
Profit before taxation		360,932	414,775
Tax on profit		(69,151)	(81,925)
Profit for the financial year and total comprehensive income		291,781	332,850
Dividends declared and paid or payable during the year		(150,000)	-
Retained earnings at the start of the year		(71,346)	(404,196)
Retained earnings at the end of the year		70,435	(71,346)

All the activities of the company are from continuing operations.

The notes on pages 11 to 18 form part of these financial statements.

Great Place to WorkR UK Limited

Statement of financial position
31 December 2022

	Note	2022 £	£	2021 £	£
Fixed assets					
Intangible assets	5	20,952		23,945	
Tangible assets	6	26,245		17,852	
Investments	7	6,775		6,775	
			53,972		48,572
Current assets					
Debtors	8	817,193		1,002,419	
Cash at bank and in hand		1,374,925		609,287	
		2,192,118		1,611,706	
Creditors: amounts falling due within one year	9	(1,953,066)		(1,453,575)	
Net current assets			239,052		158,131
Total assets less current liabilities			293,024		206,703
Creditors: amounts falling due after more than one year	10		(217,500)		(307,500)
Provisions for liabilities	11		(4,987)		29,553
Net assets/(liabilities)			70,537		(71,244)
Capital and reserves					
Called up share capital	12		102		102
Profit and loss account			70,435		(71,346)
Shareholders funds/(deficit)			70,537		(71,244)

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with Section 1A of FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The notes on pages 11 to 18 form part of these financial statements.

Great Place to WorkR UK Limited

Statement of financial position (continued)
31 December 2022

These financial statements were approved by the board of directors and authorised for issue on , and are signed on behalf of the board by:


Olukunle Malomo (Jun 27, 2023 11:55 EDT)

Kunle Malomo
Director

Company registration number: 05900899

The notes on pages 11 to 18 form part of these financial statements.

Great Place to WorkR UK Limited

Notes to the financial statements Year ended 31 December 2022

1. General information

The company is a private company limited by shares, registered in England and Wales. The address of the registered office is 15-19 Cavendish Place, London, W1G 0DD.

2. Statement of compliance

These financial statements have been prepared in compliance with the provisions of FRS 102, Section 1A, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss. The financial statements are prepared in sterling which is the functional currency of the entity, and rounded to the nearest £1.

Going concern

The company has been affected by the increase in inflation in both the UK and global economy. This has directly led to increased costs for the company. Furthermore, the Bank of England has increased the base interest rates to combat rising inflation, which has led to customers re-evaluating their needs and spending activity in respect of investing within their own companies. The directors believe that their plans are stringent enough to absorb any potential issues from the rise in interest rates, but at this stage, the UK economy is very much uncertain as to when the interest rates and inflation will begin to plateau and subsequently decrease to levels more akin with the UK's fiscal environment. The directors of Great Place to Workr UK Limited have assessed the risk and believe this will not materially impact the going concern status of the company.

The company, however, does rely on the support of MSY Analytics Inc., the ultimate beneficial owner, and its creditors in order to maintain sufficient working capital to continue in operation.

The directors, having undertaken various assessments, are of the opinion that the company is a going concern.

Turnover

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts and Value Added Tax.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer (usually on despatch of the goods); the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity; and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

Great Place to WorkR UK Limited

Notes to the financial statements (continued) Year ended 31 December 2022

Taxation

The taxation expense represents the aggregate amount of current and deferred tax recognised in the reporting period. Tax is recognised in the statement of comprehensive income, except to the extent that it relates to items recognised in other comprehensive income or directly in capital and reserves. In this case, tax is recognised in other comprehensive income or directly in capital and reserves, respectively.

Current tax is recognised on taxable profit for the current and past periods. Current tax is measured at the amounts of tax expected to pay or recover using the tax rates and laws that have been enacted or substantively enacted at the reporting date.

Deferred tax is recognised in respect of all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are recognised to the extent that 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 that are expected to apply to the reversal of the timing difference.

Operating leases

Rentals paid under operating leases are charged to the Statement of comprehensive income on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leases asset.

Intangible assets

Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation and impairment losses. Any intangible assets carried at a revalued amount, are recorded at the fair value at the date of revaluation, as determined by reference to an active market, less any subsequent accumulated amortisation and subsequent accumulated impairment losses.

Intangible assets acquired as part of a business combination are only recognised separately from goodwill when they arise from contractual or other legal rights, are separable, the expected future economic benefits are probable and the cost or value can be measured reliably.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

GPTW Iceland License	- Straight line over 10 years
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If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Great Place to WorkR UK Limited

Notes to the financial statements (continued) Year ended 31 December 2022

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in profit or loss.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Short leasehold property	- 20%	straight line
Fittings fixtures and equipment	- 25%	straight line

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Fixed asset investments

Investments in subsidiaries are measured at cost less accumulated impairment.

Investments in unlisted Company shares, whose market value can be reliably determined, are remeasured to market value at each balance sheet date. Gains and losses on re measurement are recognised in the Statement of comprehensive income for the period. Where market value cannot be reliably determined, such investments are stated at historic cost less impairment.

Investments in listed Company shares are remeasured to market value at each Statement of financial position date. Gains and losses on re measurement are recognised in profit or loss for the period.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Great Place to WorkR UK Limited

Notes to the financial statements (continued) Year ended 31 December 2022

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event; it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in profit or loss unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised in finance costs in profit or loss in the period it arises.

Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

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

Investments in non-convertible preference shares and in non-puttable ordinary and preference shares are measured:

- * at fair value with changes recognised in the Statement of comprehensive income if the shares are publicly traded or their fair value can otherwise be measured reliably;
- * at cost less impairment for all other investments.

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

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

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

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

Great Place to WorkR UK Limited

Notes to the financial statements (continued) Year ended 31 December 2022

Defined contribution plans

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

The contributions are recognised as an expense in the Statement of comprehensive income when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of financial position. The assets of the plan are held separately from the Company in independently administered funds.

4. Employee numbers

The average number of persons employed by the company during the year amounted to 40 (2021: 33).

5. Intangible assets

	Other intangible assets £	Total £
Cost		
At 1 January 2022 and 31 December 2022	<u>29,931</u>	<u>29,931</u>
Amortisation		
At 1 January 2022	5,986	5,986
Charge for the year	<u>2,993</u>	<u>2,993</u>
At 31 December 2022	<u>8,979</u>	<u>8,979</u>
Carrying amount		
At 31 December 2022	<u>20,952</u>	<u>20,952</u>
At 31 December 2021	<u>23,945</u>	<u>23,945</u>

Other intangible assets relate to an affiliate licence granted to this company for trading rights relating to GPTW Iceland . The value reflected is stated at acquisition cost.

Great Place to WorkR UK Limited

Notes to the financial statements (continued)
Year ended 31 December 2022

6. Tangible assets

	Short leasehold property £	Fixtures, fittings and equipment £	Total £
Cost			
At 1 January 2022	82,220	136,286	218,506
Additions	-	20,946	20,946
At 31 December 2022	<u>82,220</u>	<u>157,232</u>	<u>239,452</u>
Depreciation			
At 1 January 2022	82,220	118,434	200,654
Charge for the year	-	12,553	12,553
At 31 December 2022	<u>82,220</u>	<u>130,987</u>	<u>213,207</u>
Carrying amount			
At 31 December 2022	<u>-</u>	<u>26,245</u>	<u>26,245</u>
At 31 December 2021	<u>-</u>	<u>17,852</u>	<u>17,852</u>

7. Investments

	Other loans £	Total £
Cost		
At 1 January 2022 and 31 December 2022	<u>6,775</u>	<u>6,775</u>
Impairment		
At 1 January 2022 and 31 December 2022	<u>-</u>	<u>-</u>
Carrying amount		
At 31 December 2022	<u>6,775</u>	<u>6,775</u>
At 31 December 2021	<u>6,775</u>	<u>6,775</u>

Investments comprise of unlisted shares of a private limited company; Camaraderie Development Limited stated at acquisition cost.

Great Place to WorkR UK Limited

Notes to the financial statements (continued)
Year ended 31 December 2022

8. Debtors

	2022	2021
	£	£
Trade debtors	393,288	416,002
Amounts owed by group undertakings and undertakings in which the company has a participating interest	349,929	474,227
Other debtors	73,976	112,190
	<u>817,193</u>	<u>1,002,419</u>

9. Creditors: amounts falling due within one year

	2022	2021
	£	£
Bank loans and overdrafts	90,000	90,000
Trade creditors	349,701	125,881
Corporation tax	34,611	-
Social security and other taxes	395,729	333,617
Other creditors	1,083,025	904,077
	<u>1,953,066</u>	<u>1,453,575</u>

A debenture is in place in the name of the company's bank; National Westminster Bank PLC, for a fixed and floating charge over all assets and property dated 1st May 2009.

10. Creditors: amounts falling due after more than one year

	2022	2021
	£	£
Bank loans and overdrafts	<u>217,500</u>	<u>307,500</u>

The above loan relates to a Coronavirus Business Interruption Loan Scheme. No interest is payable in the first twelve months; thereafter interest is due at an annual rate of 3.05% over base rate. Capital repayments begin on the 13th month following the draw down over a period of five years.

11. Provisions

	Deferred tax (note)	Total
	£	£
At 1 January 2022	(29,553)	(29,553)
Additions	34,540	34,540
At 31 December 2022	<u>4,987</u>	<u>4,987</u>

Great Place to WorkR UK Limited

Notes to the financial statements (continued) Year ended 31 December 2022

12. Called up share capital Issued, called up and fully paid

	2022		2021	
	No	£	No	£
Ordinary shares of £ 1.00 each	102	102	102	102

13. Related party transactions

During the year the company entered into the following transactions with related parties:

	Transaction value		Balance owed by/(owed to)	
	2022	2021	2022	2021
	£	£	£	£
People Productivity Solutions Mauritius	11,779	93,176	499,929	474,227
MSY Analytics Inc	411,882	32,500	(150,000)	-

Total management charges invoiced in the year from MSY Analytics Inc amounted to £390,000 (2021: £32,500).

Total expenses recharged to People Productivity Solutions Mauritius amounted to £11,779 (2021: £93,176).

A dividend of £150,000 was issued in the year to 31st December 2022 and was paid in 2023.

14. Controlling party

The company is controlled by MSY Analytics Inc. by virtue of the company being the ultimate beneficial owners.

The smallest and largest group in which the company is consolidated is headed by MSY Analytics Inc.. The registered office of MSY Analytics Inc. is 615 60300 Marshallee Drive, Elkridge, Maryland 21075, USA, and the consolidated financial statements can be found at the Register of Companies, Delaware, USA.