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HORSELL GRAPHIC INDUSTRIES LIMITED DIRECTORS' REPORT AND ACCOUNTS 31 DECEMBER 1989

KPMG PEAT MARWICK McLINTOCK
City Square House, 7 Wellington Street,
LEEDS LS1 4DW



DIRECTORS' REPORT

The directors present their report and accounts for the year ended 31 December 1989.

PRINCIPAL ACTIVITIES

The principal activities of the company are the manufacturing of offset plates, associated equipment and the supplying of other princing consumables to the printing trade.

REVIEW OF BUSINESS AND FUTURE DEVELOPMENTS

Turnover has increased by 17% over the previous year and further progress is expected in 1990.

PROFIT AND DIVIDENDS

£

Retained profit	422,142
after taxation Extraordinary item	2,074,353 (<u>1,652,211</u>)
Profit on ordinary activities	
Profit on ordinary activities before taxation Taxation	2,704,634 (630,281)

The directors recommend that the profit for the year be transferred to retained profits which, after a transfer from revaluation reserve of £3,878 makes £10,699,901 to be carried forward to next year.

DIRECTORS' REPORT (continued)

DIRECTORS

The directors of the company at 31 December 1989, all of whom had been directors for the whole of the financial year, unless otherwise stated, were:-

		M Green	(resigned 31 Dec	cember 1989)
Mr.	E	Frankland		
Mr	С	F Phillips		
Μr	D	F Coltart		
Mr	P	Garth	(resigned 30 Jur	1e 1990)
Mr	D	K Heywood		•
Mr	D	Thompson		
Mr	D	Lamb		
Mr	S	Simpson		
Mr	A	G McDowell	(resigned 30 Apr	:il 1990)
Mr	J	Tobin	(appointed 1 Jar	nuary 1990)
Mr	D	J Healy	(appointed 1 Jar	
Mr	S	M Penney	(appointed 1 Jar	uary 1990)

DIRECTORS' INTERESTS

The interests of the directors in the shares of group companies at 31 December 1989, were as follows:-

		Cookson Gr Ordinary shares 1989	
Mr C	Frankland F Phillips F Coltart	2,740 30,064	2,740 31,814
Mr P	Garth M Heywood	** 56,348 3,458	** 56,348 3,458
Mr D		2,922 2,296	2,922 2,296
	Simpson G McDowell	1,334	1,334

** includes non-beneficial interest in 37,800 (1988:37,800) ordinary shares

DIRECTORS' REPORT (continued)

DIRECTORS' INTERESTS (continued)

In addition the following directors had options for ordinary shares _... Cookson Group plc as follows:

	Ordinary shares	of 50p each
	<u> 1989</u>	<u> 1988</u>
		(or date of
		appointment
		if later)
Mary Till Maranala I and		
Mr E Frankland	-	-
Mr C F Phillips	46,666	16,026
Mr D F Coltart	62,362	47,362
Mr P Garth	17,174	12,174
Mr D M Heywood	15,551	9,145
Mr D Thompson	2,365	959
Mr D Lamb		-
Mr S Simpson	5,436	3,796
Mr A G McDowell	· -	•

FIXED ASSETS

Information relating to changes in tangible fixed assets is given in note 11 to the accounts.

RESEARCH AND DEVELOPMENT

The board consider that research and development continues to play a vital role in the company's success.

EMPLOYEES

The company is committed to the development of employee consultation so that the views of employees can be taken into account in making decisions which are likely to affect their interests.

DISABLED PERSONS

The company has an established policy of encouraging the employment of disabled persons wherever this is practicable. In compliance with current legislation the company seeks to employ at least the quota of disabled The company endeavours to ensure that disabled persons required. employees benefit from training and career development programmes in common with all other employees.

DIRECTORS' REPORT (continued)

AUDITORS

On 1 January 1990 our auditors changed the name under which they practise to KPMG Peat Marwick McLintock and accordingly have signed their report in their new name.

In accordance with Section 385 of the Companies Act 1985, a resolution for the reappointment of KPMG Peat Marwick McLintock as auditors of the company is to be proposed at the forthcoming Annual General Meeting.

By order of the board,
D M Heywood 2. Secretary

LEEDS

10 TULY 1990

REPORT OF THE AUDITORS TO THE MEMBERS OF HORSELL GRAPHIC INDUSTRIES LIMITED

We have audited the accounts on pages 6 to 22 in accordance with Auditing Standards.

In our opinion the accounts give a true and fair view of the state of the company's affairs at 31 December 1989 and of its profit and source and application of funds for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

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Chartered Accountants

City Square House 7 Wellington Street Leeds LS1 4DW

10 JULY 1990

PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 1989

	Notes	<u>1989</u> £	<u>1988</u> £
TURNOVER Cost of sales	2		58,098,023 (<u>41,606,001</u>)
GROSS PROFIT		20,194,342	16,492,022
Other operating expenses	3	(<u>12,445,847</u>)	(9,379,139)
OPERATING PROFIT		7,748,495	7,112,883
Exceptional item	4	-	(2,352,799)
Interest receivable and similar income Interest payable and	5	525,365	188,737
similar charges	6	(5,569,226)	(2.246,247)
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION	7	2,704,634	2,702,574
Tax on profit on ordinary activities	9	(630,281)	(1.117.914)
PROFIT ON ORDINARY ACTIVITIES AFTER TAXATION		2,074,353	1,584,660
Extraordinary item	10	(1,652,211)	
RETAINED PROFIT FOR THE FINANCIAL YEAR	20	422,142	1,584,650

The notes on pages 10 to 22 form part of these accounts.

BALANCE SHEET AT 31 DECEMBER 1989

	Notes	<u>19</u> £	8 <u>9</u> £	1 <u>9</u>	88 £
FIXED ASSETS Tangible assets Investments	11. 12		14,684,380 665,349		11,139,678 929,935
			15,349,729		12,069,613
CURRENT ASSETS Stocks Debtors Cash at bank and in h	13 14 and	11,631,532 46,495,695 4,661,154 62,788,381		9,516,655 36,367,305 2,527,804 48,411,764	
CREDITORS: Amounts fa due within one year	lling 15	(<u>65,397,061</u>)		(49,068,086)	
NET CURRENT LIABILITI	ES		(2,608,680)		(656,322)
TOTAL ASSETS LESS CUR LIABILITIES	RENT		12,741,049		11,413,291
CREDITORS: Amounts fa due after more than one year	lling 16		-		(482,009)
PROVISIONS FOR LIABIL AND CHARGES	ITIES 12		(1,387,625)		
			11,353,424		10,931,282
CAPITAL AND RESERVES Share capital Share premium account Revaluation reserve Profit and loss account	19 20 at 20		62,620 1,380 589,523 10,699,901		62,620 1,380 593,401 10,273,881
			11,353,424		10,931,282

These accounts were approved by the board of directors on 10 July 1990

DIRECTORS

The notes on pages 10 to 22 form part of these accounts.

STATEMENT OF SOURCE AND APPLICATION OF FUNDS

FOR THE YEAR ENDED 31 DECEMBER 1989

		89	<u> 198</u>	
SOURCE OF FUNDS	£	£	£	£
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION		2,704,634		2.702,574
Extraordinary items Deduct currency losses transferred directly		(1,652,211)		-
to reserves				(327,981)
		1,052,423	•	2,374,593
ADJUSTMENTS FOR ITEMS NOT INVOLVING THE MOVEMENT OF FUNDS				
Depreciation Loss/(profit) on sale of	1,857,908		1,583,983	
tengible fixed assets Amounts written off	10,425		(833)	
investments Other provisions Additional write off of	264,586		26,594 (30,000)	
investment	1,387,625	3,520,544	***************************************	1,579,744
TOTAL GENERATED FROM OPERATIONS		4,572,967		3,954,337
FUNDS FROM OTHER SOURCES Tax repaid	345,160		-	
Proceeds of sale of tangible fixed assets	130,190		265,312	
		475,350		265.312
Carried forward		5,048,317		4,219,649

STATEMENT OF SOURCE AND APPLICATION OF FUNDS

FOR THE YEAR ENDED 31 DECEMBER 1989 (continued)

	19	89	19	188
	£	£	£	£
Brought forward		5,048,317		4,219.649
APPLICATION OF FUNDS Purchase of shares in subsidiary companies			161 5/7	
Tax paid	1,534,681		151,547 1,065,880	
Decrease in creditors: Amounts falling due				
after more than one year Purchase of tangible	482,009		1,032,832	
fixed assets Capital reserve	5,543,225		2,617,226	
Fixed assets purchased	-		527,910	
in lespect of business acquired	-		627,493	
		<u>(7,559,915)</u>		(6,022,888)
DECREASE IN WORKING CAPITAL		(2,511,598)		(1,803,239)

COMPONENTS OF DECREASE IN WORKING CAPITAL				
Stocks Debtors		2,114,877 10,128,390		1,744,861 15,041,535
Creditors		(7,880,074)	(19,680,510)
		4,363,193		(2,894,114)
Movement in net liquid funds				
Increase in net bank borrowing	(9,008,141)		(1,430,784)	
Increase in cash at bank and in hand	2,133,350		2,521,659	
		(6,874,791)		1,090,875
		(2,511,598)		(1,803,239)

NOT TO THE ACCOUNTS

1. ACCOUNTING POLICIES

The company has adopt. I the following accounting policies which should be read in conjunction with the accounts set out on pages 6 to 22 which have been prepared under the historical cost convention (as modified by $\mathbf{t}'_*\epsilon$ revaluation of certain assets).

Group Accounts

Group accounts are not prepared as the company is itself a wholly-owned subsidiary of a company incorporated in England.

Turnover

Turnover represents the invoice value of goods and services sold, less returns and allowances, excluding value added tax.

Fixed Assets and Depreciation

Fixed assets are stated at purchase price, cost of production or professional valuation, less depreciation and amounts written off. Depreciation is calculated to write down the cost, revalued amount or written down value of tangible fixed assets to their estimated residual values over their estimated useful lives at the following annual rates:

Freehold land Freehold buildings Short term leasehold property Plant, machinery

fixtures and fittings

Motor vehicles

Nil 2% straight line Straight line over unexpired term of lease Straight line over estimated life of asset varying between 3 and 10

years 33.33% on reducing balance

In accordance with Statement of Standard Accounting Practice 19 no depreciation is provided on investment properties.

<u>Goodwill</u>

Goodwill arising on the acquisition of businesses is written off directly against reserves.

Research and Development

Expenditure on research and development is charged against profits in the year in which it is incurred.

Deferred Taxation

Provision Is made, using the liability method, for taxation at the current rate of corporation tax in respect of items where there is a material timing difference between their treatment for accounts and taxation purposes if, in the opinion of the directors, it is probable that a tax liability will crystallise in the foreseeable future.

NOTES TO THE ACCOUNTS (continued)

1. ACCOUNTING POLICIES (continued)

Stocks

Stocks are stated at the lower of cost and net realisable value. Cost comprises the cost of direct materials, direct labour and attributable overheads.

Leased Assets and Obligations

Tangible fixed assets operated under the terms of finance leases are capitalised at a value equal to the cost incurred by the lessor in acquiring the relevant assets and depreciated in the same manner as owned assets. Leases are regarded as finance leases where their terms transfer to the lessee substantially all the benefits and burdens of ownership other than the right to title. The capital element of future lease payments is included under creditors. In the case of operating leases, the annual rentals are charged to trading profit on a straight line basis over the terms of the lease.

Foreign Currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the date of the balance sheet except where there are related or matching forward contracts in respect of trading transactions in which case the rates of exchange specified in the contracts are used. Trading activities denominated in foreign currencies are recorded in sterling at the rates of exchange ruling at the date of the transaction.

Loans to and deferred trading balances with overseas trading subsidiaries are treated as part of the company's net investment in the foreign enterprises. Exchange differences arising on such loans and intercompany balances are dealt with as adjustments to reserves. All other exchange differences are taken into account as part of the profit on ordinary activities.

NOTES TO THE ACCOUNTS (continued)

2.	TURNOVER	<u>1989</u> £	<u>1988</u> £
	By geographical area: EEC Americas Other	5,102,838	47,592,549 5,510,067 4,995,387 58,098,023
3.	OTHER OPERATING EXPENSES		
	Distribution costs Administrative expenses Amounts written off investments in subsidiary	6,846,735 5,599,112	5,694,360 3,658,185
	companies		<u>26,594</u>
		12,445,847	9,379,139

4. <u>EXCEPTIONAL ITEM</u>

In October 1988 the company reached terms of settlement with a third party in respect of the third party's claims to infringement of patents. In consideration of £1,600,000 (excluding costs), the patentees claim for back damages and interest were satisfied and license to use the patented process was granted to the company for the remainder of the life of the patents. Together with the related legal costs of £752,799, £2,352,799 has been charged as an exceptional item to the profit and loss account.

5. INVESTMENT RECEIVABLE AND SIMILAR INCOME

	the past day and last the the and the	
	525,365	188,737
Other interest receivable Rents receivable	19,912 74.021	995 86,825
subsidiary	431.432	100.917

NOTES TO THE ACCOUNTS (continued)

6.	INTEREST PAYABLE AND SIMILAR CHARGES	<u>1989</u> £	<u>1988</u> £
	On bank loans, overdrafts and other loans: - repayable within five years		
	not by instalments	1,040,685	306,688
	Group interest charged	4 528 541	1,939,559
		5,569,226	2,246,247

7. PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION

Profit on ordinary activities before taxation is stated after charging/(crediting) the following:

Depreciation - owned tangible fixed assets - tangible fixed assets held	1,853,498	1,581,781
under finance leases	4,410	2,202
Operating lease rentals in respect of:		
- Plant and machinery	242,863	155,194
- Land and buildings	385,642	216,259
Auditors' remuneration	28,000	25,000
Finance charges payable in		
respect of finance leases	250	1,958
Research and development	286,373	319,175
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NOTES TO THE ACCOUNTS (continued)

8.	STAFF COSTS	<u>1989</u> £	<u>1988</u> £
	Wages and salaries Social security costs Other pension costs	8,0 9,574 796,398 <u>358,219</u>	7,211,207 715,059 193,330
		9,254,191	8,119,596

The average weekly number of persons employed by the company during the year was as follows:

	Number	Number
Production	396	393
Selling and distribution	140	146
Administration	54	52
	590	591
	ميروز جمة إخيب "All الشاء الثان	700 May 100 may 100 May
<u>Directors' remuneration:</u>		
	£	£
Emoluments including pension		
contributions	449,746	370,957
	THE REPORT OF THE PART OF	No. 200 (and 200 (201 (201 (201 (201 (201 (201 (201

Excluding pension contributions, the emoluments of the chairman and highest paid director were £65,660 (1988: £72,009); the emoluments of the other directors were within the following ranges:-

			Number	Number
£10,001	-	£15,000	-	2
£15,001	-	£20,000	-	2
£25,001	-	£30,000	1	•
£30,001	-	£35,000	4	1
£40,001	-	£45,000	1	<u>-</u>
£45,001	-	£50,000	•	2
£50,001	-	£55,000	2	-
£55,001	-	£60,000	-	1
£60,001	k.	£65,000	1	-

Employees of the company whose emoluments (excluding pension contributions) exceeded £30,000 were as follows:

			Nu	umber	Number
£30,001	-	£35,000		1	•
			-		100 Tell 100

NOTES TO THE ACCOUN', (continued)

9.	TAX ON PROFIT	ON ORDINARY	ACTIVITIES
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Corporation tax at 35% Adjustment in remedt of prior years:	796,000	1,014,588
Corporation tax	(165,719)	103,326
	630,281	1,117,914

The tax charge has been reduced by accelerated capital allowances and other timing differences not deferred amounting to f184,569 (1988: f64,142).

10. <u>EXTRAORDINARY ITEM</u>

Write down of investments in subsidiaries Additional write down over and above cost of	264,586
investment	1,387,625
	1,652,211

NOTES TO THE ACCOUNTS (continued)

11. TANGIBLE FIXED ASSETS

		Land and Ruildings	Ų		
,	Investment properties f	nt es Freehold f	Short leases f	Plant and machinery f	Total E
cost or valuation: At 1 January 1989 Additions Disposals	000,009	3,589,287 15,880	139,685 178,220	12,198,823 5,349,125 (345,330)	16,527,795 5,543,225 (345,330)
At 31 December 1989	600,000	3,605,167	317,905	17,202,618	21,725,690
Being: Cost Valuation	600,000	2,305,167 1,300,000	317,905	17,202,618	19,825,690 1,900,000
Depreciation: At 1 January 1989 Depreciation charge Disposals	1 1	260,796 66,799 -	20,387 17,888 -	5,106,934 1,773,221 (204,715)	5,388,117 1,857,908 (204,715)
At ³ i December 1989	•	327,595	38,275	6,675,440	7,041,310
Net book value at 1 January 1989	600,000	3,328,491	119,298	7,091,889	11,139,678
Net book value at 31 December 1989	600,000	3,277,572	279,630	10,527,178	14,684,380

NOTES TO THE ACCOUNTS (continued)

11. TANGIBLE FIXED ASSETS (continued)

Plant and machinery (including fixtures and fittings and motor vehicles) is shown at cost and includes an amount of £21,000 (1988: £21,000) and related depreciation of £21,000 (1988: £16,590) in respect of assets held under finance leases. With the exception of investment properties, land and buildings are included at the valuation on the basis of market value with vacant possession for existing use in 1980 with subsequent additions at cost.

Investment properties were valued by the directors at £ 600,000 on 31 December 1989 on the basis of open market value.

Original cost and depreciation of land and buildings included at a valuation:

	<u> 1989</u>	<u>9</u>	<u>198</u>	<u>8</u>
	Investment		Investment	
	properties	Freehold	properties	Freehold
	£	£	£	£
Original cost	215,224	2,259,817	215,224	2,243,937
Depreciation	<u>(73,174</u>)	(247,164)	<u>(68,870</u>)	(201,968)
	142,050	2,012,653	146,354	2,041,969
			200 Mar had held held 200 200	

12. FIXED ASSET INVESTMENTS

	<u>1989</u> £	<u>1958</u> £
Subsidiaries	665,349	929,935

Subsidiary companies are:

Suppliers to the printing industry:
Horsell Graphic Industries B.V. (Incorporated in the Netherlands)
Horsell International Limited
ENK Repro Copy Systems A/S (Incorporated in Denmark)
Horsell Industries Graphiques Sarl (Incorporated in France)
Horsell Industries Graficas S.A. (Incorporated in Spain)
Horsell Italia Industrie Grafiche Srl (Incorporated in Italy)
Horsell Grafiska AB (Interest 90%) (Incorporated in Sweden)
Jorgen Signer Grafiska AB (Interest 90%) (Incorporated in Norway)
Horsell Norge A/S (Interest 90%) (Incorporated in Norway)
Horsell Graafinen OY (Incorporated in Finland)

Non-trading:

Horsell Repro Supplies Limited Horsell Factored Products Limited (formerly N.L.K. Offset Supplies Limited) United Ink Industries Limited Horsell Graphic Products Limited (formerly Coates Graphic Products Limited)

The company has not prepared group accounts on the basis that it is a wholly owned subsidiary of a company incorporated in Great Britain.

NOTES TO THE ACCOUNT (continued)

12. FIXED ASSET INVESTMENTS (continued,

Except as otherwise stated the above companies are all wholly-owned and incorporated in Great Britain.

		<u>1989</u>	<u>1988</u>
Investment in shares in subsidiaries:		Ĺ	Ĺ
Cost: At 1 January 1989 Additions Disposals Transfer from investment associated companies	in	1,908,373 (630,649)	151,547
At 31 December 1989		1,277,724	1,908,373
Amounts written off:			
	Note		
At 1 January 1989 Disposals Charge for the year	10	978,438 (630,649) <u>264,586</u>	951,844 - 26,594
At 31 December 1989		612,375	978,438
Net book value: At 31 December 1989		665,349	929,935
Additional write down over and above cost of investment	10	1,387,625	

Horsell Graphic Industries GmbH was disposed of in the year for neither a profit nor a loss.

In the opinion of the directors, the value of the company's investments is not less than the amount at which it is stated in the balance sheet.

NOTES TO THE ACCOUNTS (continued)

12. FIXED ASSET INVESTMENTS (continued)

Investment in shares in associated companies:

		<u>1989</u> £	<u>1988</u> £
	Cost: At 1 January 1989 Transfer to investment in subsidiaries Disposals	- - -	1 (1)
	At 31 December 1989	-	
13.	STOCKS		
	Raw materials and consumable Work in progress Finished goods and goods	3,295,106 1,633,008	2,938,654 745,856
	for resale	6,703,418	5,832,145
		11,631,532	9,516,655
14.	DEBTORS		
	Amounts falling due within one year: Trade debtors Amounts owed by subsidiaries Other debtors Prepayments and accrued income	11,220,118 27,714,917 307,202 	11,422,352 17,760,504 157,334
	Amounts falling due after more than one year:	39,433,721	29,604,470
	Trade debtors Other debtors Amounts owed by subsidiaries	1,486,792 - - 5,575,182	739,774 4,200 <u>6,018,861</u>
		46,495,695	36,367,305

4,095

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17.

HORSELL GRAPHIC INDUSTRIES LIMITED

NOTES TO THE ACCOUNTS (continued)

15. CREDITORS: Amounts falling due within one year

	<u>1989</u> £	<u>1988</u> £
Bank overdrafts	12,801,437	3,793,296
Trade creditors	12,742,208	9,412,212
Amounts owed to ultimate holding company	22 000 (02	00 004 010
Amounts owed to fellow	33,980,623	29,824,219
subsidiary companies	1,727,059	1,581,642
Other creditors	45,595	32,072
Corporation tax payable	1,810,188	2,369,428
Other taxes and social security	1,159,409	
Accruals and deferred income	1,130,542	619,809
Obligations under finance leases (see note 17)	4	4,095
	65,397,061	49,068,086
	\$44 \$44 \$45 part on the 200 for 100 200	7 10 10 10 10 10 10 10 10 10 10 10 10 10
CREDITORS: Amounts falling due after more than one	<u>year</u>	
Other creditors	•	482,009
OBLIGATIONS UNDER FINANCE LEASES		
Within one year	_	4,345
Less future finance charges	-	(250)

18. DEFERRED TAXATION

Contingent taxation liabilities for which no provision has been made, calculated at expected long term rates are as follows:

Accelerated capital allowances Sundry timing differences	1,599,003 <u>(22,750</u>)	_ ,
	1,576,253	1,391,925

NOTES TO THE ACCOUNTS (continued)

19.	SHARE CAPITAL		1989	and 1988
	Authorised:		Number	f.
	Deferred ordinary fl shares 7.5% (now 5.25% plus tax credit)		65,000	65,000
	1p preference shares 7.5% (now 5.25% plus tax credit)		5,000	50
	<pre>1p "A" cumulative participating preference shares 7.5% (now 5.25% plus tax credit)</pre>		11,567	116
	<pre>lp "B" cumulative participating preference shares</pre>		7 420	~ ,
	Ordinary 1p shares		7,433 38,000	74 380
			## # 4 4 1	65,620
				THE STATE OF THE STATE OF
	Allotted, called up and fully paid:			
			1989 Number	and 1988 f
	Deferred ordinary £1 shares 7.5% (now 5.25% plus tax credit)		62,000	62,000
	<pre>1p preference shares 7.5% (now 5.25% plus tax credit)</pre>		5,000	50
	<pre>lp "A" cumulative participating preference shares</pre>		11,567	116
	7.5% (now 5.25% plus tax credit) 1p "B" cumulative participating		22,001	224
	preference shares		7,433	74
	Ordinary lp shares		38,000	380
				62,620
				100 May 100 Ma
20.	RESERVES	Revaluation £	Revenue £	Total £
	At 1 January 1989		10,273,881	10,867,282
	Retained profits for the year Transfer	(3,878)	422,142 3,878	422,142
	Transfer	(3,378)	3,076	***************************************
	At 31 December 1989	589,523	10,699,901	11,289,424

NOTES TO THE ACCOUNTS (continued)

21. OBLIGATIONS UNDER NON-CANCELLABLE OPERATING LEASES

At 31 December 1989 the company had annual commitments under non-cancellable operating leases as follows:-

	<u> 1989</u>		1988	
	Land and	Plant and	Land and	Plant and
	Buildings	Machinery	Buildings	Machinery
	£	£	£	£
Operating leases which expire:				
Within 1 year	-	302,941	-	127,400
Within 2-5 years	25,300	536,182	25,300	102,907
In more than 5 years	360,342	3.570	277,717	<u>6,907</u>
	385,642	842,693	303,017	237,214
				يادين جدين إملاء بجدار شاما التبار كالت

22. CAPITAL COMMITMENTS

Capital commitments at 31 December 1989 not provided for in these accounts are as follows:

	<u>1989</u> £	<u>1988</u> £
Contracted	881,420	128,000
Authorised but not contracted	729,654	337,000

23. <u>CONTINGENT LIABILITIES</u>

The company has given guarantees in respect of liabilities of a foreign subsidiary company to the amount of £541,000 (1988:£295,000)

24. PENSION SCHEME

The company operates a defined contribution pension scheme for its employees and certain of its subsidiaries employees. The assets of the scheme are held separately from those of the company in an independently administered fund. In addition a small number of employees are members of pension schemes operated on behalf of the ultimate holding company. The pension cost charge represents contributions payable by the company in respect of employees of the company to the funds and amounted to £226,000 (1988: £178,000).

25. HOLDING COMPANY

The company's ultimate holding company is Cookson Group plc, a company incorporated in Great Britain.