

Company Registration No 00105398 (England and Wales)

**HENRY ALTY LIMITED**  
**ABBREVIATED ACCOUNTS**  
**FOR THE YEAR ENDED 31 OCTOBER 2011**

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COMPANIES HOUSE

# **HENRY ALTY LIMITED**

## **DIRECTORS' REPORT**

***FOR THE YEAR ENDED 31 OCTOBER 2011***

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The directors present their report and financial statements for the year ended 31 October 2011

### **Principal activities and review of the business**

The principal activity of the company continued to be that of horticultural and builders merchants

The past year has seen continuing pressure on prices throughout the Builders merchants' industry. We have been faced with an exceptional bad debt which has led to a disappointing result for the year.

Our Horticultural division has traded creditably in difficult conditions, particularly considering the poor summer weather.

As the year drew to a close the Board made the decision to centralise our Builders Merchants' division at what is currently our Hoole branch, with the opportunity for considerable savings and greater efficiency of operation in the coming year.

The directors have continued with their policy of reducing expenditure wherever possible, and this has placed us in a good position to take advantage of any upturn in the economy as the recession fades.

In terms of financial risk management, the company considers that it has limited exposure to various aspects of financial risk. All of the company's revenue is invoiced in sterling, and all of its operations and costs arise within the UK. Further, the company ensures its liquidity is maintained by entering into long or short term financial instruments as necessary, to support its operational and other funding requirements.

### **Results and dividends**

The results for the year are set out on page 4.

An interim ordinary dividend was paid during the year amounting to £7,700 in addition to the prior year's final proposed dividend of £35,000. The directors do not recommend the payment of a final dividend in relation to this year.

### **Directors**

The following directors have held office since 1 November 2010:

F S A Fairbairn

J K Rothwell

J C Fairbairn

A Price

(Appointed 12 February 2011)

S J Gautrey

### **Auditors**

The auditors, Jackson Stephen LLP, are deemed to be reappointed under section 487(2) of the Companies Act 2006.

# HENRY ALTY LIMITED

## DIRECTORS' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 OCTOBER 2011**

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### Statement of directors' responsibilities

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 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,
- 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.

### Statement of disclosure to auditors

So far as the directors are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the directors have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

On behalf of the board



S J Gautrey

Director

25 January 2012

# HENRY ALTY LIMITED

## INDEPENDENT AUDITORS' REPORT TO HENRY ALTY LIMITED UNDER SECTION 449 OF THE COMPANIES ACT 2006

We have examined the abbreviated accounts set out on pages 4 to 19, together with the financial statements of Henry Alty Limited for the year ended 31 October 2011 prepared under section 396 of the Companies Act 2006

This report is made solely to the company, in accordance with Chapter 10 of Part 15 of the Companies Act 2006. Our work has been undertaken so that we might state to the company those matters we are required to state to it in a special 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, for our work, for this report, or for the opinions we have formed.

### Respective responsibilities of directors and auditors

The directors are responsible for preparing the abbreviated accounts in accordance with section 445 of the Companies Act 2006. It is our responsibility to form an independent opinion as to whether the company is entitled to deliver abbreviated accounts to the Registrar of Companies and whether the abbreviated accounts have been properly prepared in accordance with the regulations made under that section and to report our opinion to you.

We conducted our work in accordance with Bulletin 2008/4 issued by the Auditing Practices Board. In accordance with that Bulletin we have carried out the procedures we consider necessary to confirm, by reference to the financial statements, that the company is entitled to deliver abbreviated accounts and that the abbreviated accounts to be delivered are properly prepared.

### Opinion

In our opinion the company is entitled to deliver abbreviated accounts prepared in accordance with section 445(3) of the Companies Act 2006, and the abbreviated accounts have been properly prepared in accordance with the regulations made under that section.

Jackson Stephen LLP

Mr Peter Atkinson F C A. (Senior Statutory Auditor)  
for and on behalf of Jackson Stephen LLP

13 February 2012

Chartered Accountants  
Statutory Auditor

James House  
Stonecross Business Park  
Yew Tree Way  
Warrington  
Cheshire  
WA3 3JD

# HENRY ALTY LIMITED

## ABBREVIATED PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 OCTOBER 2011

	Notes	2011 £	2010 £
<b>Gross profit</b>		1,461,937	1,503,678
Distribution costs		(903,917)	(858,603)
Administrative expenses - recurring		(560,081)	(519,437)
Administrative expenses - exceptional	3	(115,488)	-
<b>Operating (loss)/profit</b>	3	(117,549)	125,638
Other interest receivable and similar income	4	4,074	20,159
Interest payable and similar charges	5	(3,426)	(1,907)
<b>(Loss)/profit on ordinary activities before taxation</b>		(116,901)	143,890
Tax on (loss)/profit on ordinary activities	6	22,069	(60,820)
<b>(Loss)/profit for the year</b>	19	(94,832)	83,070

The profit and loss account has been prepared on the basis that all operations are continuing operations

# HENRY ALTY LIMITED

## ABBREVIATED STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES FOR THE YEAR ENDED 31 OCTOBER 2011

	Notes	2011 £	2010 £
(Loss)/profit for the financial year		(94,832)	83,070
Unrealised surplus on revaluation of properties		-	1,063
Total recognised gains and losses relating to the year		(94,832)	84,133

### Note of historical cost profits and losses

	2011 £	2010 £
Reported (loss)/profit on ordinary activities before taxation	(116,901)	143,890
Difference between an historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	639	640
Historical cost (loss)/profit on ordinary activities before taxation	(116,262)	144,530
Historical cost (loss)/profit for the year retained after taxation, extraordinary items and dividends	(136,893)	62,710

# HENRY ALTY LIMITED

## ABBREVIATED BALANCE SHEET

AS AT 31 OCTOBER 2011

	Notes	2011 £	£	2010 £	£
<b>Fixed assets</b>					
Intangible assets	8	29,582		44,371	
Tangible assets	9 and 10	1,883,046		1,667,227	
Investments	11	5,133		5,133	
		<u>1,917,761</u>		<u>1,716,731</u>	
<b>Current assets</b>					
Stocks	12	995,256		994,008	
Debtors	13	1,056,493		1,282,911	
Cash at bank and in hand		191,599		249,912	
		<u>2,243,348</u>		<u>2,526,831</u>	
<b>Creditors' amounts falling due within one year</b>	14	(1,249,954)		(1,213,493)	
<b>Net current assets</b>		<u>993,394</u>		<u>1,313,338</u>	
<b>Total assets less current liabilities</b>		<u>2,911,155</u>		<u>3,030,069</u>	
<b>Creditors' amounts falling due after more than one year</b>	15	(60,419)		(35,385)	
<b>Provisions for liabilities</b>	16	(16,543)		(22,959)	
		<u>2,834,193</u>		<u>2,971,725</u>	
<b>Capital and reserves</b>					
Called up share capital	18	70,000		70,000	
Revaluation reserve	19	427,371		393,591	
Profit and loss account	19	2,336,822		2,508,134	
<b>Shareholders' funds</b>	20	<u>2,834,193</u>		<u>2,971,725</u>	

These abbreviated accounts have been prepared in accordance with the special provisions in section 445(3) of the Companies Act 2006 relating to medium-sized companies

Approved by the Board and authorised for issue on 25 January 2012



F S A Fairbairn  
Director

Company Registration No. 00105398

# HENRY ALTY LIMITED

## CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 OCTOBER 2011

	£	2011 £	£	2010 £
<b>Net cash inflow from operating activities</b>		188,083		186,914
<b>Returns on investments and servicing of finance</b>				
Interest received	4,074		20,159	
Interest paid	(3,426)		(1,907)	
<b>Net cash inflow for returns on investments and servicing of finance</b>		648		18,252
<b>Taxation</b>		(57,294)		(9,398)
<b>Capital expenditure</b>				
Payments to acquire tangible assets	(194,544)		(188,094)	
Receipts from sales of tangible assets	5,365		13,043	
<b>Net cash outflow for capital expenditure</b>		(189,179)		(175,051)
<b>Equity dividends paid</b>		(42,700)		(21,000)
<b>Net cash outflow before management of liquid resources and financing</b>		(100,442)		(283)
<b>Financing</b>				
New long term bank loan	55,000		16,500	
Repayment of long term bank loan	(23,787)		(22,986)	
<b>Net cash inflow/(outflow) from financing</b>		31,213		(6,486)
<b>Decrease in cash in the year</b>		(69,229)		(6,769)



# HENRY ALTY LIMITED

## NOTES TO THE CASH FLOW STATEMENT

### FOR THE YEAR ENDED 31 OCTOBER 2011

1	Reconciliation of operating (loss)/profit to net cash inflow from operating activities	2011	2010
		£	£
	Operating (loss)/profit	(117,549)	125,638
	Depreciation of tangible assets	82,584	85,192
	Amortisation of intangible assets	14,789	14,789
	Loss/(profit) on disposal of tangible assets	1,677	(12,786)
	Increase in stocks	(1,248)	(10,547)
	Decrease/(increase) in debtors	131,170	(139,939)
	Increase in creditors within one year	76,660	121,567
	Transfer of development land for resale	-	3,000
	Net cash inflow from operating activities	188,083	186,914

2	Analysis of net debt	1 November 2010	Cash flow	Other non-cash changes	31 October 2011
		£	£	£	£
	Net cash				
	Cash at bank and in hand	249,912	(58,313)	-	191,599
	Bank overdrafts	(414,602)	(10,916)	-	(425,518)
		(164,690)	(69,229)	-	(233,919)
	Debt				
	Debts falling due within one year	(16,026)	(6,179)	-	(22,205)
	Debts falling due after one year	(35,385)	(25,034)	-	(60,419)
		(51,411)	(31,213)	-	(82,624)
	Net debt	(216,101)	(100,442)	-	(316,543)

3	Reconciliation of net cash flow to movement in net debt	2011	2010
		£	£
	Decrease in cash in the year	(69,229)	(6,769)
	Cash (inflow)/outflow from (increase)/decrease in debt	(31,213)	6,486
	Movement in net debt in the year	(100,442)	(283)
	Opening net debt	(216,101)	(215,818)
	Closing net debt	(316,543)	(216,101)

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS FOR THE YEAR ENDED 31 OCTOBER 2011

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### 1 Accounting policies

#### 1.1 Accounting convention

The financial statements are prepared under the historical cost convention modified to include the revaluation of investment properties

#### 1.2 Turnover

Turnover represents amounts receivable for goods sold through the company's various locations, before the balance sheet date and net of VAT and trade discounts

#### 1.3 Goodwill

Acquired goodwill is written off in equal annual instalments over its estimated useful economic life of 10 years

#### 1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost or valuation less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows

Freehold buildings	2% per annum straight line basis
Sheds	10% per annum straight line basis
Plant and machinery	6.67% per annum straight line basis
Fixtures, fittings & equipment	10-20% per annum straight line basis
Motor vehicles	15-25% per annum straight line basis

Investment properties are included in the balance sheet at their open market value. No depreciation is charged on investment properties.

Although this accounting policy is in accordance with the applicable accounting standard, SSAP 19, Accounting for investment properties, it is a departure from the general requirement of the Companies Act 2006 for all tangible assets to be depreciated. In the opinion of the directors compliance with the standard is necessary for the financial statements to give a true and fair view. Depreciation or amortisation is only one of many factors reflected in the annual valuation and the amount of this which might otherwise have been charged cannot be separately identified or quantified.

#### 1.5 Investments

Fixed asset investments are stated at cost less provision for diminution in value.

#### 1.6 Stock

Stock and work in progress are valued at the lower of cost and net realisable value.

#### 1.7 Pensions

The company operates a defined contribution scheme for the benefit of its employees. Contributions payable are charged to the profit and loss account in the year they are payable.

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 1 Accounting policies (continued)

#### 1.8 Deferred taxation

Deferred tax is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes in accordance with FRS 19 - Deferred Taxation. The deferred tax balance has not been discounted.

No provision has been made for deferred tax on gains recognised on revaluing property to its market value as the company has not entered into any binding agreements to sell the revalued assets at the balance sheet date.

### 2 Turnover

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in the United Kingdom and amounted to £7,344,957 (2010 £7,272,952).

3 Operating (loss)/profit	2011 £	2010 £
Operating (loss)/profit is stated after charging		
Amortisation of intangible assets	14,789	14,789
Depreciation of tangible assets	82,584	85,192
Loss on disposal of tangible assets	1,677	-
Exceptional bad debt	115,488	-
Fees payable to the company's auditor for the audit of the company's annual accounts	5,000	5,000
Fees payable to the company's auditor for taxation services	750	750
and after crediting		
Profit on disposal of tangible assets	-	(12,786)

4 Investment income	2011 £	2010 £
Bank interest	4,074	20,159

5 Interest payable	2011 £	2010 £
On bank loans and overdrafts	3,426	1,907

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

6	Taxation	2011 £	2010 £
	<b>Domestic current year tax</b>		
	U K corporation tax	-	57,294
	Adjustment for prior years	(15,653)	-
	<b>Total current tax</b>	(15,653)	57,294
	<b>Deferred tax</b>		
	Deferred tax (credit)/charge	(6,416)	3,526
		(22,069)	60,820
	<b>Factors affecting the tax charge for the year</b>		
	(Loss)/profit on ordinary activities before taxation	(116,901)	143,890
	(Loss)/profit on ordinary activities before taxation multiplied by standard rate of UK corporation tax of 20.00% (2010 21.00%)	(23,380)	30,217
	Effects of		
	Non deductible expenses	429	108
	Depreciation add back	16,852	15,205
	Capital allowances	(25,580)	(15,652)
	Tax losses available to carry forward	16,771	-
	Chargeable disposals	-	27,416
	Change in tax rates in the year	(745)	-
		7,727	27,077
	<b>Current tax charge for the year</b>	(15,653)	57,294

The company has estimated losses of £ 83,857 (2010 £ nil) available for carry forward against future trading profits

7	Dividends	2011 £	2010 £
	Ordinary paid	42,700	21,000

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

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### 8 Intangible fixed assets

	Goodwill £
<b>Cost</b>	
At 1 November 2010 & at 31 October 2011	147,894
<b>Amortisation</b>	
At 1 November 2010	103,523
Charge for the year	14,789
At 31 October 2011	118,312
<b>Net book value</b>	
At 31 October 2011	29,582
At 31 October 2010	44,371

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 9 Tangible fixed assets

	Freehold buildings	Sheds	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£	£	£
<b>Cost or valuation</b>						
At 1 November 2010	1,059,836	46,952	181,773	215,731	259,973	1,764,265
Additions	2,404	4,882	5,407	11,612	95,671	119,976
Disposals	-	(1,000)	(7,359)	(14,402)	(25,171)	(47,932)
At 31 October 2011	1,062,240	50,834	179,821	212,941	330,473	1,836,309
<b>Depreciation</b>						
At 1 November 2010	83,738	44,912	55,954	180,628	209,165	574,397
On disposals	-	(1,000)	(6,110)	(13,101)	(20,679)	(40,890)
Charge for the year	14,657	641	8,364	13,566	45,356	82,584
At 31 October 2011	98,395	44,553	58,208	181,093	233,842	616,091
<b>Net book value</b>						
At 31 October 2011	963,845	6,281	121,613	31,848	96,631	1,220,218
At 31 October 2010	976,098	2,040	125,819	35,103	50,808	1,189,868

The carrying value of land and buildings is based on a valuation carried out in 1995

The directors have decided to follow the transitional arrangements under the Financial Reporting Standard No 15 - Tangible Fixed Assets by adopting this valuation as cost. The valuation has not been updated

Land with a value of £332,239 (2010 £332,239) has not been depreciated

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 9 Tangible fixed assets (continued)

#### Comparable historical cost for the land and buildings

	£
<b>Cost</b>	
At 1 November 2010	1,030,811
Additions	2,404
	<hr/>
At 31 October 2011	1,033,215
	<hr/>
<b>Depreciation based on cost</b>	
At 1 November 2010	79,155
Charge for the year	14,018
	<hr/>
At 31 October 2011	93,173
	<hr/>
<b>Net book value</b>	
At 31 October 2011	940,042
	<hr/>
At 31 October 2010	951,656
	<hr/>

### 10 Tangible fixed assets

	Investment properties £
<b>Cost or valuation</b>	
At 1 November 2010	477,359
Additions	185,469
	<hr/>
At 31 October 2011	662,828
	<hr/>
<b>Net book value</b>	
At 31 October 2011	662,828
	<hr/>
At 31 October 2010	477,359
	<hr/>

On 31 October 2011 the directors revalued the investment properties on an existing use open market value basis

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 11 Fixed asset investments

	Listed investments £	Unlisted investments £	Total £
<b>Cost or valuation</b>			
At 1 November 2010 & at 31 October 2011	3,833	1,300	5,133
<b>Net book value</b>			
At 31 October 2011	3,833	1,300	5,133
At 31 October 2010	3,833	1,300	5,133
	<b>Market value £</b>	<b>Directors' valuation £</b>	<b>Total £</b>
At 31 October 2011	6,409	1,300	7,709
At 31 October 2010	7,441	1,300	8,741

### 12 Stock

	2011 £	2010 £
Development land for resale	3,000	3,000
Finished goods and goods for resale	992,256	991,008
	995,256	994,008

### 13 Debtors

	2011 £	2010 £
Trade debtors	999,158	1,200,196
Corporation tax	15,653	-
Other debtors	2,514	3,048
Prepayments and accrued income	39,168	79,667
	1,056,493	1,282,911



# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

14 Creditors amounts falling due within one year	2011 £	2010 £
Bank loans and overdrafts	447,723	430,628
Trade creditors	686,351	627,269
Corporation tax	-	57,294
Other taxes and social security costs	71,569	53,353
Other creditors	1,933	-
Accruals and deferred income	42,378	44,949
	<u>1,249,954</u>	<u>1,213,493</u>

Debt due in one year or less	<u>447,723</u>	<u>430,628</u>
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Bank loans and overdrafts are secured by a legal charge over certain investment properties owned by the company, and by a fixed and floating charge over the assets of the company

15 Creditors' amounts falling due after more than one year	2011 £	2010 £
Bank loans	<u>60,419</u>	<u>35,385</u>
<b>Analysis of loans</b>		
Wholly repayable within five years	<u>82,624</u>	<u>51,411</u>
	82,624	51,411
Included in current liabilities	<u>(22,205)</u>	<u>(16,026)</u>
	<u>60,419</u>	<u>35,385</u>
<b>Loan maturity analysis</b>		
In more than one year but not more than two years	22,205	11,523
In more than two years but not more than five years	<u>38,214</u>	<u>23,862</u>

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 16 Provisions for liabilities

	Deferred tax liability £
Balance at 1 November 2010	22,959
Profit and loss account	(6,416)
	<hr/>
Balance at 31 October 2011	16,543
	<hr/> <hr/>

The deferred tax liability is made up as follows

	2011 £	2010 £
Accelerated capital allowances	33,476	22,959
Tax losses available	(16,933)	-
	<hr/>	<hr/>
	16,543	22,959
	<hr/> <hr/>	<hr/> <hr/>

### 17 Pension and other post-retirement benefit commitments

#### Defined contribution

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund.

	2011 £	2010 £
Contributions payable by the company for the year	35,732	28,813
	<hr/>	<hr/>

### 18 Share capital

	2011 £	2010 £
Allotted, called up and fully paid		
70,000 Ordinary shares of £1 each	70,000	70,000
	<hr/>	<hr/>

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 19 Statement of movements on reserves

	Revaluation reserve £	Profit and loss account £
Balance at 1 November 2010	428,010	2,473,715
Loss for the year	-	(94,832)
Transfer from revaluation reserve to profit and loss account	(639)	639
Dividends paid	-	(42,700)
Balance at 31 October 2011	<u>427,371</u>	<u>2,336,822</u>

### 20 Reconciliation of movements in shareholders' funds

	2011 £	2010 £
(Loss)/Profit for the financial year	(94,832)	83,070
Dividends	(42,700)	(21,000)
	<u>(137,532)</u>	<u>62,070</u>
Other recognised gains and losses	-	1,063
Net (depletion in)/addition to shareholders' funds	(137,532)	63,133
Opening shareholders' funds	2,971,725	2,908,592
Closing shareholders' funds	<u>2,834,193</u>	<u>2,971,725</u>

### 21 Directors' emoluments

	2011 £	2010 £
Emoluments for qualifying services	88,583	90,251
Company pension contributions to money purchase schemes	2,865	2,851
	<u>91,448</u>	<u>93,102</u>

The number of directors for whom retirement benefits are accruing under money purchase pension schemes amounted to 1 (2010- 2)

# HENRY ALTY LIMITED

## NOTES TO THE ABBREVIATED ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 OCTOBER 2011

### 22 Employees

#### Number of employees

The average monthly number of employees (including directors) during the year was

	2011 Number	2010 Number
Selling and distribution	25	25
Administration	12	12
	<u>37</u>	<u>37</u>

#### Employment costs

	2011 £	2010 £
Wages and salaries	788,068	767,191
Social security costs	70,966	69,688
Other pension costs	35,732	28,813
	<u>894,766</u>	<u>865,692</u>