

Registered Number 155256

**Cadbury UK Limited**

Annual Report & Financial Statements  
Year Ended 31 December 2007



# CADBURY UK LIMITED

## Directors and advisors

### Directors

T Bond  
G Chick  
R Doyle  
D Harding-Smith  
S Hosaki  
D J Pogson  
P J Rumbol  
W Strickland

### Secretary

Cadbury Nominees Limited

### Registered office

P O Box 12  
Bournville Lane  
Bournville  
Birmingham  
B30 2LU

### Auditors

Deloitte & Touche LLP  
Chartered Accountants and Registered Auditors  
London

# CADBURY UK LIMITED

## Report of the Directors

For the year ended 31 December 2007

The Directors present their report, together with the audited financial statements of Cadbury UK Limited (the 'Company'), for the year ended 31 December 2007 (the 'year')

### Review of the Business and Principal Activities

The Company is a subsidiary of Cadbury plc. The principal activity of the Company remains the manufacture, marketing and sale of chocolate confectionery products to wholesale and retail outlets in the UK, as well as the provision of labour to the Cadbury UK Partnership ('the Partnership') under the terms of a service agreement.

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc.

On 17 July 2000, Cadbury Limited, Trebor Bassett Limited and The Lion Confectionery Company Limited (the 'Partners') entered into a Partnership agreement and formed Cadbury Trebor Bassett. On 28 September 2007, Cadbury Limited changed its name to Cadbury UK Limited. On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited and the Cadbury Trebor Bassett partnership changed its name to Cadbury UK. The Partnership agreement remains unchanged and affords that the profits of the Partnership be distributed between the Partners in accordance with the wishes of the Management Committee. The Partners are all subsidiary companies of Cadbury plc.

Under the terms of the partnership agreement, a Management Committee manages the business and affairs of the partnership on its behalf. The Management Committee comprises all of the directors of Cadbury UK Limited.

### Business review

As Cadbury UK Limited is one of the partner companies of the Cadbury UK Partnership, the directors consider it appropriate to include a business review that covers the Partnership as a whole.

The confectionery strategy of Cadbury plc (the Group) is to deliver superior shareowner returns through achieving the vision of being the biggest and best confectionery group in the world.

The Partnership aims to achieve the Group's vision through delivering its financial scorecard and focuses on the following priorities:

- 1) To drive organic revenue growth of 4-6% per annum

Our goal is to grow revenue on a base business basis by between 4-6% per annum. Our revenue is generated from the sale of branded confectionery products such as chocolate, sugar sweets and chewing gum. Cash is usually generated in line with revenue and there are no significant time lags. Direct trading costs consist mainly of raw materials, which for confectionery products are cocoa, dairy products, sugar and sweeteners, various types of nuts and fruit and packaging. The other major direct cost is labour. Indirect operating costs include marketing, distribution, indirect labour, warehousing, sales force, innovation, IT and administrative costs.

The Partnership's revenue in 2007 was £1,181 million (2006: £1,132 million). Growth was broadly in line with the overall confectionery market which benefited from a good recovery in chocolate following our product recall, a hot summer in the UK in 2006 and a 16% growth in the gum market following our launch of Trident early in the year.

# CADBURY UK LIMITED

## Report of the Directors

For the year ended 31 December 2007

Our overall market share performance strengthened in the second half despite the adverse impact of flooding at our Sheffield factory on sugar confectionery revenues. In chocolate, revenues in the second half benefited from the successful launch of Wispa and our new advertising campaign for Cadbury Dairy Milk. Our gum business secured a 10% share of the UK gum market in its first year and accounted for the majority of the growth in the gum market during the year.

### 2) To drive cost and efficiency gains to help achieve a mid-teens trading margin by 2011

A programme of cost reduction and efficiency is being undertaken throughout the Group and is impacting all parts of the business. In the UK, initiatives were started that will lead to significant savings in sales, general and administration (SG&A) costs and supply chain efficiencies. These initiatives include:

- a senior management reorganisation of the Britain and Ireland business which, with a broader reorganisation, is expected to result in a 15% reduction in General and Administration headcount,
- the move of Group headquarters to a new shared office with the UK business in the second quarter of 2008, and
- the negotiation and consultation in connection with the closure of the Somerdale chocolate plant in the UK and transfer of production to UK Bournville plant and Group manufacturing facilities Poland by 2010.

In 2007, the underlying operating margin was 5.7% (2006: 7.7%). Base business margins were lower year-on-year, mainly as the result of a significant increase in marketing investment in media advertising for the core Cadbury Dairy Milk brand, the launch of gum and higher milk costs. Outside underlying profit from operations were restructuring costs of £62m. These costs include the redundancy costs incurred as part of the SG&A headcount reduction, the recognition of a provision relating to the announced redundancies which will be incurred predominantly on the closure of the Somerdale factory and an onerous contract and asset write-offs which arise due to the relocation of the UK headquarters.

In addition to the contribution from this cost reduction programme, it is expected that margins will benefit from:

- a focus of resource on categories and brands which are growing faster and which earn above average returns, and
- strengthened profit performance from a business where performance has been below expectations as a result of an IT system implementation in 2005 and a product recall in 2006.

### 3) To continue to invest in capabilities to support growth and the efficiency agenda

In 2007, we continued to improve our capabilities across all aspects of our business to support our growth and efficiency agenda.

During 2007, the Partnership has continued to aggregate and standardise support services such as IT and back office services, and outsource these where efficiency savings can be gained. The Group is creating a global outsourced Shared Business Services organisation to handle back office processes such as invoicing, payroll and travel. The clustering and delayering of the organisation and an increasing level of outsourcing will assist in the goal of streamlining processes and improving capabilities across the business, including in supply chain, finance and IT.

### 4) To retain the commitment to growing sustainably and to Cadbury's strong cultural heritage

Within the overriding goal of being performance driven, but values led, the Partnership aims to

# CADBURY UK LIMITED

## Report of the Directors

For the year ended 31 December 2007

- promote responsible consumption of its products,
- ensure ethical and sustainable sourcing of raw materials and other inputs,
- prioritise quality and safety,
- reduce carbon and water use and packaging,
- nurture and reward colleagues, and
- invest in the communities in which we operate

### Business risk factors

The Partnership and its results could be materially adversely affected by any or all of the following risks. In addition to the following risk factors, we face certain market risks that are discussed under the heading Financial Instruments (Liquidity Risk, Interest Rate Risk, Currency Risk, Credit Risk and Commodity Risk)

#### 1) Competition and demand

The confectionery industry is highly competitive. The Partnership competes with other multinational corporations which have significant financial resources to respond to and develop the markets in which both we and they operate. These resources may be applied to change areas of focus or to increase investments in marketing or new products. Furthermore, consumer tastes are susceptible to change. If the Partnership is unable to respond successfully to rapid changes in demand or consumer preferences, sales or margins could be adversely affected.

#### 2) Product quality and safety

Despite safety measures adopted by the Partnership, products could become contaminated or not meet quality or safety standards. The Partnership uses many ingredients in manufacturing confectionery which increases the risk of either accidental or malicious contamination. Any contamination or failure to meet quality and safety standards may be expensive to remedy and could cause delays in manufacturing and have adverse effects.

#### 3) Dependence on business partners

An increasing proportion of the Partnership's functions are outsourced to third parties. Failure of the third parties to deliver on their contractual obligations or failure of the Partnership to manage them effectively could lead to adverse effects.

#### 4) Information technology

The Partnership depends on accurate, timely information and numerical data from key software applications to aid day-to-day decision-making. Any disruption caused by failings in these systems could delay or otherwise impact day-to-day decision-making, or cause material financial losses.

#### 5) Raw materials

The Partnership depends upon the availability, quality and cost of raw materials from around the world, which exposes it to price and supply fluctuation. Key items such as cocoa, milk, sweeteners, packaging materials and energy are subject to potentially significant fluctuations. While measures are taken to protect against the short-term impact of these fluctuations, there can be no assurance that any shortfalls will be recovered. A failure to recover higher costs or shortfalls in availability or quality could decrease the profitability of the Partnership.

## CADBURY UK LIMITED

### Report of the Directors

For the year ended 31 December 2007

#### 6) Role of food in public health

Many countries face rising obesity levels due to an imbalance between energy consumed via food and expended through activity. The reasons for the changes in society and for some individuals having a greater inclination to obesity are multifaceted and complex. There are risks associated with the possibility of government action against the food industry, such as levying additional taxes on or restricting the advertising of certain product types. This could increase the tax burden or make it harder for the Partnership to market products, reducing sales and/or profits.

#### Outlook for 2008 and Future Prospects

Looking ahead to 2008, the Partnership is confident that the business has strong foundations and that it operates in resilient categories. The strong momentum coming into the year should help to drive revenue growth while operating leverage, the initiatives in place to deliver savings and a robust approach to pricing should enable delivery of margin progression in 2008.

#### Post Balance Sheet Events

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc.

On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited.

On 25 February 2008, the Group completed the sale of the Monkhill business to Tangerine Confectionery Ltd. The Group's intention to sell this non-core business was announced in 2006 in order to further increase the Partnership's focus on core brands.

#### Investments

During the year, the Company increased its investment in Cadbury International Limited, another subsidiary of Cadbury plc, to £31,049,000 (2006: £11,000,000).

#### Results and dividends

The profit on ordinary activities for the financial year, after taxation, was £38,456,000 (2006 restated: £43,350,000).

During the year no dividend was paid (2006: £18,000,000).

#### Provision of information to 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 auditors are 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 auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s234ZA of the Companies Act 1985.

# CADBURY UK LIMITED

## Report of the Directors

For the year ended 31 December 2007

### Directors and their interests

The Directors at the date of this report are as stated on page 1

The Directors who served during the year and subsequently were as follows

S C Baldry	Resigned 20 June 2007
M P Barrington	Resigned 10 September 2007
T Bond	Appointed 16 July 2007
G Chick	Appointed 10 September 2007
R Doyle	Appointed 10 September 2007
D C Foster	Resigned 28 September 2007
A C Gibson	Resigned 10 September 2007
D Harding-Smith	
S Hosaki	Appointed 28 September 2007
M E Keating	Resigned 28 September 2007
A D Phythian	Resigned 10 September 2007
D J Pogson	
P J Rumbol	
W Strickland	Appointed 10 September 2007

### Policy on Payment to Suppliers

The Company has no trade creditors, so the number of creditor days outstanding at the year end was nil

### Fixed Assets

In the opinion of the directors there is no material difference between the book and the current open market value of interests in land and buildings

### Disabled Employees

Cadbury UK Limited employs a number of people who are disabled, not all of whom are formally registered disabled persons in UK terms. If an employee becomes disabled it is standard practice, in all but the most extreme circumstances, to offer an alternative job and provide retraining where necessary.

### Employee Involvement

The policy of informing and consulting with employees has continued by means of regular newsletters and employees are encouraged to present their views and suggestions in respect of the Partnership's performance. Employees are also eligible to participate in the Cadbury plc Savings-Related Share Option Scheme, with options to purchase shares in the ultimate holding company after a period of regular savings as defined under the terms of the scheme.

## CADBURY UK LIMITED

### Report of the Directors

For the year ended 31 December 2007

#### **Financial instruments**

The Partnership is exposed to market risks arising from its business

##### *a) Liquidity risk*

The Partnership achieves certainty of funding by operating a flexible borrowing mechanism with Cadbury plc

Cadbury plc seeks to achieve a balance between certainty of funding and a flexible, cost-effective borrowings structure. Consequently the policy seeks to ensure that all projected net borrowing needs are covered by committed facilities.

##### *b) Interest rate risk*

The Partnership has an exposure to interest rate fluctuations on its borrowings with Cadbury plc and on certain finance leases.

As Cadbury plc Group treasury manages the group's treasury operations, the partnership does not seek to manage interest rate risk on its borrowing with Cadbury plc.

##### *c) Currency risk*

The Partnership has transactional currency exposures arising from its international trade. Through Cadbury plc, the Partnership makes use of the forward foreign exchange markets to manage its exposures. Cadbury plc's policy is to take forward cover for all forecasted receipts and payments for as far ahead as the pricing structures are committed, subject to a minimum of three months' cover.

##### *d) Credit risk*

The Partnership's trade receivables are concentrated with a small number of large customers, however management believe that credit risk is limited as these customers have high credit ratings. Management therefore believe that there is no further credit risk provision required in excess of normal provision for doubtful receivables.

#### **Financial instruments**

##### *e) Commodity risk*

The Partnership has commodity movement exposures arising from its international trade. Through Cadbury plc, the Partnership makes use of derivative contracts for cocoa in order to provide a stable cost base for marketing finished products.



# CADBURY UK LIMITED

## Report of the Directors

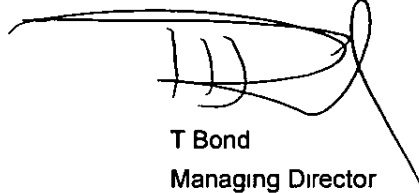
For the year ended 31 December 2007

### Auditors

Deloitte & Touche LLP have expressed their willingness to continue in office as auditor and a resolution to re-appoint them will be proposed at the forthcoming Annual General Meeting

P O Box 12  
Bournville Lane  
Bournville  
Birmingham  
B30 2LU

By order of the Board,



T Bond  
Managing Director

14 October 2008

## CADBURY UK LIMITED

### Statement of Directors' Responsibilities

For the year ended 31 December 2007

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). The financial statements are required by law to 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

- a) select suitable accounting policies and then apply them consistently,
- b) make judgments and estimates that are reasonable and prudent,
- c) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements,
- d) 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 proper accounting records that 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 1985. 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.

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

## **Auditors' report**

### **Independent Auditors' Report to the Members of Cadbury UK Limited**

We have audited the financial statements of Cadbury UK Limited for the year ended 31 December 2007 which comprise the Profit and Loss Account, the Balance Sheet, and the related notes 1 to 21. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with section 235 of the Companies Act 1985. 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.

#### **Respective responsibilities of directors and auditors**

The directors' responsibilities for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Directors' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Directors' Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and other transactions is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatements within it.

#### **Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## Auditors' report

### Opinion

In our opinion

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the company's affairs as at 31 December 2007 and of its profit for the year then ended,
- the financial statements have been properly prepared in accordance with the Companies Act 1985, and
- the information given in the Directors' Report is consistent with the financial statements



Deloitte & Touche LLP

17<sup>th</sup> October 2008

Chartered Accountants and Registered Auditors

London, UK

# CADBURY UK LIMITED

## Profit and loss account

For the year ended 31 December 2007

	Notes	2007	2006 (restated - Note 7)
		£'000	£'000
Turnover	3	121,316	87,219
Cost of Sales	4	(121,316)	(87,219)
<b>Gross Profit</b>		-	-
Net operating expenses		-	-
<b>Operating profit</b>		-	-
Share of profits in partnership	1b	56,169	69,891
<b>Profit on ordinary activities before interest and taxation</b>		<b>56,169</b>	<b>69,891</b>
Share of interest receivable and similar income	8	4,643	2,709
Share of interest payable and similar charges	9	(9,178)	(9,264)
<b>Profit on ordinary activities before taxation</b>		<b>51,634</b>	<b>63,336</b>
Taxation on profit on ordinary activities	10	(13,178)	(19,986)
<b>Profit for the financial year</b>	18	<b>38,456</b>	<b>43,350</b>

There are no recognised gains or losses in either year other than the retained profit for each year and therefore no statement of total recognised gains and losses is required

All activity is derived from continuing operations throughout both years

The accompanying notes form an integral part of this Profit and loss account

The 2006 balance sheet has been restated as certain shopfloor employees are employed directly by Cadbury UK Limited. Cost of sales and turnover have been increased by £87,219,000

# CADBURY UK LIMITED

## Balance sheet

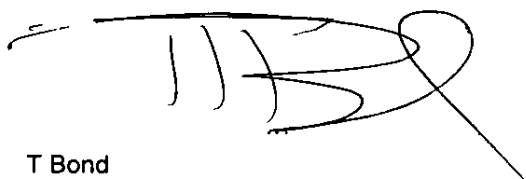
As at 31 December 2007

	Notes	2007 £'000	2006 (restated - see below) £'000
<b>Fixed assets</b>			
Investments	12a	216,873	154,410
		216,873	154,410
<b>Current assets</b>			
Debtors	13	50,516	14,844
		50,516	14,844
<b>Current liabilities</b>			
Creditors amounts falling due within one year	14	(54,776)	(24,895)
<b>Net current liabilities</b>		<b>(4,260)</b>	<b>(10,052)</b>
<b>Total assets less current liabilities</b>		<b>212,614</b>	<b>144,358</b>
Provisions for liabilities	15	(38,096)	(11,356)
<b>Net assets</b>		<b>174,517</b>	<b>133,002</b>
<b>Equity Capital and Reserves</b>			
Called up share capital	17	49,675	49,675
Capital reserve	18	9,438	9,525
Profit and loss account	18	115,404	73,802
<b>Equity shareholders' funds</b>	18	<b>174,517</b>	<b>133,002</b>

The accompanying notes form an integral part of this Balance Sheet

The 2006 balance sheet has been restated to include the redundancy provision associated with the restructuring of the Cadbury UK business and other employee costs payable, as well as the corresponding receivable due from the Cadbury UK Partnership

Signed on behalf of the Board



T Bond  
Managing Director



D Harding-Smith  
Finance Director

14 October 2008

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 1 Accounting policies

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year, except for where changes have been made to previous policies on the adoption of new accounting standards during the year.

#### *a) Accounting convention*

The financial statements are prepared under the historical cost convention and in accordance with applicable United Kingdom law and accounting standards.

#### *b) Partnership Agreement*

On 17 July 2000, Cadbury Limited, Trebor Bassett Limited and The Lion Confectionery Company Limited entered into a Partnership agreement and formed Cadbury Trebor Bassett. On 28 September 2007, Cadbury Limited changed its name to Cadbury UK Limited. On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited and the Cadbury Trebor Bassett partnership changed its name to Cadbury UK. The Company has not traded under its own account, as all trading has been undertaken by the partnership since 17 July 2000. Under the terms of the partnership agreement, the Company is entitled to a share of the operating profit and interest of the partnership as determined by the Management Committee. This is shown within "Share of profits in partnership".

Under the terms of the Partnership agreement, the beneficial interest of all assets and liabilities used in the business of the partners was transferred to the Partnership on 31 December 2000. Accordingly, these assets are no longer disclosed in the financial statements of Cadbury UK Limited, with the exception of corporation tax, deferred tax, investments and inter-company balances greater than one year, which remain in the Company. In exchange for this transfer of all other assets, Cadbury UK Limited received an investment in the partnership, which is disclosed in investments.

These financial statements should be read in conjunction with the financial statements of the other partners and the Cadbury UK Partnership financial statements.

#### *c) Foreign currencies*

Transactions denominated in foreign currencies are translated into sterling at the actual rate prevailing at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the year end are translated at the middle market rates at the balance sheet date. Transaction differences arising from exchange rate variations on trading transactions are included within operating profits.

#### *d) Investments*

Fixed asset investments are stated at cost, less amounts written off. Income from fixed asset investments is included together with the related tax credit in the financial statements of the year in which it is receivable.

#### *e) Taxation*

Corporation tax payable is provided on the taxable profit at the current rate. Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions that result in an obligation to pay more tax in the future or a right to pay less tax in the future have occurred at the balance sheet date.

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 1 Accounting policies (continued)

A net deferred tax asset is regarded as recoverable and therefore recognised only when, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted

Deferred tax is measured at the average tax rates that are expected to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted substantively by the balance sheet date. Deferred tax is measured on a non-discounted basis

#### *f) Cash flow statement*

In accordance with the provision of Financial Reporting Standard No 1, the Company has not prepared a cash flow statement because its parent company, Cadbury plc, which is incorporated in Great Britain and registered in England and Wales, has prepared consolidated financial statements which include the financial statements of the Company for the period and which are publicly available

#### *g) Treasury Risk Management*

The principal activity of the Company is the manufacture, marketing and sale of chocolate confectionery products to wholesale and retail outlets in the UK. The Company's financial instruments comprise investments, borrowings and other creditors. No trading in financial instruments was undertaken by the Company during the period under review

The main risks arising from the Company's financial instruments are liquidity risk, interest rate risk, currency risk and credit risk. Details of treasury risk management are outlined in the Report of the Directors

#### *h) Share based payments*

The Partnership has opted for full retrospective adoption of FRS 20 "Share-based payments". Cadbury plc issues equity settled share-based payments to certain Partnership employees. A fair value for the equity settled share awards is measured at the date of the grant. Management measures the fair value using the valuation technique that they consider to be the most appropriate to value each class of award. Methods used include Binomial models, Black-Scholes calculations and Monte Carlo simulations. The valuations take into account factors such as non-transferability, exercise restrictions and behavioural considerations

An expense is recognised to spread the fair value of the each award over the vesting period on a straight-line basis, after allowing for an estimate of the share awards that will eventually vest. The estimate of the level of vesting is reviewed at least annually, with any impact on the cumulative charge being recognised immediately

### 2 Annual Financial Statements

As permitted by the Companies Act 1985 the Company, being a wholly owned subsidiary of a Company incorporated in Great Britain, does not prepare group accounts. The results of the Company are included in the audited financial statements of Cadbury plc for the year ended 31 December 2007. The company is therefore exempt from the requirements to prepare Group accounts under Section 228 of the Companies Act 1985. These financial statements present information about the company as an individual undertaking and not as a group

The profit and loss account covers the periods from 1 January 2007 to 31 December 2007 (2007) and 2 January 2006 to 31 December 2006 (2006). The balance sheets for 2007 and 2006 have been drawn up at 31 December 2007 and 31 December 2006 respectively



# CADBURY UK LIMITED

## Notes to the Financial Statements

### 3 Turnover

Revenue arises from recharges to the Cadbury UK Partnership for all employee related expenditure incurred by the Company in relation to employees of the Partnership, excluding value added tax and sales taxes. Revenue is recognised as costs are incurred.

### 4 Cost of Sales

	2007	2006 (restated)
	£'000	£'000
Cost of sales	121,316	87,219
	<u>121,316</u>	<u>87,219</u>

Cost of sales includes £37,616,000 (2006 £4,340,438) in respect of the cost of business reconfiguration and rationalisation. These costs are not fundamental restructuring costs as defined in Financial Reporting Standard No. 3 "Reporting Financial Reporting". The audit fee of £5,000 (2006 £5,000) was borne by the Cadbury UK Partnership in both years. There were no non-audit fees in either year.

### 5 Pension Arrangements

The Company is a member of the Cadbury plc group of companies, which operates group pension schemes for its UK subsidiaries. The major scheme is the Cadbury plc Pension Fund.

The UK pension plans are administered and funded on a Group basis, with contributions fixed based on the position of the overall fund. It is not possible to calculate the company's share of the liabilities and consequently, the Partnership has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The total pension cost of the partnership, borne on behalf of the partners, was £34,536,000 (2006 £47,740,000), which, together with the pension costs of other subsidiaries in the group schemes, was assessed by qualified actuaries based on the latest actuarial assessment.

This information has been calculated using the measurement principles of IAS 19 which are materially the same as the measurement principles of FRS 17.

At the year end, under IAS 19, the group defined benefit pension schemes had a surplus of £80m, of which £206m related to UK pension obligations. At 1 January 2007, the group defined benefit pension schemes, under IAS 19 had a deficit of £204m, of which £16m related to UK pension obligations.

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 5 Pension Arrangements (continued)

2007

	Rate of Return	Market Value
	(%)	(£m)
Equities	8.0	963
Bonds	5.0	923
Property	7.0	144
Other	6.0	70
		<u>2,100</u>
Present value of scheme liabilities		<u>(1,894)</u>
Surplus in the scheme		<u>206</u>

2006

	Rate of Return	Market Value
	(%)	(£m)
Equities	8.25	946
Bonds	4.75	763
Property	7.5	183
Other	5.25	86
		<u>1,978</u>
Present value of scheme liabilities		<u>(1,994)</u>
Deficit in the scheme		<u>(16)</u>

2005

	Rate of Return	Market Value
	(%)	(£m)
Equities	7.7	1,107
Bonds	4.4	449
Property	6.3	148
Other	4.2	58
		<u>1,762</u>
Present value of scheme liabilities		<u>(1,930)</u>
Deficit in the scheme before deferred tax		<u>(168)</u>
Notional deferred tax asset		<u></u>
Net liability		<u>(168)</u>

The figures above were calculated on the basis of the following assumptions

	% 2007	% 2006	% 2005
Rate of increase in salaries	4.25	4.5	4.2
Rate of increase in pensions in payment	3.25	3	2.7
Rate of increase for deferred pensioners	3.25	3	2.7
Discount rate for scheme liabilities	5.8	5.1	4.75
Inflation	<u>3.25</u>	<u>3</u>	<u>2.7</u>

Further details of the latest actuarial valuation can be found in the Report & Accounts of Cadbury plc

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 6 Directors' emoluments

	2007	2006
	£'000	£'000
Emoluments paid or receivable for qualifying services	2,653	1,281

The directors provided their services to the Cadbury UK Partnership, and consequently the cost of their emoluments was borne by the Partnership. It is not practical to allocate the directors' emoluments between the respective companies which comprise the Partnership, hence the emoluments of the directors are disclosed in full above with respect to their services to the Partnership.

Three directors (two in 2006) were remunerated throughout the year by Cadbury plc or its subsidiary undertakings for their services to the group as a whole. No remuneration was paid to them specifically in respect of their services to Cadbury UK Limited.

The emoluments of the highest paid director were £413,091 (£352,089 in 2006). At year-end, the accrued pension under the Company's defined benefit scheme for the highest paid director was £297,798 (£255,149 in 2006).

During the year, six directors (two in 2006) received or were due shares under long-term incentive schemes.

During the year, thirteen directors (ten in 2006) were members of a Cadbury plc defined benefit pension scheme. Contributions were made by the Company into a money purchase pension scheme for no directors (two in 2006) amounting to £0 (£13,496 in 2006). Due to changes in pensions legislation, no further contributions were made after 6 April 2006.

During the year eleven directors (six in 2006) exercised options over shares in the Company's parent, Cadbury plc.

### 7 Employees and emoluments

Since the formation of the partnership on 17 July 2000, employee emoluments were borne by the partnership although all employees remained employed by Cadbury Limited. On 6 April 2002 the employment of some employees was transferred to Cadbury Trebor Bassett Services Limited, a fellow group undertaking. Certain shop floor employees remain employed by Cadbury UK Ltd. A restatement has been made so as to include the costs and corresponding recharge to the Cadbury UK Partnership in relation to these employees.

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 7 Employees and emoluments (continued)

The average number of employees employed by Cadbury UK Ltd on behalf of the Partnership was

	2007	2006 (restated)
Production	1,935	2,003
Distribution, selling and marketing	0	0
Administration	0	0
	<u>1,935</u>	<u>2,003</u>

Employee emoluments comprised

	2007	2006 (restated)
	£'000	£'000
Wages and salaries	101,943	62,539
Social Security Costs	5,197	4,872
Other pension costs	14,176	19,808
	<u>121,316</u>	<u>87,219</u>

Employment costs in 2007 include £4 4m (2006 £13 1m) additional pension funding and £37 6m (2006 £4 3m) redundancy costs

### 8 Share of Interest receivable and similar income

	2007	2006
	£'000	£'000
Interest receivable on external loans and deposits	106	55
Interest receivable on inter-company loans and deposits	4,538	2,654
	<u>4,643</u>	<u>2,709</u>

### 9 Share of Interest payable and similar charges

	2007	2006
	£'000	£'000
Interest payable on overdrafts and bank loans	461	537
Finance Leases	1,141	2,286
Interest payable on inter-company loans	7,576	6,441
	<u>9,178</u>	<u>9,264</u>

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 10 Taxation on profit on ordinary activities

The tax charge comprises

	2007 £'000	2006 £'000
UK corporation tax		
Current year	24,862	4,342
Prior year	(3,943)	18,069
Total current tax charge	20,919	22,411
Deferred taxation		
Current year	(11,449)	13,882
Tax rate change	(36)	0
Prior year	3,743	(16,307)
	(7,741)	(2,425)
Charge for the year	13,178	19,986

The deferred tax charge / (credit) relates to the origination and reversal of timing differences

The table below reconciles the UK Corporation Tax rate applicable each year to the effective rate obtained by computing the current tax charge as a percentage of profit before tax

The table below reconciles the UK Corporation Tax rate applicable each year to the effective rate obtained by computing the current tax charge as a percentage of profit before tax

	2007 £'000	2006 £'000
<b>Profit on ordinary activities before taxation</b>	<b>51,634</b>	<b>63,336</b>
UK corporation tax @ 30% (2005 30%)	15,490	19,001
Effects of		
Depreciation less capital allowances	9,197	(16,174)
Short-term timing differences	10,014	2,292
Adjustment to tax charge in respect of previous periods	(3,973)	18,069
Permanent differences	(9,810)	375
Non taxable income	0	(1,152)
Total current tax charge	20,919	22,411

In March 2007, the UK Government announced that they would introduce legislation that would reduce the corporation tax rate to 28% with effect from 1 April 2008. This legislation was substantively enacted on 26 June 2007. The deferred tax assets and liabilities have been restated to 28%.

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 11 Dividends Paid on Equity Shares

	2007 £'000	2006 £'000
Dividends paid of 0p per ordinary share (2006 36p)	-	18,000

### 12 Investments

a)	Subsidiary Undertakings £'000	Partnership £'000	Total £'000
<b>Cost and net book value</b>			
At beginning of the year	11,000	143,410	154,410
Additions	20,049	42,414	62,463
At end of the year	<b>31,049</b>	<b>185,824</b>	<b>216,873</b>

During the year, the Company increased its investment in Cadbury International Limited, another subsidiary of Cadbury plc, to £31,049,000 (2006 £11,000,000)

b) The Company held the equity share capital and the voting rights of the following subsidiary undertakings

	Country of incorporation	Proportion of ordinary issued capital held
Cadbury International Limited	England and Wales	100%

The investment in the partnership represents the interest in the Cadbury UK partnership received in exchange for the transfer of certain assets and liabilities to the partnership

### 13 Debtors

	2007 £'000	2006 (restated) £'000
Amounts owed by Partnership	50,516	14,844
	<b>50,516</b>	<b>14,844</b>

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 14 Creditors. amounts falling due within one year

	2007	2006 (restated)
	£'000	£'000
Amounts owed to fellow subsidiary undertakings	31,049	11,000
Other taxes & social security costs	2,326	2,748
Accruals and deferred income	10,594	8,978
UK Corporation tax	10,807	2,169
	<u>54,776</u>	<u>24,895</u>

Amounts owed to fellow subsidiary undertakings are non-interest bearing

### 15 Provisions for liabilities

	Reconfiguration provision	Deferred taxation	Total
	£'000	£'000	£'000
At beginning of the year	3,117	8,239	11,356
Charged during the year	37,616	(7,705)	29,911
Tax rate change	-	(36)	(36)
Utilised during the year	<u>(3,135)</u>	<u>-</u>	<u>(3,135)</u>
At end of the year	<u>37,598</u>	<u>498</u>	<u>38,096</u>

The reconfiguration provision is to cover redundancy costs arising from the Group commencing its cost reduction programme. Of this provision, £33.4m (2006: £Nil) is due after more than 1 year.

A deferred tax liability has been recorded relating to accelerated capital allowances ("ACAs") and a deferred tax asset has been recorded relating to short-term timing differences on provisions. The movement in the year is as follows:

	2007 ACAs	2007 Short term timing differences	2007 Total	2006 Total
	£'000	£'000	£'000	£'000
At beginning of the year	14,369	(6,131)	8,239	10,663
Profit and loss account	<u>(1,897)</u>	<u>(5,844)</u>	<u>(7,741)</u>	<u>(2,425)</u>
At end of the year	<u>12,472</u>	<u>(11,974)</u>	<u>498</u>	<u>8,239</u>

The company has unrecognised deferred taxation liabilities on property revaluations as follows:

	2007	2006
	£'000	£'000
Not provided in financial statements		
Properties	<u>537</u>	<u>537</u>
	<u>537</u>	<u>537</u>

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 16 Share-based Payments

Certain employees of the Partnership receive share awards which are settled using the equity of the ultimate parent company, Cadbury plc. The company recognised total expenses of £0.6m (2006: £0.7m) related to these equity-settled share-based payment transactions during the year, which were recharged to the Cadbury UK Partnership (previously the Cadbury Trebor Bassett Partnership).

Cadbury plc has a number of share option plans that are available to certain senior employees of the company: the Bonus Share Retention Plan (BSRP) and the Discretionary Share Option Plan (DSOP). Cadbury plc also has a UK share option scheme for all employees of the Partnership. Options are normally forfeited if the employee leaves Cadbury plc before the options vest. Cadbury plc also has an International Share Award Plan (ISAP) which is used to reward exceptional performance amongst employees.

An expense is recognised for the fair value at the date of grant of the estimated number of shares that will be awarded to settle the options over the vesting period of each scheme. The fair value is measured using the valuation technique that is considered to be the most appropriate to value each class of award: these include Binomial models and Black-Scholes calculations. These valuations take into account factors such as non-transferability, exercise restrictions and behavioural considerations. Key fair value and other assumptions are detailed below.

#### Schemes granted in 2007

	BSRP	ISAP	Sharesave
Expected volatility (1)	n/a	n/a	16-17%
Expected life	3 yrs	1-3 yrs	Vesting + 5 months
Risk free rate	5.5%	4.9%-5.8%	4.9%-5.8%
Expected dividend yield	2.5%	2.55%-3.0%	1.9%-2.3%
Fair value per award (% of share price at date of grant)	185.5%	91.8%-99.3%	24.0%-36.3%
Possibility of ceasing employment before vesting	-	-	10%-41%
Expectations of meeting performance criteria	40%	100%	n/a

No grants were made under the DSOP in 2007.

#### Schemes granted in 2006

	BSRP	ISAP	Sharesave
Expected volatility (1)	n/a	n/a	22%
Expected life	3 yrs	1-3 yrs	Vesting+5 months
Risk free rate	4.5%	4.2%-4.9%	4.6%-4.8%
Expected dividend yield	2.5%	2.3%-2.5%	2.3%
Fair value per award (% of share price at date of grant)	185.2% (2)	93.0%-99.3%	23.8%-33.5%
Possibility of ceasing employment before vesting	-	-	12%-35%
Expectations of meeting performance criteria	40%	n/a	n/a

No grants were made under the DSOP in 2006.

- 1) Expected volatility was determined by calculating the historical volatility of Cadbury plc's share price over the previous three years.
- 2) Fair value of BSRP includes 100% of the matching shares available.
- 3) The fair value calculation of a discretionary share option uses an expected life to the point of expected exercise. This is determined through analysis of historical evidence exercise patterns of option holders.

The BSRP resulted in a charge of £0.6m in 2007 (2006: £0.7m).



# CADBURY UK LIMITED

## Notes to the Financial Statements

### 16 Share-based Payments (continued)

2007: Details of the share option plans are as follows.

	Balance outstanding at the beginning of year	Granted	Exercised	Cancelled	Balance outstanding at the end of the year	Exercise price for options (in £s)	Weighted average exercise price of options (in £s) (i)	Weighted average contractual life in month of options	Exercisable at year end	Weighted average exercise price of options (in £s) (ii)
a	10,180,239	1,140,351	1,654,483	381,217	9,284,890	3 15-4 69	3 96	27	-	-
b	2,202,888	-	1,027,212	-	1,271,116	3 52-4 83	4 28	52	1,271,116	4 28
c	1,470,500	-	164,499	13,000	1,402,501	4 40-5 26	4 83	83	702,751	4 40

2006 Details of the share option plans are as follows:

	Balance outstanding at the beginning of year	Granted	Exercised	Cancelled	Balance outstanding at the end of the year	Exercise price for options (in £s)	Weighted average exercise price of options (in £s) (i)	Weighted average contractual life in month of options	Exercisable at year end	Weighted average exercise price of options (in £s) (ii)
a	11,211,699	1,649,651	2,163,012	512,099	10,180,239	3 14-4 47	3 75	35	-	-
b	2,609,875	-	402,651	4,336	2,202,888	2 97-4 83	4 29	61	2,174,423	4 29
c	1,497,500	-	-	27,000	1,470,500	4 39-5 26	4 79	95	-	-

- a) Savings-Related Share Option Scheme for employees approved by shareholders in May 1982. These options are normally exercisable within a period not later than 6 months after the repayment date of the relevant "Save As You Earn" contracts which are for a term of 3, 5 or 7 years.
- b) Share Option Plan for Directors, senior executives and senior managers approved by shareholders in May 1994.
- c) Share Option Plan for eligible executives (previously called the Cadbury Schweppes Share Options Plan 1994, as amended at the 2004 AGM).
- (i) Weighted average exercise price of options outstanding at the end of the year (in £s)
- (ii) Weighted average exercise price of options currently exercisable at year end (in £s)

### 17 Called up share capital

	2007 £'000	2006 £'000
Authorised		
50,000,000 ordinary shares of £1 each	50,000	50,000
Allotted, called up and fully paid		
49,675,000 ordinary shares of £1 each	49,675	49,675

# CADBURY UK LIMITED

## Notes to the Financial Statements

### 18 Reconciliation of movements in shareholders' funds (all equity) and movement on reserves

	Called-up Share capital £'000	Capital reserve £'000	Profit and loss account £'000	2007 Total £'000	2006 Total £'000
At beginning of the year	49,675	9,525	73,802	133,002	105,453
Profit for the year	-	-	38,456	38,456	43,350
Credit to equity for share-based payment	-	-	3,059	3,059	2,199
Transfer between reserves	-	(87)	87	-	-
Dividends	-	-	-	-	(18,000)
At end of the year	<b>49,675</b>	<b>9,438</b>	<b>115,404</b>	<b>174,517</b>	<b>133,002</b>

Upon transfer of the revalued assets to the partnership on 31 December 2000 in accordance with the accounting policies set out in note 1, the associated revaluation reserve was transferred to a non-distributable capital reserve. Transfers between the capital reserve and the profit and loss account reserve will continue to be made in future years in order to amortise surpluses over the remaining useful lives of the properties.

The Profit and loss account includes the Company's share of the credit to equity for share-based payments in line with Financial Reporting Standard No 20 – 'Share-based Payments'.

### 19 Related Party Transactions

The Company has taken advantage of the exemption under the rules of Financial Reporting Standard No 8 – 'Related party disclosures' not to disclose related party transactions with other Cadbury plc group companies as over 90% of the voting rights of the Company are controlled by the ultimate parent company, Cadbury plc, and the consolidated financial statements of the ultimate parent company are publicly available.

### 20 Post Balance Sheet Events

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc.

On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited.

On 25 February 2008, the Group completed the sale of the Monkhill business to Tangerine Confectionery Ltd. The Group's intention to sell this non-core business was announced in 2006 in order to further increase the Partnership's focus on core brands.

## CADBURY UK LIMITED

### Notes to the Financial Statements

#### **21 Ultimate Parent Company**

The Company's ultimate parent is Cadbury plc, a company incorporated in Great Britain and registered in England and Wales. Copies of the Group financial statements of Cadbury plc are available from Cadbury House, Sanderson Road, Uxbridge, Middlesex UB8 1DH.

As a subsidiary of Cadbury plc the Company has taken advantage of the exemption in FRS 8 "Related party disclosures" not to disclose transactions with other members of the group headed by Cadbury plc.

## CADBURY UK

### Report of the Management Committee (continued)

Year ended 31 December 2007

In accordance with Regulation 4(1) (a) and (b) of the Partnerships and Unlimited Companies (Accounts) Regulations 1993, the Management Committee present their Report, together with the audited financial statements of Cadbury UK (the 'Partnership') for the year ended 31 December 2007 ("the year")

#### **Review of the Business and Principal Activities**

On 17 July 2000, Cadbury Limited, Trebor Bassett Limited and The Lion Confectionery Company Limited (the 'Partners') entered into a Partnership agreement and formed Cadbury Trebor Bassett. On 28 September 2007, Cadbury Limited changed its name to Cadbury UK Limited. On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited and the Cadbury Trebor Bassett partnership changed its name to Cadbury UK. The Partnership agreement remains unchanged and affords that the profits of the Partnership be distributed between the Partners in accordance with the wishes of the Management Committee. The Partners are all subsidiary companies of Cadbury plc.

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc.

The principal activity of the Partnership is the manufacture, marketing and sale of chocolate and sugar confectionery products to wholesale and retail outlets in the UK.

#### **Business review**

The confectionery strategy of Cadbury plc (the Group) is to deliver superior shareowner returns through achieving the vision of being the biggest and best confectionery group in the world.

The Partnership aims to achieve the Group's vision through delivering its financial scorecard and focuses on the following priorities:

- 1) To drive organic revenue growth of 4-6% per annum.

Our goal is to grow revenue on a base business basis by between 4-6% per annum. Our revenue is generated from the sale of branded confectionery products such as chocolate, sugar sweets and chewing gum. Cash is usually generated in line with revenue and there are no significant time lags. Direct trading costs consist mainly of raw materials, which for confectionery products are cocoa, dairy products, sugar and sweeteners, various types of nuts and fruit and packaging. The other major direct cost is labour. Indirect operating costs include marketing, distribution, indirect labour, warehousing, sales force, innovation, IT and administrative costs.

The Partnership's revenue in 2007 was £1,181 million (2006: £1,132 million). Growth was broadly in line with the overall confectionery market which benefited from a good recovery in chocolate following our product recall, a hot summer in the UK in 2006 and a 16% growth in the gum market following our launch of Trident early in the year.

Our overall market share performance strengthened in the second half despite the adverse impact of flooding at our Sheffield factory on sugar confectionery revenues. In chocolate, revenues in the second half benefited from the successful launch of Wispa and our new advertising campaign for Cadbury Dairy Milk. Our gum business secured a 10% share of the UK gum market in its first year and accounted for the majority of the growth in the gum market during the year.

## CADBURY UK

### Report of the Management Committee (continued)

Year ended 31 December 2007

#### 2) To drive cost and efficiency gains to help achieve a mid-teens trading margin by 2011

A programme of cost reduction and efficiency is being undertaken throughout the Group and is impacting all parts of the business. In the UK, initiatives were started that will lead to significant savings in sales, general and administration (SG&A) costs and supply chain efficiencies. These initiatives include

- a senior management reorganisation of the Britain and Ireland business which, with a broader reorganisation, is expected to result in a 15% reduction in General and Administration headcount,
- the move of Group headquarters to a new shared office with the UK business in the second quarter of 2008, and
- the negotiation and consultation in connection with the closure of the Somerdale chocolate plant in the UK and transfer of production to UK Bournville plant and Group manufacturing facilities Poland by 2010

In 2007, the underlying operating margin was 5.7% (2006 7.7%). Base business margins were lower year-on-year, mainly as the result of a significant increase in marketing investment in media advertising for the core Cadbury Dairy Milk brand, the launch of gum and higher milk costs. Outside underlying profit from operations were restructuring costs of £62m. These costs include the redundancy costs incurred as part of the SG&A headcount reduction, the recognition of a provision relating to the announced redundancies which will be incurred predominantly on the closure of the Somerdale factory and an onerous contract and asset write-offs which arise due to the relocation of the UK headquarters.

Non-trading items included an accounting gain of £38m arising from a factory insurance recovery following a fire in 2005 at our Monkhill confectionery business.

In addition to the contribution from this cost reduction programme, it is expected that margins will benefit from

- a focus of resource on categories and brands which are growing faster and which earn above average returns, and
- strengthened profit performance from a business where performance has been below expectations as a result of an IT system implementation in 2005 and a product recall in 2006

#### 3) To continue to invest in capabilities to support growth and the efficiency agenda

In 2007, we continued to improve our capabilities across all aspects of our business to support our growth and efficiency agenda.

During 2007, the Partnership has continued to aggregate and standardise support services such as IT and back office services, and outsource these where efficiency savings can be gained. The Group is creating a global outsourced Shared Business Services organisation to handle back office processes such as invoicing, payroll and travel. The clustering and layering of the organisation and an increasing level of outsourcing will assist in the goal of streamlining processes and improving capabilities across the business, including in supply chain, finance and IT.

#### 4) To retain the commitment to growing sustainably and to Cadbury's strong cultural heritage

Within the overriding goal of being performance driven, but values led, the Partnership aims to

- promote responsible consumption of its products,
- ensure ethical and sustainable sourcing of raw materials and other inputs,
- prioritise quality and safety,

## Report of the Management Committee (continued)

Year ended 31 December 2007

- reduce carbon and water use and packaging,
- nurture and reward colleagues, and
- invest in the communities in which we operate

### Business risk factors

The Partnership and its results could be materially adversely affected by any or all of the following risks. In addition to the following risk factors, we face certain market risks that are discussed under the heading Financial Instruments (Liquidity Risk, Interest Rate Risk, Currency Risk, Credit Risk and Commodity Risk)

#### 1) Competition and demand

The confectionery industry is highly competitive. The Partnership competes with other multinational corporations which have significant financial resources to respond to and develop the markets in which both we and they operate. These resources may be applied to change areas of focus or to increase investments in marketing or new products. Furthermore, consumer tastes are susceptible to change. If the Partnership is unable to respond successfully to rapid changes in demand or consumer preferences, sales or margins could be adversely affected.

#### 2) Product quality and safety

Despite safety measures adopted by the Partnership, products could become contaminated or not meet quality or safety standards. The Partnership uses many ingredients in manufacturing confectionery which increases the risk of either accidental or malicious contamination. Any contamination or failure to meet quality and safety standards may be expensive to remedy and could cause delays in manufacturing and have adverse effects.

#### 3) Dependence on business partners

An increasing proportion of the Partnership's functions are outsourced to third parties. Failure of the third parties to deliver on their contractual obligations or failure of the Partnership to manage them effectively could lead to adverse effects.

#### 4) Information technology

The Partnership depends on accurate, timely information and numerical data from key software applications to aid day-to-day decision-making. Any disruption caused by failings in these systems could delay or otherwise impact day-to-day decision-making, or cause material financial losses.

#### 5) Raw materials

The Partnership depends upon the availability, quality and cost of raw materials from around the world, which exposes it to price and supply fluctuation. Key items such as cocoa, milk, sweeteners, packaging materials and energy are subject to potentially significant fluctuations. While measures are taken to protect against the short-term impact of these fluctuations, there can be no assurance that any shortfalls will be recovered. A failure to recover higher costs or shortfalls in availability or quality could decrease the profitability of the Partnership.

#### 6) Role of food in public health

Many countries face rising obesity levels due to an imbalance between energy consumed via food and expended through activity. The reasons for the changes in society and for some individuals having a greater inclination to obesity are multifaceted and complex. There are risks associated with the possibility of government action.

## CADBURY UK

### Report of the Management Committee (continued)

Year ended 31 December 2007

against the food industry, such as levying additional taxes on or restricting the advertising of certain product types. This could increase the tax burden or make it harder for the Partnership to market products, reducing sales and/or profits.

#### Outlook for 2008 and Future Prospects

Looking ahead to 2008, the Partnership is confident that the business has strong foundations and that it operates in resilient categories. The strong momentum coming into the year should help to drive revenue growth while operating leverage, the initiatives in place to deliver savings and a robust approach to pricing should enable delivery of margin progression in 2008.

#### Post Balance Sheet Events

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc.

On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited.

On 25 February 2008, the Group completed the sale of the Monkhill business to Tangerine Confectionery Ltd. The Group's intention to sell this non-core business was announced in 2006 in order to further increase the Partnership's focus on core brands. Prior to the sale, the Monkhill business formed part of Trebor Bassett Limited.

#### Investments

During the year, the Partnership was party to no capital transactions.

#### Results and dividends

The profit on ordinary activities for the financial year after taxation was £57,129,000 (2006: £76,172,000).

A distribution of profits of £57,129,000 (2006: £76,172,000) has been made to the Partners in accordance with the terms of the Partnership Agreement.

#### Provision of information to auditors

Each of the persons who is a member of the management committee at the date of approval of this report confirms that:

(1) so far as the member of the management committee is aware, there is no relevant audit information of which the Partnership's auditors are unaware, and

(2) the member of the management committee has taken all the steps that he ought to have taken as a member of the management committee in order to make himself aware of any relevant audit information and to establish that the Partnership's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s234ZA of the Companies Act 1985.

#### Fixed Assets

In the opinion of the directors there is no material difference between the book and the current open market value of interests in land and buildings.

## CADBURY UK

### Report of the Management Committee (continued)

Year ended 31 December 2007

#### **Disabled Employees**

Although they are employed by Cadbury Trebor Bassett Services Limited and Cadbury UK Limited, the Partnership bears the cost of employment of a number of people who are disabled, not all of whom are formally registered disabled persons in UK terms. If an employee becomes disabled it is standard practice, in all but the most extreme circumstances, to offer an alternative job and provide retraining where necessary.

#### **Employee Involvement**

The policy of informing and consulting with employees has continued by means of regular newsletters and employees are encouraged to present their views and suggestions in respect of the Partnership's performance. Employees are also eligible to participate in the Cadbury plc Savings-Related Share Option Scheme, with options to purchase shares in the ultimate holding company after a period of regular savings as defined under the terms of the scheme.

#### **Financial Instruments**

The Partnership is exposed to market risks arising from its business.

##### *a) Liquidity risk*

The Partnership achieves certainty of funding by operating a flexible borrowing mechanism with Cadbury plc.

Cadbury plc seeks to achieve a balance between certainty of funding and a flexible, cost-effective borrowings structure. Consequently the policy seeks to ensure that all projected net borrowing needs are covered by committed facilities.

##### *b) Interest rate risk*

The Partnership has an exposure to interest rate fluctuations on its borrowings with Cadbury plc and on certain finance leases.

##### *c) Currency risk*

The Partnership has transactional currency exposures arising from its international trade. Through Cadbury plc, the Partnership makes use of the forward foreign exchange markets to manage its exposures. Cadbury plc's policy is to take forward cover for all forecast receipts and payments for as far ahead as the pricing structures are committed, subject to a minimum of three months' cover.

##### *d) Credit risk*

The Partnership's trade receivables are concentrated with a small number of large customers, however management believe that credit risk is limited as these customers have high credit ratings. Management therefore believe that there is no further credit risk provision required in excess of normal provision for doubtful receivables.

##### *e) Commodity risk*

The Partnership has commodity movement exposures arising from its international trade. Through Cadbury plc, the Partnership makes use of derivative contracts for cocoa in order to provide a stable cost base for marketing finished products.



## CADBURY UK

### Report of the Management Committee (continued)

Year ended 31 December 2007

#### Charitable and Political Contributions

During the year, the Partnership made charitable contributions of £749,000 (2006 £232,000) The Partnership made no political contributions during the year (2006 £nil)

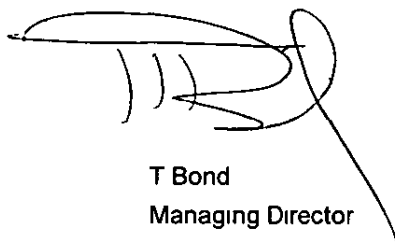
#### Auditors

The Partners have appointed Deloitte & Touche LLP to undertake an audit of the Partnership Financial Statements and prepare an Auditor's report thereon Deloitte & Touche LLP will continue as auditors until such time as the Partners dispense with their services

#### Principle Office

Cadbury House  
Sanderson Road  
Uxbridge  
Middlesex  
UB8 1DH

By order of the Management Committee,



T Bond  
Managing Director

14 October 2008

## CADBURY UK

### Statement of Management Committees' Responsibilities in Relation to Financial Statements Year ended 31 December 2007

The Management Committee is required by the Partnership and Unlimited Companies (Accounts) Regulations 1993 to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Partnership as at the end of the financial year, and of the profit or loss for the financial year. The Management Committee accept that they have a responsibility for preparing the financial statements in accordance with applicable accounting standards and the provisions of the Companies Act 1985 ("the Act") which would have applied if the financial statements were statutory financial statements.

After making enquiries, the Management Committee has a reasonable expectation that the Partnership has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

The Management Committee considers that in preparing the financial statements the Partnership has used appropriate accounting policies, as set out in note 1 to the financial statements, that have been consistently applied and supported by reasonable and prudent judgements and estimates. All accounting standards that the Partners consider applicable have been followed, subject to any material departures disclosed and explained in the financial statements.

The Management Committee has responsibility for ensuring that the Partnership keeps accounting records which disclose with reasonable accuracy at any time the financial position of the Partnership, and which enable them to ensure that the financial statements comply with the Partnership and Unlimited Companies (Accounts) Regulations 1993. The Partners have general responsibilities for taking such steps as are reasonably open to them to safeguard the assets of the Partnership and to prevent and detect fraud and other irregularities.

## **Auditors' report**

### **Independent Auditors' Report to the Members of Cadbury UK**

We have audited the financial statements of Cadbury UK for the year ended 31 December 2007 which comprise the Profit and Loss Account, the Balance Sheet, and the related notes 1 to 27. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the Partnership's Partners, as a body, in accordance with section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the Partnerships Partners 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 Partnership and the Partnership's Partners as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Management Committee and auditors**

The Management Committee's responsibilities for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the statement of members' responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with the relevant financial reporting framework, and are properly prepared in accordance with the Companies Act 1985 as applied to qualifying partnerships by the Partnerships and Unlimited Companies (Regulations) 1993. We also report to you on the consistency of the report of the management committee with the financial statements, if the partnership has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding members' remuneration and other transactions is not disclosed.

We read the Management Committee report and the other information contained in the annual report for the above year as described in the contents section and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

### **Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the Management Committee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Partnership's circumstances, consistently applied and adequately disclosed.

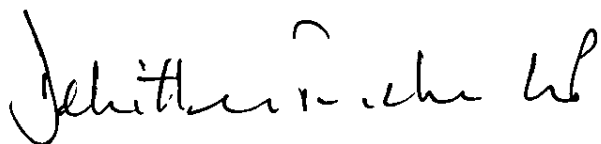
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## Auditors' report

### Opinion

#### In our opinion

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the Partnership's affairs as at 31 December 2007 and of its profit for the year then ended,
- the financial statements have been properly prepared in accordance with the Companies Act 1985 as applied to qualifying partnerships, and
- the information given in the Management Committee's report is consistent with the financial statements



Deloitte & Touche LLP

17<sup>th</sup> October 2008

Chartered Accountants and Registered Auditors

London, UK

## CADBURY UK

### Profit and loss account

For the year ended 31 December 2007

	Notes	2007 £'000	2006 £'000
Turnover	3	1,180,706	1,132,076
Cost of Sales		<u>(791,040)</u>	<u>(760,174)</u>
<b>Gross Profit</b>		<b>389,666</b>	<b>371,902</b>
Net operating expenses	4	<u>(359,423)</u>	<u>(307,317)</u>
<b>Operating profit</b>		<b>30,242</b>	<b>64,585</b>
Profit on disposal of fixed assets	7	<u>37,308</u>	<u>19,471</u>
<b>Profit before interest</b>		<b>67,551</b>	<b>84,056</b>
Interest receivable and similar income	5	6,059	3,257
Interest payable and similar charges	6	<u>(16,481)</u>	<u>(11,141)</u>
<b>Profit available for distribution</b>	7	<b>57,129</b>	<b>76,172</b>
Distribution of profit to partners	11	<u>(57,129)</u>	<u>(76,172)</u>
<b>Result for the financial year</b>		<u><b>-</b></u>	<u><b>-</b></u>

There are no recognised gains or losses in either year other than the profit available for distribution for each year and therefore no statement of total recognised gains and losses is required

All activity is derived from continuing operations throughout both years

There is no material difference between the result as disclosed in the profit and loss account and the result on a historical cost basis

The accompanying notes form an integral part of this profit and loss account

# CADBURY UK

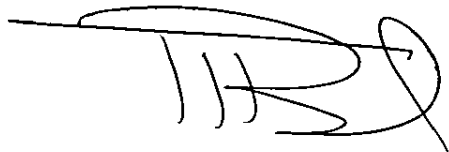
## Balance sheet

As at 31 December 2007

	Notes	2007 £'000	2006 £'000
<b>Fixed assets</b>			
Intangible fixed assets	12	71,049	75,257
Tangible fixed assets	13	<u>370,426</u>	<u>330,268</u>
		441,475	405,525
<b>Current assets</b>			
Stocks	14	148,395	145,945
Debtors	15	211,591	266,282
Cash at bank and in hand		<u>10,813</u>	<u>4,974</u>
		370,800	417,201
Creditors amounts falling due within one year	16	<u>(271,093)</u>	<u>(353,802)</u>
<b>Net current assets</b>		<u>99,707</u>	<u>63,399</u>
<b>Total assets less current liabilities</b>		<u>541,182</u>	<u>468,924</u>
Creditors amounts falling due after one year	17	<u>(1,328)</u>	<u>(21,697)</u>
Provisions for liabilities and charges	18	<u>(54,200)</u>	<u>(6,379)</u>
<b>Net assets</b>		<u>485,655</u>	<u>440,848</u>
<b>Capital and reserves</b>			
Partner's capital	20	<u>485,655</u>	<u>440,848</u>
<b>Partnership funds</b>		<u>485,655</u>	<u>440,848</u>

The accompanying notes form an integral part of this Balance Sheet

Signed on behalf of the Partnership



T Bond  
Managing Director



D Harding-Smith  
Finance Director

14 October 2008

## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### 1 Accounting policies

The principal accounting policies are summarised below. They have been applied consistently throughout the year and the preceding year, except for where changes have been made to previous policies on the adoption of new accounting standards during the year.

##### *a) Accounting convention*

The financial statements are prepared under the historical cost convention and in accordance with applicable United Kingdom law and accounting standards.

##### *b) Partnership Agreement*

On 17 July 2000, Cadbury Limited, Trebor Bassett Limited and The Lion Confectionery Company Limited entered into a Partnership agreement and formed Cadbury Trebor Bassett. On 28 September 2007, Cadbury Limited changed its name to Cadbury UK Limited. On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited and the Cadbury Trebor Bassett partnership changed its name to Cadbury UK. Since the formation of the Partnership in 2000, all the Companies have traded exclusively for, and on behalf of, the Partnership. The terms of the Partnership agreement afford the profits of the Partnership to be distributed between the Partners in accordance with the wishes of the Management Committee.

Under the terms of the Partnership agreement, the beneficial interest of all assets and liabilities used in the business of the Partners was transferred to the Partnership on 31 December 2000. Accordingly, these assets are now disclosed in the financial statements of the Cadbury UK Partnership.

These financial statements should be read in conjunction with the financial statements of the Partners.

##### *c) Foreign Currency*

Transactions denominated in foreign currencies are translated into sterling at the actual rate prevailing at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the year end are translated at the middle market rates at the balance sheet date. Any exchange differences are taken to the profit and loss account as they arise.

##### *d) Sales*

This represents the invoiced value of sales (net of trade discounts, sales incentives, upfront payments, slotting fees and other non-discretionary payments) and royalties, excluding value added tax and sales taxes. Revenue is recognised when persuasive evidence of an arrangement with a customer exists, delivery has occurred, the price is fixed or determinable and collection of the amount due is reasonably assured.

##### *e) Research and development*

Expenditure on research and development is charged to the profit and loss account as incurred.

##### *f) Goodwill and Intangible Fixed Assets*

Purchased goodwill is capitalised in the year in which it arises and amortised over its useful economic life up to a maximum of 20 years.

## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### 1 Accounting policies (continued)

##### g) *Tangible Fixed Assets*

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. Depreciation is charged (excluding freehold land and assets in course of construction) so as to write off the cost of assets to their residual value, over their expected useful lives using the straight-line method. The principal rates are as follows:

Freehold land and buildings	2.5%
Plant and Machinery	
Plant and machinery	7%-10%
Office equipment	10%-20%
Computer hardware and hardware	12.5%-33%

Land is not depreciated.

Assets in the course of construction are not depreciated until they are available for use. An asset is considered to be available for use when it is in the location and condition necessary for it to be capable of operating in the manner intended by management. Once constructed and ready for use, assets are transferred from assets in the course of construction to the appropriate asset category.

The transitional rules of Financial Reporting Standard No. 15 have been adopted, which allow the Partnership to maintain the carrying values of the revalued assets (post 1994) at their modified cost.

##### h) *Fixed Assets Held under Leases*

Where assets are financed by leasing arrangements that give rights approximating to ownership ('finance leases'), the assets are treated as if they had been purchased outright and the corresponding liability to the leasing company is included as obligations under finance leases. Depreciation on leased assets is charged to the profit and loss account on the same basis as shown above. Leasing payments are treated as consisting of capital and interest elements, and the interest is charged to the profit and loss account.

All other leases are 'operating leases' and the relevant annual rentals are charged wholly to the profit and loss account in the year in which they are incurred.

##### i) *Stocks and Work in Progress*

Stocks and work in progress are valued at the lower of cost and estimated net realisable value. Cost is purchase price, or production cost in the case of the products manufactured by the Partnership. Production cost consists of direct material and labour costs together with a reasonable proportion of factory overheads, including depreciation, on the basis of normal levels of activity. Provision is made for obsolete, slow moving or defective items where appropriate.

##### j) *Cash flow statement*

In accordance with the provision of Financial Reporting Standard No. 1, the Partnership has not prepared a cash flow statement because its ultimate parent company, Cadbury plc, which is incorporated in Great Britain and registered in England and Wales, has prepared consolidated financial statements which include the financial statements of the Company for the period and which are publicly available.



## Notes to the Financial Statements – 31 December 2007

### 1 Accounting policies (continued)

#### *k) Pension Costs and Other Post Retirement Benefits*

The Partnership accounts for pensions and post retirement benefits in accordance with FRS 17

The Partnership participates in the Group's defined benefit retirement schemes. The Partnership is unable to identify its share of the assets and liabilities in the scheme on a consistent and reasonable basis. Therefore the company has applied the provisions of FRS 17 to account for defined benefit schemes as if they were defined contribution schemes and recognises only the contributions payable each year.

#### *l) Financial Instruments*

The Partnership uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The Partnership does not hold or issue derivative financial instruments for speculative purposes.

To qualify as a hedge, a financial instrument must be related to actual assets or liabilities or to a firm commitment or anticipated transaction. Gains and losses on hedges of existing assets or liabilities are included in the carrying amounts of those assets or liabilities and are ultimately recognised in the profit and loss account as part of those carrying amounts. Gains and losses on qualifying hedges of firm commitments or anticipated transactions are also deferred and are recognised in the profit and loss account or as adjustments of carrying amounts when the hedged transaction occurs.

Gains and losses on financial instruments that do not qualify as hedges are recognised as other income or expense. If a financial instrument ceases to be a hedge, for example because the underlying hedged position is eliminated, the instrument is marked to market and any gains or losses are recognised as other income or expense.

#### *m) Government Grants*

Revenue grants are credited to the profit and loss account. Capital grants are amortised over the estimated lives of the qualifying assets.

#### *n) Treasury Risk Management*

The principal activity of the Partnership is the manufacture, marketing and sale of chocolate and sugar confectionery products to wholesale and retail outlets in the UK. The Company's financial instruments comprise borrowings, loans, cash, other debtors and other creditors. No trading in financial instruments was undertaken by the Partnership during the period under review.

The main risks arising from the Partnership's financial instruments are liquidity risk, interest rate risk, currency risk and credit risk. Details of treasury risk management are outlined in the Report of the Management Committee.

#### *o) Share based payments*

The Partnership has opted for full retrospective adoption of FRS 20 "Share-based payments". Cadbury plc issues equity settled share-based payments to certain Partnership employees. A fair value for the equity settled share awards is measured at the date of the grant. Management measures the fair value using the valuation technique that they consider to be the most appropriate to value each class of award. Methods used include Binomial models,

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 1 Accounting policies (continued)

#### *o) Share based payments (continued)*

Black-Scholes calculations and Monte Carlo simulations The valuations take into account factors such as non-transferability, exercise restrictions and behavioural considerations

An expense is recognised to spread the fair value of the each award over the vesting period on a straight-line basis, after allowing for an estimate of the share awards that will eventually vest The estimate of the level of vesting is reviewed at least annually, with any impact on the cumulative charge being recognised immediately

### 2 Annual Financial Statements

Prior to 2007, the annual financial statements were made up to the Sunday nearest to 31 December For 2007, the annual financial statements were drawn up on a calendar year basis to 31 December 2007

The profit and loss account covers the periods from 1 January 2007 to 31 December 2007 (2007) and 2 January 2006 to 31 December 2006 (2006) The balance sheets for 2007 and 2006 have been drawn up at 31 December 2007 and 31 December 2006 respectively

### 3 Turnover and Operating Profit

Turnover and profits principally arose from the manufacture, marketing and sale of confectionery products within the United Kingdom, and entirely from the Partnership's continuing operations

### 4 Net Operating Expenses

	2007 £'000	2006 £'000
Distribution costs, including marketing	195,045	171,511
Administrative expenses	164,378	135,806
	<b>359,423</b>	<b>307,317</b>

Administrative expenses above include £61,674,000 (2006 £15,916,000) in respect of the cost of business reconfiguration and rationalisation These costs are not fundamental restructuring costs as defined in Financial Reporting Standard No 3 "Reporting Financial Reporting"

### 5 Interest receivable and similar income

	2007 £'000	2006 £'000
Interest receivable on external loans and deposits	127	66
Interest receivable on inter-company loans	5,932	3,191
	<b>6,059</b>	<b>3,257</b>

## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### 6 Interest payable and similar charges

	2007	2006
	£'000	£'000
Interest payable on overdrafts and bank loans	554	646
Finance lease interest	1,372	2,749
Interest payable on inter-company loans	14,555	7,746
	<u>16,481</u>	<u>11,141</u>

#### 7 Profit available for distribution

Profit available for distribution is stated after charging

	2007	2006
	£'000	£'000
Depreciation on owned assets	40,695	29,141
Depreciation on assets held under finance leases	9,183	10,552
Amortisation of goodwill	4,208	4,053
Operating lease rentals - plant & machinery	5,209	4,815
- other	6,990	5,039
Auditors' remuneration - audit fees	365	391
(Profit) on disposal of fixed assets - within operating profit		(17)
- within exceptional items	(37,308)	(19,471)
Research and development expenditure	44	5,039

Total profit on disposal below operating profit includes a net profit from an accounting gain of £38m arising from a factory insurance recovery following a fire in 2005 at Monkhill confectionery, offset by costs associated with the disposal of this business due to occur in 2008

#### 8 Pension Arrangements

The Company is a member of the Cadbury plc group of companies, which operates group pension schemes for its UK subsidiaries. The major scheme is the Cadbury plc Pension Fund.

The UK pension plans are administered and funded on a Group basis, with contributions fixed based on the position of the overall fund. It is not possible to calculate the company's share of the liabilities and consequently, the Partnership has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The total pension cost of the partnership, borne on behalf of the partners, was £34,536,000 (2006 £47,740,000), which, together with the pension costs of other subsidiaries in the group schemes, was assessed by qualified actuaries based on the latest actuarial assessment.

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 8 Pension Arrangements (continued)

This information has been calculated using the measurement principles of IAS 19 which are materially the same as the measurement principles of FRS 17

At the year end, under IAS 19, the group defined benefit pension schemes had a surplus of £80m, of which £206m related to UK pension obligations. At 1 January 2007, the group defined benefit pension schemes, under IAS 19 had a deficit of £204m, of which £16m related to UK pension obligations

2007	Rate of Return (%)	Market Value (£m)
Equities	8.0	963
Bonds	5.0	923
Property	7.0	144
Other	6.0	70
		<u>2,100</u>
Present value of scheme liabilities		<u>(1,894)</u>
Surplus in the scheme		<u>206</u>
2006	Rate of Return (%)	Market Value (£m)
Equities	8.25	946
Bonds	4.75	763
Property	7.5	183
Other	5.25	86
		<u>1,978</u>
Present value of scheme liabilities		<u>(1,994)</u>
Deficit in the scheme		<u>(16)</u>
2005	Rate of Return (%)	Market Value (£m)
Equities	7.7	1,107
Bonds	4.4	449
Property	6.3	148
Other	4.2	58
		<u>1,762</u>
Present value of scheme liabilities		<u>(1,930)</u>
Deficit in the scheme before deferred tax		<u>(168)</u>
Notional deferred tax asset		<u></u>
Net liability		<u>(168)</u>

## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### 8 Pension Arrangements (continued)

The figures above were calculated on the basis of the following assumptions

	%	%	%
	2007	2006	2005
Rate of increase in salaries	4.25	4.5	4.2
Rate of increase in pensions in payment	3.25	3	2.7
Rate of increase for deferred pensioners	3.25	3	2.7
Discount rate for scheme liabilities	5.8	5.1	4.75
Inflation	3.25	3	2.7

Further details of the latest actuarial valuation can be found in the Report & Accounts of Cadbury plc

#### 9 Employees and Emoluments

Since the formation of the Partnership on 17 July 2000, employee emoluments were borne by the Partnership although all employees remained employed by the partners. On 6 April 2002, the employment of some employees was transferred to Cadbury Trebor Bassett Services Limited, a fellow group undertaking. All other employees remained employed by Cadbury UK Ltd (one of the partners).

The average number of employees employed by Cadbury Trebor Bassett Services Limited or Cadbury UK Ltd, on behalf of the Partnership was

	2007	2006
Production	3,748	3,866
Distribution, selling and marketing	1,231	1,550
Administration	576	512
	<u>5,554</u>	<u>5,928</u>

Employee emoluments comprised

	2007	2006
	£'000	£'000
Wages and salaries	233,057	184,620
Social Security Costs	16,372	15,189
Other pension costs	34,536	47,740
	<u>283,965</u>	<u>247,549</u>

Employments costs in 2007 include £10.4m (2006: £30.8m) additional pension funding and £44.2m (2006: £9.1m) redundancy costs.

#### 10 Taxation on profit available for distribution

The Partnership is not subject to UK Corporation Tax. Tax on the Partnership profits is accounted for in the relevant Partners' financial statements.

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 11 Distribution to Partners

	2007 £'000	2006 £'000
Distribution of profit before interest to the Partners		
Cadbury UK Limited	56,169	69,891
Trebor Bassett Limited	11,045	13,741
The Old Leo Company Limited	338	424
	<b>67,551</b>	<b>84,056</b>
Distribution of net interest expense available for distribution to the Partners		
Cadbury UK Limited	(4,534)	(6,555)
Trebor Bassett Limited	(5,861)	(1,289)
The Old Leo Company Limited	(27)	(40)
	<b>(10,422)</b>	<b>(7,884)</b>
	<b>57,129</b>	<b>76,172</b>

The profit before interest and net interest expense of the Partnership has been distributed back to the Partners in accordance with the wishes of the Management Committee

### 12 Intangible Fixed Assets – Goodwill and Intellectual Property

	Goodwill £'000	Intellectual Property £'000	Total £'000
<b>Cost</b>			
At 1 January 2007	89,169	4,173	93,342
Additions	0	0	0
At 31 December 2007	<b>89,169</b>	<b>4,173</b>	<b>93,342</b>
<b>Accumulated Amortisation</b>			
At 1 January 2007	(18,032)	(53)	(18,085)
Charge for the year	(3,999)	(209)	(4,208)
At 31 December 2007	<b>(22,031)</b>	<b>(262)</b>	<b>(22,293)</b>
<b>Net Book Value</b>			
At 31 December 2007	<b>67,138</b>	<b>3,911</b>	<b>71,049</b>
At 1 January 2007	71,137	4,120	75,257

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 13 Tangible Fixed Assets

	Freehold land & buildings £'000	Plant & machinery £'000	Assets in course of construction £'000	Total £'000
<b>Cost or Valuation</b>				
At 1 January 2007	85,424	643,668	88,482	817,574
Additions	190	2,887	87,690	90,767
Transfers	3,245	60,506	(63,751)	0
Transfers from Group companies	112	67	0	179
Disposals	(271)	(7,220)	0	(7,491)
At 31 December 2007	88,700	699,908	112,421	901,029
At professional valuation	72,372	0	0	72,372
At cost	16,328	699,908	112,421	828,657
	<b>88,700</b>	<b>699,908</b>	<b>112,421</b>	<b>901,029</b>
<b>Accumulated Depreciation</b>				
At 1 January 2007	(17,378)	(469,928)	0	(487,306)
Charge for the year	(2,278)	(47,600)	0	(49,878)
Transfers from Group companies	(42)	(21)	0	(63)
Disposals	136	6,508	0	6,644
At 31 December 2007	<b>(19,562)</b>	<b>(511,041)</b>	<b>0</b>	<b>(530,603)</b>
<b>Net Book Value</b>				
At 31 December 2007	<b>69,138</b>	<b>188,867</b>	<b>112,421</b>	<b>370,426</b>
At 1 January 2007	68,046	173,740	88,482	330,268

Freehold land and buildings include land of £16,328,000 (2006 £16,328,000), which has not been depreciated

Plant and machinery includes vehicles and fixtures and fittings. Assets in course of construction include payments on account.

As described in the accounting policies, the Partnership has taken advantage of the transitional rules of Financial Reporting Standard No. 15. Certain Partnership properties were revalued to £70,710,000, on an open-market basis by Fuller Peiser as at 20 September 1995, and the revised valuations have been incorporated in the financial statements of the Partners from 30 December 1995.

If the revalued assets were stated on an historical cost basis the amounts would be as follows:

	2007 £'000	2006 £'000
Land and buildings at cost	59,228	59,228
Accumulated depreciation at 1 January 2007	(19,442)	(18,258)
Charge for the year	(1,184)	(1,184)
	<b>38,602</b>	<b>39,786</b>

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 13 Tangible Fixed Assets (continued)

#### Finance Leases

Included in fixed assets are	2007 £'000	2006 £'000
Plant and machinery under finance leases	207,965	209,333
Less accumulated depreciation	(182,136)	(174,321)
	<u>25,829</u>	<u>35,012</u>

### 14 Stocks

	2007 £'000	2006 £'000
Raw materials and consumables	18,697	24,548
Work in progress	25,473	23,909
Finished goods and goods for resale	104,225	97,488
	<u>148,395</u>	<u>145,945</u>

There is no material difference between the balance sheet value of stocks and their replacement cost

### 15 Debtors

	2007 £'000	2006 £'000
Trade debtors	124,487	125,230
Amounts owed by fellow subsidiary undertakings	74,947	118,531
Other debtors	3,044	10,086
Tax on profits recoverable	0	0
Prepayments and accrued income	9,113	12,435
	<u>211,591</u>	<u>266,282</u>

Within amounts owed by fellow subsidiary undertakings is £48.3 million which bears interest at market rates

### 16 Creditors: amounts falling due within one year

	2007 £'000	2006 £'000
Current obligation under finance leases	20,363	19,778
Trade creditors	76,839	73,731
Amounts owed to Cadbury plc	8,416	9,322
Amounts owed to fellow subsidiary undertakings	0	100,625
Other taxes and social security costs	38,664	43,422
Other creditors	99,536	77,971
Accruals and deferred income	27,275	28,953
	<u>271,093</u>	<u>353,802</u>

Amounts owed to Cadbury plc are non-interest bearing



## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### 17 Creditors. amounts falling due after more than one year

	2007 £'000	2006 £'000
Obligations under finance leases	1,226	21,588
Government grants	102	109
	<u>1,328</u>	<u>21,697</u>

#### 18 Provisions for liabilities and charges

	Reconfiguration provision £'000	Other provision £'000	Total £'000
At 1 January 2007	6,379	0	6,379
Charged during the year	61,674	59	61,733
Utilised during the year	<u>(13,912)</u>	<u>0</u>	<u>(13,912)</u>
At 31 December 2007	<u>54,141</u>	<u>59</u>	<u>54,200</u>

The reconfiguration provision includes a provision of £41,960,000 (2006 £4,473,000) for redundancy costs. Of this, £33,407,000 (2006 £nil) is due after more than one year.

#### 19 Share-based Payments

Certain employees of the Partnership receive share awards which are settled using the equity of the ultimate parent company, Cadbury plc. The Partnership recognised total expenses of £3.8m (2006 £3.0m) related to these equity-settled share-based payment transactions during the year.

Cadbury plc has a number of share option plans that are available to certain senior employees of the company: the Bonus Share Retention Plan (BSRP) and the Discretionary Share Option Plan (DSOP). Cadbury plc also has a UK share option scheme for all employees of the Partnership. Options are normally forfeited if the employee leaves Cadbury plc before the options vest. Cadbury plc also has an International Share Award Plan (ISAP) which is used to reward exceptional performance amongst employees.

An expense is recognised for the fair value at the date of grant of the estimated number of shares that will be awarded to settle the options over the vesting period of each scheme. The fair value is measured using the valuation technique that is considered to be the most appropriate to value each class of award: these include Binomial models and Black-Scholes calculations. These valuations take into account factors such as non-transferability, exercise restrictions and behavioural considerations. Key fair value and other assumptions are detailed below.

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## Notes to the Financial Statements – 31 December 2007

### 19 Share-based Payments (continued) Schemes granted in 2007

	BSRP	ISAP	Sharesave
Expected volatility (1)	n/a	n/a	16-17%
Expected life	3 yrs	1-3 yrs	Vesting + 5 months
Risk free rate	5.5%	4.9%-5.8%	4.9%-5.8%
Expected dividend yield	2.5%	2.55%-3.0%	1.9%-2.3%
Fair value per award (% of share price at date of grant)	185.5%	91.8%-99.3%	24.0%-36.3%
Possibility of ceasing employment before vesting	-	-	10%-41%
Expectations of meeting performance criteria	40%	100%	n/a

No grants were made under the DSOP in 2007

### Schemes granted in 2006

	BSRP	ISAP	Sharesave
Expected volatility (1)	n/a	n/a	22%
Expected life	3 yrs	1-3 yrs	Vesting+5 months
Risk free rate	4.5%	4.2%-4.9%	4.6%-4.8%
Expected dividend yield	2.5%	2.3%-2.5%	2.3%
Fair value per award (% of share price at date of grant)	185.2% (2)	93.0%-99.3%	23.8%-33.5%
Possibility of ceasing employment before vesting	-	-	12%-35%
Expectations of meeting performance criteria	40%	n/a	n/a

No grants were made under the DSOP in 2006

- 1) Expected volatility was determined by calculating the historical volatility of Cadbury plc's share price over the previous three years
- 2) Fair value of BSRP includes 100% of the matching shares available
- 3) The fair value calculation of a discretionary share option uses an expected life to the point of expected exercise. This is determined through analysis of historical evidence exercise patterns of option holders

The BSRP resulted in a charge of £1.3m in 2007 (2006 £0.4m). DSOP and share save plans resulted in a charge of £2.4m in 2007 (2006 £2.6m).

### 2007. Details of the share option plans are as follows:

	Balance outstanding at the beginning of year	Granted	Exercised	Cancelled	Balance outstanding at the end of the year	Exercise price for options (in £s)	Weighted average exercise price of options (in £s) (i)	Weighted average contractual life in month of options	Exercisable at year end	Weighted average exercise price of options (in £s) (ii)
a	10,180,239	1,140,351	1,654,483	381,217	9,284,890	3.15-4.69	3.96	27	-	-
b	2,202,888	-	1,027,212	-	1,271,116	3.52-4.83	4.28	52	1,271,116	4.28
c	1,470,500	-	164,499	13,000	1,402,501	4.40-5.26	4.83	83	702,751	4.40

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 19 Share-based Payments (continued)

2006: Details of the share option plans are as follows:

	Balance outstanding at the beginning of year	Granted	Exercised	Cancelled	Balance outstanding at the end of the year	Exercise price for options (in £s)	Weighted average exercise price of options (in £s) (i)	Weighted average contractual life in month of options	Exercisable at year end	Weighted average exercise price of options (in £s) (ii)
a	11,211,699	1,649,651	2,163,012	512,099	10,180,239	3 14-4 47	3 75	35	-	-
b	2,609,875	-	402,651	4,336	2,202,888	2 97-4 83	4 29	61	2,174,423	4 29
c	1,497,500	-	-	27,000	1,470,500	4 39-5 26	4 79	95	-	-

a) Savings-Related Share Option Scheme for employees approved by shareholders in May 1982. These options are normally exercisable within a period not later than 6 months after the repayment date of the relevant "Save As You Earn" contracts which are for a term of 3, 5 or 7 years.

b) Share Option Plan for Directors, senior executives and senior managers approved by shareholders in May 1994.

c) Share Option Plan for eligible executives (previously called the Cadbury Schweppes Share Options Plan 1994, as amended at the 2004 AGM).

(i) Weighted average exercise price of options outstanding at the end of the year (in £s)

(ii) Weighted average exercise price of options currently exercisable at year end (in £s)

### 20 Partners' Capital

	Cadbury UK Limited	Trebor Bassett Limited	The Old Leo Company Ltd	Total
	£'000	£'000	£'000	£'000
At 1 January 2007	143,410	289,481	7,957	440,848
Profit for the year	44,512	3,784	268	48,564
Distribution of profit to the Partners	(44,512)	(3,784)	(268)	(48,564)
Credit to Equity for Share-Based Payments	3,059	601	18	3,679
Transferred to the Partners	39,354	1,536	238	41,128
At 31 December 2007	<b>185,823</b>	<b>291,618</b>	<b>8,214</b>	<b>485,655</b>

The Partners have transferred certain assets and liabilities to the Partnership in exchange for an interest in the Partnership.

### 21 Commitments for Capital Expenditure

	2007 £'000	2006 £'000
Commitments for capital expenditure are as follows		
Contracted for but not provided in the financial statements	<b>3,470</b>	<b>4,264</b>

# CADBURY UK

## Notes to the Financial Statements – 31 December 2007

### 22 Commitments under Finance Leases

	2007 £'000	2006 £'000
Within one year	20,363	19,778
One to two years	285	20,362
Two to five years	614	734
More than five years	327	492
	<b>21,589</b>	<b>41,366</b>

### 23 Commitments under Operating Leases

During the next year, the Partnership is contracted to make payments under operating leases, which mature as follows

	2007		2006	
	Land and Buildings £'000	Other £'000	Land and Buildings £'000	Other £'000
Expiry Date				
Within one year	5	661	0	2
Two to five years	248	2,061	97	4,840
More than five years	6,737	0	7,059	0
	<b>6,990</b>	<b>2,722</b>	<b>7,156</b>	<b>4,842</b>

### 24 Contingent Liabilities

Guarantees have been given to the Partnership's bankers totalling £3,153,366 (2006 £3,216,000)

### 25 Related Party Transactions

The Partnership has taken advantage of the exemption under the rules of Financial Reporting Standard No 8 – 'Related party disclosures' not to disclose related party transactions with other Cadbury plc group companies as over 90% of the voting rights of the Partners are controlled by the ultimate parent company, Cadbury plc, and the consolidated financial statements of the ultimate parent company are publicly available

### 26 Post Balance Sheet Events

On 7 May 2008, Cadbury Schweppes plc demerged its American Beverages business (now Dr Pepper Snapple Group) and changed its name to Cadbury plc

On 23 June 2008, The Lion Confectionery Company Limited changed its name to The Old Leo Company Limited

On 25 February 2008, the Group completed the sale of the Monkhill business to Tangerine Confectionery Ltd. The Group's intention to sell this non-core business was announced in 2006 in order to further increase the Partnership's focus on core brands. Prior to the sale, the Monkhill business formed part of Trebor Bassett Limited

## CADBURY UK

### Notes to the Financial Statements – 31 December 2007

#### **27 Ultimate Parent Company**

The Partnership's ultimate parent company is Cadbury plc, a company registered in England and Wales. The results of the Partnership have been consolidated into the Group Financial statements. Copies of the Group Financial statements of Cadbury plc are available from Cadbury House, Sanderson Road, Uxbridge, Middlesex UB8 1DH.