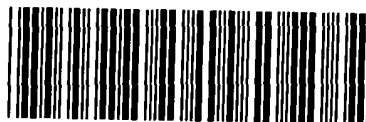


**CEMEX UK Properties Limited**

Annual report and financial statements  
Registered number 837688

For the year ended 31 December 2017

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## Strategic report

The directors present their strategic report on the Company and financial statements for the year ended 31 December 2017.

### Principal activity, business review and future developments

The principal activity of the Company is to maximize the disposal receipts from the sale of surplus property of CEMEX UK.

The Company has identified a portfolio of sites within the CEMEX UK portfolio where there is a good prospect of obtaining planning permission for valuable after use, for example housing. The Company expends monies on the preparation of outline planning applications, in order to secure planning permission. This involves the instruction and project management of consultants to prepare the required reports, to justify permission being granted. The expenditure is mainly held in Work in Progress which is then released against sale proceeds. The majority of proposals are for housing development.

Once a valuable outline planning permission is secured, the property is then marketed to the housing development industry via property agents. The Company does not carry out development itself and will leave the obtaining of reserved matters to a developer. The disposal price is then negotiated and the Company then manages the sale process, in order to secure the maximum proceeds in a timely manner.

In addition to the above, the Company manages the sale of CEMEX UK surplus property where there is no prospect of obtaining planning permission for a valuable after-use. As above, the Company then manages the sale process in order to secure the maximum proceeds in a timely manner.

A number of properties where there is planning potential and are not required by the operations, are managed by the company to ensure that income generation is maximized and are safe. These costs are paid from revenue.

### Market Conditions

A significant change in the UK's planning environment in 2014, due to the introduction of the National Planning Policy Framework (NPPF) in 2012, has resulted in a pressure for Local Authorities to ensure there is a 5 year land supply of housing land within their areas. The Company monitors the Local Authorities planning policies, 5 year land supply and consults with the local communities to ascertain whether there are good prospects of obtaining planning permission. The Company will submit planning applications for development at the appropriate time.

The Housing developers have recently been more reluctant to progress the obtaining of outline planning permissions, preferring to buy sites with outline planning permission in place, as provided by the Company and then progressing the reserved matters.

The market for Housing development sites has been reasonably buoyant over the last 4 years due to restriction of supply. However, due to the introduction of the NPPF, this restriction of supply has been easing and market has softened since mid 2016. Nevertheless, the Company continues to progress a number of planning applications in areas where there is a good development land market.

## Strategic report (continued)

### Key Performance Indicators

The Key Performance Indicator for the Company is the value of continued sales, including that of development land contributing to the UK's release of Free Cash Flow and ensuring that a supply of development land is brought forward to contribute to the UK's 5 year business plan. In addition, the Company ensures that the Work in Progress is kept to manageable levels.

By order of the board



V. Puri  
Director

26

September 2018

CEMEX House  
Evreux Way  
Rugby  
Warwickshire  
CV21 2DT  
United Kingdom

## Directors' report

The directors present their report and the financial statements for the year ended 31 December 2017.

### Principal activity, business review and future developments

The principal activity of the Company throughout the year continued to be the development for sale of land and buildings and the provision of property services to the group.

The results for the year were satisfactory and the directors do not expect any material change in the Company's affairs in the foreseeable future.

### Results and performance

The profit for the year after taxation amounted to £16,958,388 (2016: £12,727,095), which was transferred to reserves.

### Proposed dividend

The directors do not recommend the payment of a dividend (2016: £nil).

### Directors

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

S. Barrett  
V. Puri

The Company is a wholly owned subsidiary and the interests of the directors who are also directors of the ultimate parent company are disclosed in the financial statements of CEMEX S.A.B de C.V.

### Disclosure of information to auditor

The directors who held office at the date of approval of this directors' report confirm that, so far as they are each aware, there is no relevant audit information of which the company's auditor is unaware; and each director has taken all the steps that he ought to have taken as a director to make himself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

### Auditor

Pursuant to Section 487 of the Companies Act 2006, the auditor will be deemed to be reappointed and KPMG LLP will therefore continue in office.

By order of the board



V. Puri  
Director

26

September 2018

CEMEX House  
Evreux Way  
Rugby  
Warwickshire  
CV21 2DT  
United Kingdom

## **Statement of directors' responsibilities in respect of the annual report and financial statements**

The directors are responsible for preparing the Strategic Report, the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law they have elected to prepare the financial statements in accordance with UK accounting standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect 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 UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions,

# **Independent auditor's report to the members of CEMEX UK Properties Limited**

## **Opinion**

We have audited the financial statements of CEMEX UK Properties Limited ('the company') for the year ended 31 December 2017 which comprise the Profit and Loss Account and Other Comprehensive Income, Balance Sheet, the Statement of Changes in Equity and the related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2017 and of its profit for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) ('ISAs (UK)') and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

## **Going Concern**

We are required to report to you if we have concluded that the use of the going concern basis of accounting is inappropriate or there is an undisclosed material uncertainty that may cast significant doubt over the use of that basis for a period of at least twelve months from the date of approval of the financial statements. We have nothing to report in these respects.

## **Directors' report**

The directors are responsible for the directors' report. Our opinion on the financial statements does not cover that report and we do not express an audit opinion thereon.

Our responsibility is to read the directors' report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the directors' report;
- in our opinion the information given in that report for the financial year is consistent with the financial statements; and
- in our opinion that report has been prepared in accordance with the Companies Act 2006.

## **Matters on which we are required to report by exception**

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to take advantage of the small companies exemption from the requirement to prepare a strategic report.

We have nothing to report in these respects.

## **Directors' responsibilities**

As explained more fully in their statement set out on page 4, the directors are responsible for: the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

## **Independent auditor's report to the members of CEMEX UK Properties Limited (continued)**

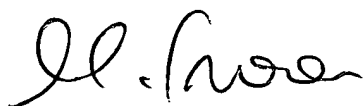
### **Auditors' responsibilities**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities).

### **The purpose of our audit work and to whom we owe our responsibilities**

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



**Michael Froom (Senior Statutory Auditor)**  
**for and on behalf of KPMG LLP, Statutory Auditor**  
Chartered Accountants  
One Snowhill  
Snow Hill Queensway  
Birmingham  
B4 6GH

27 September 2018



**Profit and Loss Account and Other Comprehensive Income**  
for the year ended 31 December 2017

	Note	2017 £	2016 £
Turnover	2	18,846,493	17,128,977
Cost of sales		(729,788)	(3,412,505)
<b>Gross profit</b>		<b>18,116,705</b>	<b>13,716,472</b>
Administrative expenses		(1,160,305)	(991,881)
<b>Operating profit</b>	3	<b>16,956,400</b>	<b>12,724,591</b>
Interest receivable and similar income	5	1,988	2,504
<b>Profit before tax</b>		<b>16,958,388</b>	<b>12,727,095</b>
Tax on profit	6	-	-
<b>Profit for the financial year</b>		<b>16,958,388</b>	<b>12,727,095</b>

The results for the year are derived wholly from continuing operations.

In 2017 and 2016 the Company had no other comprehensive income other than the profit for the financial year, and therefore no statement of other comprehensive income has been presented.

The notes on pages 10 to 18 form part of these financial statements.

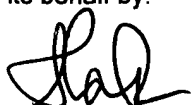
## Balance Sheet at 31 December 2017

	Note	2017 £	2016 £
<b>Current assets</b>			
Debtors	8	10,353,624	431,428
Cash at bank and in hand		27,873,488	23,590,267
Stocks	7	3,678,981	2,959,538
		<u>41,906,093</u>	<u>26,981,233</u>
<b>Creditors: amounts falling due within one year</b>	9	<u>(6,371,921)</u>	<u>(8,405,449)</u>
<b>Net current assets</b>		<u>35,534,172</u>	<u>18,575,784</u>
<b>Capital and reserves</b>			
Called up share capital	10	100	100
Profit and loss account		35,534,072	18,575,684
<b>Shareholder's funds</b>		<u>35,534,172</u>	<u>18,575,784</u>

These financial statements were approved by the board of directors on  
on its behalf by:

26

September 2018 and were signed



V. Puri  
Director

Company registered number: 837688

The notes on pages 10 to 18 form part of these financial statements.

## Statement of Changes in Equity

	Called up share capital £	Profit and loss account £	Total equity £
Balance at 1 January 2016	100	5,848,589	5,848,689
<b>Total comprehensive income for the year</b>			
Profit for the year	-	12,727,095	12,727,095
Total comprehensive income for the year	-	12,727,095	12,727,095
<b>Balance at 31 December 2016</b>	<b>100</b>	<b>18,575,684</b>	<b>18,575,784</b>

	Called up share capital £	Profit and loss account £	Total equity £
Balance at 1 January 2017	100	18,575,684	18,575,784
<b>Total comprehensive income for the year</b>			
Profit for the year	-	16,958,388	16,958,388
Total comprehensive income for the year	-	16,958,388	16,958,387
<b>Balance at 31 December 2017</b>	<b>100</b>	<b>35,534,072</b>	<b>35,534,172</b>

## Notes

(forming part of the financial statements)

### 1 Accounting policies

CEMEX UK Properties Limited (the "Company") is a private company incorporated, domiciled and registered in England in the UK. The registered number is 837688 and the registered address is CEMEX House, Evreux Way, Rugby, Warwickshire CV21 2DT, United Kingdom.

These financial statements were prepared in accordance with Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland ("FRS 102") as issued in August 2014 and amended in July 2015. The presentation currency of these financial statements is sterling. All amounts in the financial statements have been rounded to the nearest £1.

The Company's ultimate parent undertaking, CEMEX S.A.B de C.V. includes the Company in its consolidated financial statements. The consolidated financial statements of CEMEX S.A.B de C.V. are prepared in accordance with International Financial Reporting Standards and are available to the public and may be obtained from the address in note 12.

In these financial statements, the company is considered to be a qualifying entity (for the purposes of this FRS) and has applied the exemptions available under FRS 102 in respect of the following disclosures:

- Cash Flow Statement and related notes; and
- Key Management Personnel compensation.

As the consolidated financial statements of CEMEX S.A.B de C.V. include the equivalent disclosures, the Company has also taken the exemptions under FRS 102 available in respect of the following disclosures:

- The disclosures required by FRS 102.11 Basic Financial Instruments and FRS 102.12 Other Financial Instrument Issues in respect of financial instruments not falling within the fair value accounting rules of Paragraph 36(4) of Schedule 1.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

Judgements made by the directors, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are discussed in note 13.

### Measurement convention

The financial statements are prepared on the historical cost basis.

### Going concern

The company's business activities, together with the factors likely to affect its future development, performance and position are set out in the business review on page 3. The directors believe that the company is well placed to manage its business risks successfully, despite the current uncertain economic outlook. The Directors, having reviewed the company's forecasts and funding requirements have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Therefore the going concern basis of accounting continues to be used in the preparation of the annual financial statements.

## Notes (continued)

### 1 Accounting policies (continued)

#### Related parties

As 100% of the Company's voting rights are controlled within the group headed by CEMEX S.A.B de C.V., the Company has taken advantage of the exemption contained in FRS 102.33.1A and has therefore not disclosed transactions or balances with entities which form part of the group (or investees of the group qualifying as related parties). The consolidated financial statements of CEMEX S.A.B de C.V., within which this Company is included, can be obtained from the address given in note 12.

#### *Trade and other debtors /creditors*

Trade and other debtors are recognised initially at transaction price less attributable transaction costs. Trade and other creditors are recognised initially at transaction price plus attributable transaction costs. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment losses in the case of trade debtors.

#### *Interest-bearing borrowings classified as basic financial instruments*

Interest-bearing borrowings are recognised initially at the present value of future payments discounted at a market rate of interest. Subsequent to initial recognition, interest-bearing borrowings are stated at amortised cost using the effective interest method, less any impairment losses.

#### Pensions and post retirement benefits

The company participates in group funded defined benefit schemes. Details of these schemes are disclosed in the accounts of CEMEX UK Operations Limited. The contributions paid by the company are accounted for as if the scheme were a defined contribution scheme, as the company is unable to identify its share of the underlying assets and liabilities in the scheme. These fund are valued at least triennially and the funding payments are assessed in accordance with the advice of an independent professionally qualified actuary. The annual cost of these pension arrangements is charged in arriving at the operating profit or loss for the year.

An adjustment is made by CEMEX UK Operations Limited on a group basis so as to provide pension costs over the period of service of members of the schemes.

The defined benefit scheme was closed to future accrual for all members with effect from 1 March 2012. All existing and new employees are eligible to join the defined contribution section of the scheme.

#### Stock

The company identifies properties owned by the CEMEX group that are no longer required for group activities and seeks to maximise the net proceeds of sale of those properties by methods including the obtaining of planning permission and site assembly. Costs incurred on those properties are included in work in progress or are immediately written off. Following sale by the owning company, the company is reimbursed its expenditure by that company. Where it seems unlikely that the property will be sold in the near future, the costs are written off in the accounts of the company. Stock and work in progress are stated at the lower of cost and net realisable value.

## Notes (continued)

### 1 Accounting policies (continued)

#### Impairment

##### *Financial assets (including trade and other debtors)*

A financial asset not carried at fair value through profit or loss is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate.

#### Interest receivable and interest payable

Interest payable and similar charges include interest payable. Other interest receivable and similar income include interest receivable on funds invested and net foreign exchange gains.

Interest income and interest payable are recognised in profit or loss as they accrue, using the effective interest method.

#### Turnover

Turnover comprises the proceeds from sales of property that the company manages. Turnover also includes fees charged to fellow group undertakings in respect of these sales.

#### Provisions

Where the Company enters into financial guarantee contracts to guarantee the indebtedness of other companies within its group, the company treats the guarantee contract as a contingent liability until such time as it becomes probable that the company will be required to make a payment under the guarantee.

#### Taxation

Tax on the profit or loss for the year comprises current and deferred tax. Tax is recognised in the profit and loss account except to the extent that it relates to items recognised directly in equity or other comprehensive income/(expense), in which case it is recognised directly in equity or other comprehensive income.

Current tax is the expected tax payable or receivable on the taxable income or loss for the year, using tax rates enacted at the balance sheet date, and any adjustment to tax payable in respect of previous years.

Deferred tax is recognised, without discounting, in respect of all timing differences between the treatment of certain items for taxation and accounting purposes which have arisen but not reversed by the balance sheet date, except as otherwise required by FRS 102. Deferred tax assets are recognised to the extent that they are considered recoverable.

## Notes (continued)

### 2 Turnover

All turnover is derived from the proceeds of sales of properties managed by the company and fees charged to fellow group undertakings in respect of these sales. All turnover is derived in the UK.

### 3 Operating profit

Auditor's remuneration of £5,000 (2016: £5,000) was borne by other group undertakings.

### 4 Employee costs

	2017 £	2016 £
<b>Staff costs during the year</b>		
Wages and salaries	126,567	143,540
Social security costs	20,442	19,038
Other pension costs	23,328	23,009
Share based payments	25,539	31,094
	<u>195,876</u>	<u>216,681</u>

<b>Average number of persons employed by the company during the year</b>	2017 No.	2016 No.
Property development and advisory services	<u>1</u>	<u>1</u>

<b>Directors' emoluments</b>	2017 £	2016 £
Number of directors to whom retirement benefits are accruing under a Group defined benefit scheme in respect of qualifying services	<u>1</u>	<u>1</u>

## Notes (continued)

### 5 Interest receivable and similar income

	2017 £	2016 £
Interest receivable on financial assets at amortised cost	1,988	2,504
Total interest receivable and similar income	<u>1,988</u>	<u>2,504</u>

### 6 Taxation

#### Recognised in the profit and loss account

	2017 £	2016 £
<b>Current tax</b>		
Current tax on income for the year	-	-
Adjustments in respect of prior years	-	-
<b>Tax on profit</b>	<u>-</u>	<u>-</u>



## Notes (continued)

### 6 Taxation (continued)

#### Reconciliation of effective tax charge

	2017 £	2016 £
<b>Profit before taxation</b>	<b>16,958,388</b>	<b>12,727,095</b>
The tax expense is lower than (2016: lower than) the standard rate of corporation tax in the United Kingdom of 19.25% (2016: 20.00%)		
The differences are as follows:		
Tax using the UK corporation tax rate of 19.25% (2016: 20.00%)	3,264,490	2,545,419
Permanent differences	55,817	33,601
Group relief claimed without charge	(3,320,307)	(2,579,020)
<b>Total tax expense</b>	<b>-</b>	<b>-</b>

The corporation tax rate of 20% (effective from 1 April 2015) was substantively enacted on 2 July 2013. A reduction to 19% (effective from 1 April 2017) was substantively enacted on 26 October 2015.

A further reduction to 17% (effective from 1 April 2020) was substantively enacted on 15 September 2016. This will reduce the Company's future current tax charge accordingly.

Deferred tax is therefore measured at 19% or 17% being the corporation tax rates substantively enacted at the balance sheet date, and the rates expected to apply when deferred tax assets and liabilities reverse.

The current corporation tax rate for the calendar year 2017 is 19.25% (2016: 20%).

## Notes (continued)

### 7 Stocks

	2017 £	2016 £
Work in progress	<b>3,678,981</b>	<b>2,959,538</b>

### 8 Debtors

	2017 £	2016 £
<b>Amounts falling due within one year</b>		
Loans to group undertakings	<b>283,060</b>	281,081
Amounts owed by group undertakings	<b>48</b>	38
Other debtors	-	150,000
Prepayments and accrued income	<b>308</b>	309
	<b>283,416</b>	<b>431,428</b>
<b>Amounts falling due after more than one year</b>		
Other debtors	<b>10,070,208</b>	-
	<b>10,353,624</b>	<b>431,428</b>

Amounts owed by group undertakings are unsecured.

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

	2017 £	2016 £
Trade creditors	<b>248,862</b>	417,180
Amounts owed to group undertakings	<b>140,554</b>	2,725,815
Taxation and social security	<b>3,352,897</b>	3,616,289
Other creditors	<b>2,481,699</b>	1,514,029
Accruals and deferred income	<b>147,909</b>	132,136
	<b>6,371,921</b>	<b>8,405,449</b>

## Notes (continued)

### 10 Called up share capital

	2017 £	2016 £
Allotted, called up and fully paid		
100 (2016: 100) Ordinary shares at £1 each	100	100

### 11 Contingent liabilities

The Company is registered with H.M. Revenue & Customs as a member of the CEMEX Investments Limited group for value added tax purposes and is therefore jointly and severally liable on a continuing basis for amounts owing by other members of the group in respect of their value added tax liabilities. The directors do not expect that the Company will incur any financial losses as a result of this guarantee.

The Company has entered into a joint and several guarantee with certain group companies in respect of a group overdraft facility up to a maximum of £7,500,000.

### 12 Ultimate parent company and parent undertaking of larger group of which the Company is a member

The Company's immediate parent undertaking and controlling party is CEMEX Investments Limited, which is incorporated in Great Britain.

The largest group in which the results of the Company are consolidated is that headed by CEMEX S.A.B de C.V., the ultimate parent undertaking and ultimate controlling party, which is incorporated in Mexico. Its address is Av. Ricardo Margain Zozaya 325, CP 66265, San Pedro Garza Garcia, N.L. Mexico.

The smallest group in which the results of the Company are consolidated is that headed by CEMEX España S.A., incorporated in Spain. Its address is Hernandez de Tejada 1, Madrid 28027, Spain.

The consolidated financial statements of these groups are available to the public and can be obtained from the above addresses.

### 13 Accounting estimates and judgements

Estimates and judgements are reviewed on an ongoing basis. There are no key estimates and judgements.

## Notes (continued)

### 14 Pension commitments

The Company has participated in the defined benefit pension scheme operated by CEMEX Investments Limited for its UK employees, with assets held in a separately administered fund. This scheme operated until 29 February 2012. It has been closed to new members since 1st January 2004, and was closed to future accrual for all members with effect from 1st March 2012. An actuarial valuation of the scheme was undertaken as at 31 March 2015 and actuarial surplus of £28m was identified.

An asset backed funding arrangement has been put in place in CEMEX UK Operations Limited to manage its pension obligations. The arrangement is described in more detail in the accounts of CEMEX UK Operations Limited.

All existing and new employees are eligible to join the defined contribution section of the scheme. The contributions payable by the Company to the defined contribution scheme amounted to £23,328 (2016: £23,009).