Vilmorin 2014 (Holdings) Limited

Annual report and financial statements
Registered number 1341694
30 June 2016

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Strategic Report

Principal activities

The Company has carried on the activities of a holding company during the current and prior year.

Business review

In June 2014, the Company took the decision to accept a Management Buy Out (MBO) offer for Suttons Consumer Products Limited (SCP).

In the year ended 30 June 2015, as part of the MBO transaction, intangible assets were transferred, to the Company for consideration of £1,500,000. In addition, the company assumed the obligations relating to the SCP defined benefits pension scheme.

The results for the year ended 30 June 2016 arise mainly from the trademark royalties receivable together with the expenses, interest and actuarial costs related to the pension scheme.

Principal risks and uncertainties

The principal risks of the Company are those inherent to the ongoing funding of the defined benefit pension scheme, which is closed to future accrual.

Going Concern

The balance sheet of Vilmorin 2014 (Holdings) Limited has net assets of £5,230.

The Company is a subsidiary of Vilmorin et Cie SA which has provided written assurances that financial support will be provided to the Company for a period of at least 12 months from the date of the audit report.

As a result, the directors believe that the Company will be able to manage its business risks and that the Company has adequate capacity to continue its operations for the foreseeable future. Accordingly, the directors have continued to adopt the going concern basis in the preparation of these accounts.

By order of the board

E Rougier Director Joseph Nickerson Research Centre Rothwell Market Rasen Lincolnshire United Kingdom LN7 6DT

20 December 2016

Directors' Report

The directors present their annual report and the audited financial statements of the Company for the year ended 30 June 2016.

Proposed dividend

There was no dividend paid or proposed during the year (2015:£nil).

Directors and directors' interests

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

J-C Juilliard (resigned 27 October 2016) E Rougier

Political and charitable contributions

During the year, the Company made charitable contributions of £nil (2015: £nil).

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/she ought to have taken as a director to make himself/herself 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

E Rougier Director Joseph Nickerson Research Centre Rothwell Market Rasen Lincolnshire United Kingdom LN7 6DT

200 December 2016

Statement of directors' responsibilities in respect of the Strategic Report, the Directors' Report and the 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 101 Reduced disclosure Framework.

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 judgments 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.



KPMG LLP

Plym House 3 Longbridge Road Plymouth PL6 8LT United Kingdom

Independent auditor's report to the members of Vilmorin 2014 (Holdings) Limited

We have audited the financial statements of Vilmorin 2014 (Holdings) Limited for the year ended 30 June 2016 set out on pages 6 to 17. The financial reporting framework that has been applied in their preparation is applicable law and UK Accounting Standards (UK Generally Accepted Accounting Practice) including FRS 101 Reduced Disclosure Framework.

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.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 3, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit, and express an opinion on, the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the Financial Reporting Council's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 30 June 2016 and of its loss for the year then ended;
- have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Independent auditor's report to the members of Vilmorin 2014 (Holdings) Limited (Previously Suttons Seeds (Holdings) Limited) (continued)

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or

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• we have not received all the information and explanations we require for our audit.

Ian Brokenshire (Senior Statutory Auditor)

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

Plym House

3 Longbridge Road

Marsh Mills

Plymouth

PL6 8LT

16 January 2016

Profit and Loss account and Other Comprehensive Income for the year ended 30 June 2016

	Note	2016 £	2015 £
Turnover Cost of sales	2	20,000	11,667
Gross profit		20,000	11,667
Administration Expenses Interest payable and similar charges	<i>3 6</i>	(93,764) (33,358)	(1,621,851) (35,646)
Loss on ordinary activities before taxation Tax credit on loss on ordinary activities	7	(107,122) 60,700	(1,645,830)
Loss for the financial year		(46,422)	(1,645,830)
Other Comprehensive Income			
Remeasurements of defined benefit liability	12	(449,012)	(136,000)
Total comprehensive loss for the year		(495,434)	(1,781,830)
•			

The notes on pages 9 to 17 form part of the financial statements.

Balance Sheet

at 30 June 2016	Note	2016 £	Restated 2015
Fixed assets Intangibles Investments	8 9	1,500,000 1,520,646	1,500,000 1,520,646
investments .	,		
		3,020,646	3,020,646
Current assets Debtors	10	92,367	11,667
		92,367	11,667
Creditors: amounts falling due within one year	$H^{'}$	(1,793,560)	(1,554,438)
Net current liabilities		(1,701,193)	(1,542,771)
Net assets excluding pension liability		1,319,453	1,477,875
Pension liability	12	(1,314,223)	(977,211)
Net assets including pension liabilities		5,230	500,664
Capital and reserves Called up share capital	/3	2,270,393	2,270,393
Profit and loss account		(2,265,163)	(1,769,729)
Shareholders' funds		5,230	500,664

The notes on pages 9 to 17 form an integral part of the financial statements.

These financial statements were approved by the Board of Directors on and were signed on its behalf by:

20 December

2016

E Rougier Director

Company number: 1341694

Statement of Changes in Equity

	Called up Share capital	Profit and Loss account	Total
	£	£	£
Balance at 1 July 2014	500,000	12,101	512,101
Total comprehensive income for the period Profit or loss	-	(1,645,830)	(1,645,830)
Other comprehensive income (see note 12)	-	(136,000)	(136,000)
Total comprehensive income for the period	-	(1,781,830)	(1,781,830)
Transactions with owners, recorded directly in equity Issue of shares	1,770,393	-	1,770,393
	1,770,393	-	1,770,393
Balance at 30 June 2015	2,270,393	(1,769,729)	500,664
	Called up share capital	Loss	Total
	£		
Balance at 1 July 2015	2,270,393	(1,769,729)	500,664
Total comprehensive income for the period Profit or loss		(46,422)	(46,422)
Other comprehensive income (see note 12)	-	(449,012)	(449,012)
Total comprehensive income for the period		(495,434)	(495,434)
Balance at 30 June 2016	2,270,393	(2,265,163)	5,230

(forming part of the financial statements)

1 Accounting policies

Vilmorin 2014 (Holdings) Limited (the "Company") is a company incorporated and domiciled in the UK.

The Company is exempt by virtue of s400 of the Companies Act 2006 from the requirement to prepare group financial statements. These financial statements present information about the Company as an individual undertaking and not about its group.

These financial statements were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework ("FRS 101"). The amendments to FRS 101 (2014/15 Cycle) issued in July 2015 and effective immediately have been applied.

In preparing these financial statements, the Company applies the recognition, measurement and disclosure requirements of International Financial Reporting Standards as adopted by the EU ("Adopted IFRSs"), but makes amendments where necessary in order to comply with Companies Act 2006 and has set out below where advantage of the FRS 101 disclosure exemptions has been taken.

In the transition to FRS 101, the Company has applied IFRS 1 whilst ensuring that its assets and liabilities are measured in compliance with FRS 101.

The Company's parent undertaking, Vilmorin et Cie SA includes the Company in its consolidated financial statements. The consolidated financial statements of Vilmorin et Cie SA are prepared in accordance with International Financial Reporting Standards and are available to the public and may be obtained from:

Finance Department Groupe Limagrain CS 20001 Saint-Beauzire 63360 GERZAT France

In these financial statements, the company has applied the exemptions available under FRS 101 in respect of the following disclosures:

- a Cash Flow Statement and related notes;
- Comparative period reconciliations for share capital and intangible assets;
- Disclosures in respect of transactions with wholly owned subsidiaries;
- · Disclosures in respect of capital management;
- · The effects of new but not yet effective IFRSs; and
- Disclosures in respect of the compensation of Key Management Personnel.

As the consolidated financial statements of Vilmorin et Cie SA include the equivalent disclosures, the Company has also taken the exemptions under FRS 101 available in respect of the following disclosures:

• Certain disclosures required by IAS 36 *Impairment of assets* in respect of the impairment of goodwill and indefinite life intangible assets.

The Company proposes to continue to adopt the reduced disclosure framework of FRS 101 in its next financial statements.

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements and in preparing an opening FRS 101 IFRS balance sheet at 1 July 2014 for the purposes of the transition to FRS 101.

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 17

(forming part of the financial statements)

1 Accounting policies

Measurement convention

The financial statements are prepared on the historical cost basis.

Going concern

The balance sheet of Vilmorin 2014 (Holdings) Limited has net assets of £5,230.

The Company is a subsidiary of Vilmorin et Cie SA which has provided written assurances that financial support will be provided to enable the company to meet its present and future obligations for a period of at least 12 months from the date of the audit report

As a consequence, the directors believe that the Company will be able to manage its business risks and that the Company has adequate capacity to continue its operations for the foreseeable future. Accordingly, the directors have continued to adopt the going concern basis in the preparation of these accounts. The financial statements do not include any adjustments that would result from the basis or preparation being inappropriate.

Foreign currency

Transactions in foreign currencies are translated to the Company's functional currencies at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are retranslated to the functional currency at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in the profit and loss account.

Non-derivative financial instruments

Non-derivative financial instruments comprise investments in equity and debt securities, trade and other debtors, cash and cash equivalents, loans and borrowings, and trade and other creditors.

Trade and other debtors

Trade and other debtors are recognised initially at fair value. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment losses.

Trade and other creditors

Trade and other creditors are recognised initially at fair value. Subsequent to initial recognition they are measured at amortised cost using the effective interest method.

Investments

Investments in subsidiaries are carried at cost less impairment.

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. For financial instruments measured at cost less impairment an impairment is calculated as the difference between its carrying amount and the best estimate of the amount that the Company would receive for the asset if it were to be sold at the reporting date. Interest on the impaired asset continues to be recognised through the unwinding of the discount. When a subsequent event causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss.

(forming part of the financial statements)

1 Accounting policies

Impairment (continued)

Non-financial assets

The carrying amounts of the Company's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. For intangible assets that have indefinite useful lives the recoverable amount is estimated each year at the same time.

The recoverable amount of an asset is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

An impairment loss is recognised if the carrying amount of an asset exceeds its estimated recoverable amount. Impairment losses are recognised in profit or loss.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

Employee benefits

Defined benefit plans

A defined benefit plan is a post-employment benefit plan other than a defined contribution plan. The Company's net obligation in respect of defined benefit pension plans is calculated by estimating the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value, and the fair value of any plan assets (at bid price) are deducted. The Company determines the net interest on the net defined benefit liability for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period to the net defined benefit liability.

The discount rate is the yield at the reporting date on bonds that have a credit rating of at least AA that have maturity dates approximating the terms of the Company's obligations and that are denominated in the currency in which the benefits are expected to be paid.

Remeasurements arising from defined benefit plans comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest). The Company recognises them immediately in other comprehensive income and all other expenses related to defined benefit plans in employee benefit expenses in profit or loss.

The calculation of the defined benefit obligations is performed by a qualified actuary using the projected unit credit method. When the calculation results in a benefit to the Company, the recognised asset is limited to the present value of benefits available in the form of any future refunds from the plan or reductions in future contributions and takes into account the adverse effect of any minimum funding requirements.

Turnover

Turnover relates to royalties received on trademarks and is recognised as turnover based on contracted rates

Taxation

Tax on the profit or loss for the year comprises current 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, 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 or substantively enacted at the balance sheet date, and any adjustment to tax payable in respect of previous years.

2016

Notes

(forming part of the financial statements)

2 Turnover

Turnover is derived in the United Kingdom and relates solely to royalties due on trademarks.

3 Expenses and auditor's remuneration

Included in profit/loss	are the following:
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metaded in profit toss are the following.	2016 £000	2015 £000
Intercompany waived debt Recognition of defined benefit pension transferred in 2015	-	512,101 949,000
Auditor's remuneration:		
	2016 £	2015 £
Audit of these financial statements	6,950	6,750

4 Staff numbers and costs

The Company has no employees and hence incurs no staff costs (2015: £nil).

5 Directors' remuneration

The directors receive no emoluments from the company (2015: £nil), the value of services provided to this company were deemed to be nil.

6 Interest payable and similar charges

	£	£
Net interest on net defined benefit plan liability Net foreign exchange loss	32,000 1,358	35,646
	33,358	35,646
7 Taxation		
Recognised in the profit and loss account	2016 £	2015 £
UK corporation tax Group relief receivable	60,700	

2015

(forming part of the financial statements)

7 Taxation

Reconciliation of effective tax rate

Reconcination of effective tax rate	2016 £	2015 £
Loss for the year Total tax credit	(46,422) 60,700	(1,645,830)
Loss excluding taxation	(107,122)	(1,645,830)
Tax using the UK corporation tax rate of 20% (2015: 20%) Current year losses for which no deferred tax asset was recognised Group relief receivable	(21,424) 21,424 60,700	(329,166) 329,166
	60,700	-

Reductions in the UK corporation tax rate from 23% to 21% (effective from 1 April 2014) and 20% (effective from 1 April 2015) were substantively enacted on 2 July 2013. Further reductions to 19% (effective from 1 April 2017) and to 18% (effective 1 April 2020) were substantively enacted on 26 October 2015.

An additional reduction to 17% (effective 1 April 2020) was substantively enacted on 6 September 2016. This will reduce the company's future current tax charge accordingly.

8 Intangibles

	Trademarks £	Total £
Cost At 30 June 2015 and 30 June 2016	1,500,000	1,500,000
Amortisation At 30 June 2015 and 30 June 2016		-
Net book value At 30 June 2015 and 30 June 2016	1,500,000	1,500,000

9 Fixed assets investments

These represent shares held in subsidiary undertakings in the United Kingdom and are equivalent to the underlying net assets or nil if there is an underlying net deficit as shown in their financial statements at 30 June 2016.

£

Net book value At 30 June 2015 and 2016				1,520,646
The Company has the following investmen	ts in subsidiaries:			
	Country of Incorporation	Class of shares held	Ownership 2016	2015
Vilmorin 2014 Limited Carters Tested Seeds Limited R&G Cuthbert Limited Samuel Dobie & Son Limited	United Kingdom United Kingdom United Kingdom United Kingdom	Ordinary Ordinary Ordinary Ordinary	100% 100% 100% 100%	100% 100% 100% 100%
10 Debtors				
			2016 £	2015 £
Trade Debtor Amounts owed by group undertakings			31,667 60,700	11,667
			92,367	11,667
Balances owed by group undertakings are r	epayable on demand.			
11 Creditors: amounts falling due v	within one year			
			2016 £	2015 £
Trade payables Amounts owed to group undertakings			8,700 1,784,860	11,021 1,543,417
			1,793,560	1,554,438
Balances owed to group undertakings are	repayable on demand			-

12 Employee benefits

Defined benefit scheme

The Company operates a pension scheme providing benefits based on final pensionable pay. The scheme was assumed from Sutton Consumer Products as part of an MBO transaction. The latest full actuarial valuation was carried out at 1 July 2013 and was updated for IAS19 purposes to 30 June 2015 and 2016 by a qualified independent actuary. At 31 December 2006 the scheme became 'paid up' with no further service costs accruing to members.

The company paid £144,000 to the pension scheme in the year to 30 June 2016 (2015: £144,000). The company expects to make a payment of £144,000 to the pension scheme during the year to 30 June 2017.

The information disclosed below is in respect of the whole of the plans for which the company is either the sponsoring employer or has been allocated a share of cost under an agreed group policy throughout the periods shown.

				:	2016 £	2015 £
Total defined benefit liability Total defined benefit asset				(6,803 5,489		(6,448,211) 5,471,000
Net liability for defined benefit obliga	tions (see follow	ving table)		(1,314	J,223)	(977,211)
	Defined bene	fit obligation	Fair value o	of plan assets	Net define liabil	
	2016	2015	2016	2015	2016	2015
Balance at 1 July/transfer in Included in profit or loss Current service cost	£ (6,448,211)	£ (6,293,000)	£ 5,471,000	£ 5,344,000	£ (977,211)	£ (949,565)
Past service cost Interest (cost)/income	(227,000)	(264,686)	195,000	229,040	(32,000)	(35,646)
Included in OCI Remeasurements (loss)/gain: Actuarial (loss)/gain arising from - Change in financial assumptions	(441,012)	(215,525)	(8,000)	78,960	(449,012)	(136,000)
Other Contributions paid by the employer	-	-	144,000	144,000	144,000	144,000
Benefits paid	313,000	325,000	(313,000)	(325,000)	-	-
Balance at 30 June	(6,803,223)	(6,448,211)	 5,489,000	 5,471,000	(1,314,223)	(977,211)

12 Employee benefits (continued)

Plan assets

	2016 Fair value £000	% total plan assets	2015 Fair value £000	% total plan assets
Equities	4,736	87	4,715	84
Bonds	231	4	138	2
Property	242	4	253	4
Other	280	5	567	10
	5,489		5,673	٠
				

Actuarial assumptions

Principal actuarial assumptions (expressed as weighted averages) at the year end were as follows:

	2016 %	2015 %
Discount rate Rate of increase in pensions in payment (Limited Price Indexation):	2.9	3.6
LPI maximum 5%	1.5	1.7
LPI maximum 2.5%	1.4	1.6
Inflation assumption (RPI)	2.5	2.7
Inflation assumption (CPI)	1.5	1.7

The assumptions relating to longevity underlying the pension liabilities at the balance sheet date are based on standard actuarial mortality tables and include an allowance for future improvements in longevity. The assumptions are equivalent to expecting a 65-year old to live for a number of years as follows:

- Current pensioner aged 65: 21 years (male), 23.3 years (female).
- Future retiree upon reaching 65: 22.6 years (male), 25.1 years (female).

Sensitivity analysis

The calculation of the defined benefit obligation is sensitive to the assumptions set out above. The following table summarises how the impact on the defined benefit obligation at the end of the reporting period would have increased (decreased) as a result of an increase in the respective assumptions by 0.25%.

	2010	2013
	£	£
Discount rate	(203,000)	(201,000)
Inflation (RPI, CPI)	97,000	101,000

2017

13 Share capital

	2016 £	2015 £
Allotted, called up and fully paid 2,270,393 (2015: 2,270,393) ordinary shares of £1 each	2,270,393	2,270,393

The holders of ordinary shares are entitled to one vote per share at meetings of the Company.

14 Related parties

The company is a wholly owned subsidiary of Vilmorin et Cie SA and has taken advantage of the exemption in FRS 101 from disclosing transactions with members of the group.

15 Ultimate holding company

The company is a subsidiary of Vilmorin et Cie SA, which is incorporated in France.

The company's ultimate holding company is Cooperative Limagrain, which is incorporated in France.

The largest group in which the results of the company are consolidated is that headed by Cooperative Limagrain. The smallest group in which they are consolidated is that headed by Vilmorin et Cie SA. The consolidated accounts of these groups are available to the public and may be obtained from Finance Department, Groupe Limagrain, CS 20001, Saint-Beauzire, 63360 GERZAT, France

16 Explanation of transition to FRS 101

As stated in note 1, these are the Company's first financial statements prepared in accordance with FRS 101.

The accounting policies set out in note 1 have been applied in preparing the financial statements for the year ended 30 June 2016, the comparative information presented in these financial statements for the year ended 30 June 2014 and in the preparation of an opening FRS 101 balance sheet at 1 July 2013 (the Company's date of transition).

In preparing its FRS 101 balance sheet, the Company has made no adjustments to amounts reported previously in financial statements.

17 Accounting estimates and judgements

Key sources of estimation uncertainty

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

Pension benefits

The costs of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. Further details of the valuation method and underlying assumptions are described in note 12.