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Report of the Directors and

Financial Statements

for the Year Ended 31 March 2000

for

Dodd Group Holdings Limited

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Contents of the Financial Statements for the Year Ended 31 March 2000

	Page
Company Information	1
Report of the Directors	2
Report of the Auditors	4
Group Profit and Loss Account	5
Company Profit and Loss Account	6
Statement of Total Recognised Gains and Losses	7
Group Balance Sheet	8
Company Balance Sheet	9
Group Cash Flow Statement	10
Notes to the Group Cash Flow Statement	11
Notes to the Financial Statements	12

Company Information for the Year Ended 31 March 2000

DIRECTORS: T.R. Dodd Esq.

Mrs. S.M. Dodd

SECRETARY: T.R. Dodd Esq.

REGISTERED OFFICE: Stafford Park 13

Telford Shropshire TF3 3AZ

REGISTERED NUMBER: 02586022 (England & Wales)

AUDITORS: Turner Peachey
Chartered Accountants

Registered Auditors 9-10 St. Mary's Place

Shrewsbury Shropshire SY1 1DZ

Report of the Directors for the Year Ended 31 March 2000

The directors present their report with the financial statements of the company and the group for the year ended 31 March 2000.

PRINCIPAL ACTIVITIES

The group's principal activities during the year under review were those of electrical, heating and ventilation engineers and contractors. The principal activity of the company was that of a holding company.

REVIEW OF BUSINESS

The results for the year and financial position of the company and group are as shown in the annexed financial statements.

DIVIDENDS AND TRANSFERS TO RESERVES

During the year dividends were paid totalling £ 9.14 per share. The total distribution of dividends for the year ended 31 March 2000 was £160,000 (1999 £132,000).

DIRECTORS

The directors during the year under review were:

T.R. Dodd Esq. Mrs. S.M. Dodd

The beneficial interests of the directors holding office on 31 March 2000 in the issued share capital were as follows:

	<u>31.3.00</u>	<u>31.3.99</u>
Ordinary £1		
T.R. Dodd Esq.	3815	3815
Mrs. S.M. Dodd	-	-

EMPLOYMENT OF DISABLED PERSONS AND EMPLOYEE INVOLVEMENT

The company and the group are committed to a policy of recruitment and promotion on the basis of aptitude and ability without discrimination of any kind. Management actively pursues both the employment of disabled persons whenever a suitable vacancy arises and the continued employment and retaining of employees who become disabled whilst employed by the company. Particular attention is given to the training, career development and promotion of disabled employees with a view to encouraging them to play an active role in the development of the company and the group.

Members of the management team regularly visit branches and discuss with members of staff matters of current interest and concern to the business.

YEAR 2000 COMPLIANCE

The directors examined the main operational areas affected by the need to achieve Year 2000 compliance in respect of computer and other equipment. The main requirements were identified and did not give rise to exceptional costs. However, the company and the group remain vulnerable to failure by business partners, or as a result of something that has been overlooked.

Report of the Directors for the Year Ended 31 March 2000

STATEMENT OF DIRECTORS' RESPONSIBILITIES

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and the group and of the profit or loss of the company and the group for that period. In preparing those 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company and the group will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and the group and to 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Turner Peachey, will be proposed for re-appointment in accordance with Section 385 of the Companies Act 1985.

ON BEHALF OF THE BOARD:

T.R. Dodd Esq. - DIRECTOR

Dated: 22-01-2001

Report of the Auditors to the Shareholders of Dodd Group Holdings Limited

We have audited the financial statements on pages five to nineteen which have been prepared under the historical cost convention (as modified by the revaluation of certain fixed assets) and the accounting policies set out on page twelve.

Respective Responsibilities of Directors and Auditors

As described on page three the company's and the group's directors are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of Opinion

We conducted our audit in accordance with Auditing Standards 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 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.

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's and the group's affairs as at 31 March 2000 and of its profit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

Turner Peachey Chartered Accountants Registered Auditors 9-10 St. Mary's Place Shrewsbury SY1 1DZ Twee Peacley

Dated: 23 January 2001,

Page 4

Profit and Loss Account for the Year Ended 31 March 2000

THE GROUP

	Notes	31.3.00 £	31.3.99 £
TURNOVER	2	35,695,005	_
	2		33,723,044
Cost of sales		27,683,904	26,843,415
GROSS PROFIT		8,011,101	6,879,629
Net operating expenses		6,938,076	6,084,182
OPERATING PROFIT		1,073,025	795,447
Interest receivable and similar income		235,260	217,030
		1,308,285	1,012,477
Interest payable and similar charges	5	7,517	17,209
Rents receivable in respect of			
operating leases		147,207	139,623
PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION		1,447,975	1,134,891
Tax on profit on ordinary activities	7	449,561	366,989
PROFIT FOR THE FINANCIAL YEAR			
AFTER TAXATION		998,414	767,902
Dividends	6	160,000	132,000
		838,414	635,902
Retained profit brought forward		4,031,091	3,395,189
RETAINED PROFIT CARRIED FORWARD		4,869,505	4,031,091

CONTINUING OPERATIONS

None of the group's activities were acquired or discontinued during the current and previous years.

Profit and Loss Account for the Year Ended 31 March 2000

THE COMPANY

		31.3.00	31.3.99
	Notes	£	£
Income from interests in every undertakings		222 174	222.050
Income from interests in group undertakings Other operating income		332,174 196,719	322,950 179,844
Interest receivable		26,112	25,726
		20,112	
		555,005	528,520
Interest payable	5	7,517	14,371
Net operating expenses		192,087	177,900
PROFIT ON ORDINARY ACTIVITIES			
BEFORE TAXATION		355,401	336,249
Tax on profit on ordinary activities	7	67,031	82,868
Tall on profit on ordinary about the	,	07,031	
PROFIT FOR THE FINANCIAL YEAR			
AFTER TAXATION		288,370	253,381
	_		
Dividends	6	160,000	132,000
		128,370	121,381
		128,570	121,561
Retained profit brought forward		1,717,140	1,595,759
RETAINED PROFIT CARRIED FORWARD		1,845,510	1,717,140

CONTINUING OPERATIONS

None of the company's activities were acquired or discontinued during the current and previous years.

Statement of Total Recognised Gains and Losses for the Year Ended 31 March 2000

	31.3.00		31.3.99	
	Company Group		Company	Group
	£	£	£	£
PROFIT FOR THE FINANCIAL YEAR	128,370	838,414	121,381	635,902
Revaluation long leasehold investment property	112,618	112,618		
TOTAL RECOGNISED GAINS AND LOSSES RELATING TO THE YEAR	240,988	951,032	121,381	635,902

Balance Sheet 31 March 2000

THE GROUP

		31.3	.00	31.3	3.99
	Notes	£	£	£	£
FIXED ASSETS:					
Tangible fixed assets	13		2,245,943		2,280,221
CURRENT ASSETS:					
Stocks	9	2,556,943		3,339,675	
Debtors	10	4,567,420		4,637,597	
Cash at bank and in hand		3,320,879		2,444,206	
		10,445,242		10,421,478	
CREDITORS: Amounts falling due within one year	11	7,691,562		8,653,108	
within one year	11	7,031,302		0,033,100	
				•	
NET CURRENT ASSETS:			2,753,680		1,768,370
TOTAL ASSETS LESS					
CURRENT LIABILITIES:			4,999,623		4,048,591
CAPITAL AND RESERVES:					
Called up share capital	15		17,500		17,500
Profit and loss account			4,869,505		4,031,091
Revaluation reserve	16		112,618		-
Shareholders' funds	14		4,999,623		4,048,591
			, , -		,,

ON BEHALR OF THE BOARD:

T.R. Dodd Esq. – DIRECTOR

Approved by the Board on 22-01-2-01

Balance Sheet 31 March 2000

THE COMPANY

		31.	31.3.00		3.99
	Notes	£	£	£	£
FIXED ASSETS:					
Tangible fixed assets	13		1,548,944		1,452,439
Investments	8		17,898		17,898
			1,566,842		1,470,337
CURRENT ASSETS:					
Debtors	10	19,740		32,042	
Cash at bank and in hand		552,742		503,110	
		572,482		535,152	
CREDITORS: Amounts falling due					
within one year	11	163,696		270,849	
NET CURRENT ASSETS:			408,786		264,303
TOTAL ASSETS LESS CURRENT			1.055.420		
LIABILITIES:			1,975,628		1,734,640
					
CAPITAL AND RESERVES:					
Called up share capital	15		17,500		17,500
Profit and loss account			1,845,510		1,717,140
Revaluation reserve	16		112,618		-
Shareholders' funds	14		1,975,628		1,734,640

ON BEHALMOF THE BOARD:

T.R. Dodd Esq. - DIRECTOR

Approved by the Board on 22 - 01 - 2001

Cash Flow Statement for the Year Ended 31 March 2000

THE GROUP

		31.3.00	31.3.99
	Notes	£	£
Net cash inflow from operating activities	1	1,427,088	1 606 701
Returns on investments and servicing of finance	2	374,950	1,696,791 339,444
Taxation Capital expenditure	2	(363,162) (252,203)	(276,260) (470,958)
		1,186,673	1,289,017
Equity dividends paid Financing	2	(160,000) (150,000)	(252,000)
Increase in cash		876,673	1,037,017
Reconciliation of net cash flow to movement in net debt	3		
m net dest	J		
Increase in cash		876,673	1,037,017
Net funds at 1 April 1999		2,444,206	1,407,189
Net funds at 31 March 2000		3,320,879	2,444,206

Notes to the Group Cash Flow Statement for the Year Ended 31 March 2000

		31.3.00		31.3.99	
		£	£	£	£
1.	RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES				
	Operating profit Depreciation charges Profit on sale of fixed assets Decrease/(increase) in stocks Decrease/(increase) in debtors (Decrease)/increase in creditors		1,073,025 411,166 (12,067) 782,732 70,177 (897,945)		795,447 450,440 (1,426) (459,109) (607,195) 1,518,634
			1,427,088		1,696,791
2.	GROSS CASH FLOWS				
	Returns on investments and servicing of finance				
	Interest received Interest paid Rental income received	235,260 (7,517) 147,207		217,030 (17,209) 139,623	
			374,950		339,444
	Capital expenditure Payments to acquire tangible fixed assets Receipts from sale of tangible fixed assets	(298,459) 46,256		(490,599) 19,641	
			(252,203)		(470,958)
	Financing Loan repaid to pension scheme	(150,000)			
			(150,000)		-
3.	ANALYSIS OF CHANGES IN NET DEBT				
			At 1.4.99 £	Cash <u>Flows</u> £	At 31.3.00 £
	Cash at bank and in hand	<u>-</u>	2,444,206	876,673	3,320,879

Notes to the Financial Statements for the Year Ended 31 March 2000

1. ACCOUNTING POLICIES

Accounting convention

The financial statements have been prepared under the historical cost convention.

Turnover

Turnover represents net invoiced sales of goods and services, excluding value added tax.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

Land and buildings

2% on cost (buildings only)

Plant and machinery

25% on cost

Motor vehicles
Office equipment

25% on cost 25% on net book value

Computers

50% on cost

The long leasehold investment property is valued every five years by a professional valuer, and every year by the board of directors.

Stocks

Stock and work in progress are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Cost includes all direct expenditure and an appropriate proportion of fixed and variable overheads.

Deferred taxation

Provision is made at current rates for taxation deferred in respect of material timing differences, except to the extent that, in the opinion of the directors, there is a reasonable probability that the liability will not arise in the foreseeable future.

Hire purchase and leasing commitments

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives. Those held under finance leases are depreciated over their estimated useful lives or the lease term, whichever is the shorter.

The interest element of these obligations is charged to the profit and loss account over the relevant period. The capital element of the future payments is treated as a liability.

Rentals payable under operating leases are charged to the profit and loss account on a straight line basis over the period of the lease.

Pensions

The company and the group operate a defined contribution pension scheme. Contributions payable for the year are charged in the profit and loss account.

2. TURNOVER

The turnover and profit before taxation are attributable to the principal activities of the company and the group.

Notes to the Financial Statements for the Year Ended 31 March 2000

31.3.00

31.3.99

		Company £	Group f	Company £	Group £
3.	STAFF COSTS	~	~	*	L
	Wages and salaries Social security costs Other pension costs	99,518 12,864 20,140	8,915,598 861,986 297,948	85,584 9,739 10,000	8,325,700 784,962 181,355
		132,522	10,075,532	105,323	9,292,017
	The average number of employees during t	he year was as follo	ws:		
	Management and administration Productive operatives	2	143 334	2	145 342
		2	477	2	487
4.	OPERATING PROFIT				
	The operating profit is stated after chargin	g/(crediting):			
			3.00	31.3	
		Company £	<u>Group</u> £	Company £	<u>Group</u> £
	Vehicle contract hire Depreciation – owned assets Depreciation – assets on H.P. contracts Profit on disposal of fixed assets Auditors remuneration	3,912 16,113 - -	62,885 397,930 13,236 (12,067) 51,050	32,689	415,580 34,860 (1,426) 58,528
5.	INTEREST PAYABLE AND SIMILAR	R CHARGES			
			3.00	31.3	
		<u>Company</u> £	<u>Group</u> £	Company £	<u>Group</u> £
	Hire purchase interest Loan interest	7,517	7,517	14,371	2,838 14,371
		7,517	7,517	14,371	17,209
6.	DIVIDENDS				
			3.00	31.3	
		Company £	<u>Group</u> £	<u>Company</u> £	<u>Group</u> £
	Equity shares: Ordinary — paid	160,000	160,000	132,000	132,000
		Page 13			

Notes to the Financial Statements for the Year Ended 31 March 2000

7. TAXATION

The tax charge on the profit on ordinary activities for the year was as follows:

		31.3.0	00	31.3.	99
		Company	Group	Company	Group
		£	£	£	£
	U.K. corporation tax	67,162	448,092	69,089	358,693
	(Over)/under provision in earlier years	(131)	1,469	13,779	8,296
		67,031	449,561	82,868	366,989
					
	U.K. corporation tax has been charged	30.00%	29.16%	31.00%	29.99%
o	DIVER A CORT INVESTIGATION				
8.	FIXED ASSET INVESTMENTS				C
					<u>Company</u> £
	COST				L.
	At 1 April 1999				17,898
	At 31 March 2000				17,898
	NUMBER TO ANY STATE THE				
	NET BOOK VALUE: At 31 March 2000				17 000
	At 31 March 2000				17,898
	At 31 March 1999				17,898
				31.3.00	31.3.99
				£	£
	Unlisted investments			17,898	17,898
	Children Hirodinants			17,550	17,000
	Company name, country of incorporation, 1	nature of business		%	Class of
				Holding	Shares
				 -	
	Dodd Group Limited			100.00	Ordinary
	England and Wales				
	Electrical, heating & ventilation contractors	8		100.00	0.1:
	Dodd Group (Midlands) Limited England and Wales			100.00	Ordinary
	Electrical, heating & ventilation contractors	a a			
	Dodd Environmental Services Limited	3		100.00	Ordinary
	England and Wales			100.00	Oldinary
	Heating & ventilation contractors				
	Dodd Group (Eastern) Limited			100.00	Ordinary
	England and Wales				•
	Electrical, heating & ventilation contractor	S			
	Dodd Group (South) Limited			100.00	Ordinary
	England and Wales	_			
	Electrical, heating & ventilation contractor	S		100.00	Ondin
	Technology Installation Services Limited England and Wales			100.00	Ordinary
	I.T. Network Systems Designers & Installe	275			
	1.1. I totwork bystems Designers & mistane				

All of the above subsidiaries are included in these consolidated statements.

Notes to the Financial Statements for the Year Ended 31 March 2000

9. STOCKS

31.3	.00	31.3.5	99
<u>Company</u> £	<u>Group</u> £	Company £	<u>Group</u> £
	77,542 2,479,401	-	95,046 3,244,629
-	2,556,943	-	3,339,675
	Company £	£ £	Company Group Company £ £ £ - 77,542 - - 2,479,401 -

10. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.3	.00	31.3.99	
	Company	<u>Group</u>	Company	Group
	£	£	£	£
Trade debtors	10,153	4,448,337	8,152	4,543,750
Other debtors	8,587	70,583	1,740	43,347
Prepayments	-	48,500	-	50,500
Amounts owed by group undertakings	1,000		22,150	
	19,740	4,567,420	32,042	4,637,597
	···			

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3	3.00	31.3.99	
	Company	<u>Group</u>	Company	Group
	£	£	£	£
Trade creditors	5,413	5,289,278	59	6,516,102
Social security & other taxes	9,878	1,130,268	10,004	926,795
Other creditors	10,352	265,976	-	217,100
Accruals	-	242,893	20,025	296,006
Taxation	49,162	412,092	36,089	325,693
Directors' loan accounts	-	160,240	-	108,396
Loan Dodd Group (Midlands) Limited				
Pension Scheme	-	-	150,000	150,000
Payments received on account	-	142,002	-	-
Hire purchase contracts (note 12)	-	48,813	=	113,016
Amounts due to group undertakings	88,891		54,672	
	163,696	7,691,562	270,849	8,653,108
	·			

Notes to the Financial Statements for the Year Ended 31 March 2000

12. OBLIGATIONS UNDER HIRE PURCHASE CONTRACTS

	31.3.00		31.3.99	
	<u>Company</u>	<u>Group</u>	<u>Company</u>	<u>Group</u>
Grass abligations ranguable.	£	£	£	£
Gross obligations repayable: Within one year	<u> </u>	50,202	-	114,064
Finance charges repayable: Within one year	·	1,389	<u>•</u>	1,048
Net obligations repayable	-	48,813		113,016

The following payments are committed to be paid within one year:

Operating leases

	31.3.00		31.3.99	
	Company Group		<u>Company</u>	<u>Group</u>
	£	£	£	£
Expiring:				
Between one and five years	5,216	64,295		

13. TANGIBLE FIXED ASSETS

THE GROUP

THE GROUP	Land & buildings	Plant & machinery	Motor vehicles	Office <u>Equipment</u>	<u>Totals</u>
	£	£	£	£	£
COST OR VALUATION:					
At 1 April 1999	1,705,742	479,970	1,755,663	310,029	4,251,404
Additions	-	4,184	277,940	16,335	298,459
Disposals	-	(1,375)	(260,596)	-	(261,971)
Revaluation	71,178				71,178
As at 31 March 2000	1,776,920	482,779	1,773,007	326,364	4,359,070
DEPRECIATION:			=		-
At 1 April 1999	257,060	411,951	1,057,237	244,935	1,971,183
Charge for the year	13,355	42,653	334,305	20,853	411,166
Eliminated on disposals	-	(344)	(227,438)	-	(227,782)
Revaluation	(41,440)				(41,440)
As at 31 March 2000	228,975	454,260	1,164,104	265,788	2,113,127
NET BOOK VALUE:					
31 March 2000	1,547,945	28,519	608,903	60,576	2,245,943
31 March 1999	1,448,682	68,019	698,426	65,094	2,280,221

Notes to the Financial Statements for the Year Ended 31 March 2000

293,493

LAND & BUILDINGS

Freehold

The net book value of land and buildings of the company and the group may be further analysed as:

Freehold Long leasehold investment Long leasehold			293,493 900,000 354,452
-			1,547,945
The long leasehold investment property was valued on an ordirectors.	pen market basis on 31 M	arch 2000, by th	ne board of
Fixed assets, included in the above, which are held under hi	re purchase contracts are	as follows:-	
			Motor <u>vehicles</u>
COST:			£
At 1 April 1999			138,940
Additions Transfer to ownership			54,944 (138,940)
This is a market			
			54,944
DEPRECIATION:			
At 1 April 1999			41,835
Charge for the year			13,236
Transfer to ownership			(41,835)
			13,236
NET BOOK VALUE:			
31 March 2000			41,708
31 March 1999			97,105
THE COMPANY			
	Land and	Motor	
	<u>buildings</u> £	<u>Vehicles</u> £	<u>Total</u> £
COST OR VALUATION:	r	£	ı.
At 1 April 1999	1,521,668	12,500	1,534,168
Revaluation	71,178		71,178
At 31 March 2000	1,592,846	12,500	1,605,346

DEPRECIATION:			
At 1 April 1999	73,104	8,625	81,729
Charge for the year	13,238	2,875	16,113
Revaluation	(41,440)		(41,440)
As at 31 March 2000	44,902	11,500	56,402
			<u> </u>
NET BOOK VALUE	1 545 044	1.000	1 540 044
31 March 2000	1,547,944	1,000	1,548,944
31 March 1999	1,448,564	3,875	1,452,439
n _e	ca 17		

Page 17

Notes to the Financial Statements for the Year Ended 31 March 2000

14. RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS' FUNDS

			31.3.00		31.3.99	
		<u>Company</u> £	<u>Group</u> £	Company £	<u>Group</u> £	
	Profit for the financial year Dividends	288,370 (160,000		253,381 (132,000)	767,902 (132,000)	
	NET ADDITION TO SHAREHOLDERS' FUNDS Revaluation long leasehold investment Opening shareholders' funds	128,370 t 112,618 1,734,640	112,618	121,381 - 1,613,259	635,902	
	CLOSING SHAREHOLDERS' FUNDS	1,975,628	4,999,623	1,734,640	4,048,591	
	Equity interests	1,975,628	4,999,623	1,734,640	4,048,591	
15.	CALLED UP SHARE CAPITAL					
	Authorised: Number:	Class:	Nominal value:	31.3.00 £	31.3.99 £	
	50,000	Ordinary	£1	50,000	50,000	
	Allotted, issued and fully paid: Number:	Class:	Nominal value:	31.3.00 £	31.3.99 £	
	17,500	Ordinary	£1	17,500	17,500	
16.	REVALUATION RESERVE					
		31.3.0 <u>Company</u> £	0 <u>Group</u> £	31.3. <u>Company</u> £	99 <u>Group</u> £	
	Revaluation long leasehold investment	112,618	112,618	-		

17. PENSION COSTS

The company and the group operate a personal pension scheme. It is a defined contribution scheme and contributions are charged to the profit and loss account as they accrue. The charge for the year was £297,948 (1999 £181,355) for the group, and £20,140 (1999 £10,000) for the company.

Notes to the Financial Statements for the Year Ended 31 March 2000

18. PROVISIONS FOR LIABILITIES AND CHARGES

No provision is made in the financial statements for deferred taxation where the liability is not expected to arise for a considerable period.

The potential and actual liabilities were:-

	31.3.00		31.3.99	
	Amount Potential provided liability			Potential <u>lia</u> bility
Accelerated capital allowances	£Nil	£479,000	£ Nil	£441,000

19. RELATED PARTY DISCLOSURES

The company and the group are under the control of Mr. T.R. Dodd, the major shareholder and chairman of the company and the group.

The company is exempt from disclosing inter group transactions due to the fact that consolidated financial statements are publicly available.

During the year the company repaid the loan of £150,000 from Dodd Group (Midlands) Limited Pension Scheme. Interest payable amounted to £7,517 (1999 £14,371).

20. CONTINGENT LIABILITIES

A composite guarantee dated 27 May 1997 is given to the bank between all of this company's subsidiaries.

21. DIRECTORS EMOLUMENTS

	31.	.3.00	31.3.99	
	Company	Group	<u>Company</u>	<u>Group</u>
	£	£	£	£
Directors' emoluments Directors' pension contributions to money purchase scheme	-	477,527	-	384,234
		174,000		80,478
	-	651,527	-	464,712
			<u>=</u> =	

The remuneration of the highest paid director included above was:

	31.3.00		31.3.99	
	Company £	Group £	Company £	Group £
Emoluments, etc. Pension contributions to money purchase schemes	-	466,652	-	308,630
		162,000		64,278
	-	628,652	-	372,908