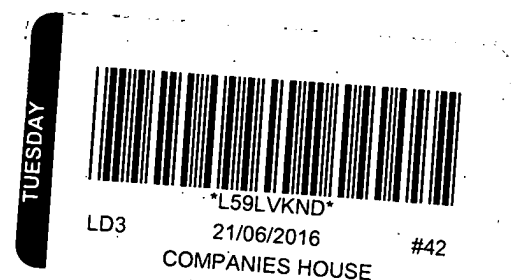


Science Recruitment Group Limited

Annual Report and Financial Statements

for the 52 weeks ended 1 January 2016



Science Recruitment Group Limited

Contents

Company Information	1
Strategic Report	2 to 3
Directors' Report	4 to 5
Statement of Directors' Responsibilities	6
Independent Auditor's Report to the members of Science Recruitment Group Limited	7 to 8
Profit and Loss Account	9
Balance Sheet	10
Statement of Changes in Equity	11
Notes to the Financial Statements	12 to 26

Science Recruitment Group Limited

Company Information

Directors	D Mee J Robertson R J Watson
Company secretary	R J Watson
Registered office	800 The Boulevard Capability Green Luton Bedfordshire LU1 3BA
Auditor	KPMG LLP 15 Canada Square London E14 5GL United Kingdom

Science Recruitment Group Limited

Strategic Report for the 52 weeks ended 1 January 2016

The directors present their strategic report for the 52 weeks ended 1 January 2016.

Review of the business

	52 weeks 1 January 2016	53 weeks 2 January 2015	Change %
Turnover	76,772	72,587	5.77
Gross profit	10,619	10,685	(0.62)
Administration expenses	6,036	6,940	13.03
Operating profit	4,583	3,745	22.38
Gross profit percentage (%)	13.8	14.7	
Conversion rate (%) (Operating profit to Gross profit)	43.2	35.0	
Permanent fees as a % of Gross Profit	25.1	26.9	

The company reported revenues of £76.7m and gross profit of £10.6m in the year. The company delivers into the SME market and large multi-national client base through a blended operational structure of managed service frameworks. Despite pressure from direct hire programs, the company grew revenues in both its specialist and managed operations albeit at reduced margins. Due to these pressures the company has focused on becoming more efficient and is pleased to announce an improvement in the conversion rate from 35.0% to 43.2%.

The directors continue to monitor the performance of the company and are confident of the continued success of the company.

Insurance

Impellam Group plc ("the Group"), of which the company is a member, maintains a comprehensive insurance programme with a number of reputable third party underwriters. These insurance policies are reviewed annually to ensure that there is adequate cover for insurable risks and that the terms of those policies are optimised.

Principal risks and uncertainties

The principal risks and uncertainties of the Group, which include those of the company, are discussed in the Finance Report in the Group's annual report which does not form part of this report. Certain of the Group's business and financial risks are managed at a Group level, rather than at an individual company level. For this reason, the company's directors believe that a discussion of the Group's risks would not be appropriate for an understanding of the development, performance or position of the company.

Regulatory environment

The provision of staffing and support services requires an increasing number of checks for compliance both with legislation and client contractual arrangements; these can vary widely by sector and geography. Such compliance requirements are constantly changing with new legislation being introduced and new or revised contracts being negotiated.

The company takes its responsibilities seriously, is committed to meeting all of its regulatory responsibilities and regularly reviews its policies, processes and systems to reflect best practice. All employees are informed and trained on any new requirements as they become necessary, all new employees receive training on all relevant operating standards and there is a team of compliance officers who regularly conduct spot checks to ensure standards are being maintained.

Science Recruitment Group Limited

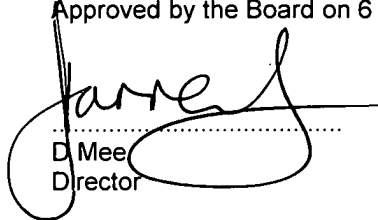
Strategic Report for the 52 weeks ended 1 January 2016 (continued)

Technology systems

The company is reliant on a number of technology systems in providing its services to clients and in sourcing and communicating with candidates and staff. These systems are located both in-house and in various data centres. These systems are vulnerable to matters beyond the Group's control, such as natural disasters and power or telecommunications failures. Also, the systems could be vulnerable to improper or negligent operation by employees or from unauthorised access.

The business continues to develop and enhance controls, the associated disaster recovery systems, including physically separate disaster recovery sites, and other areas to improve its ability to cope with the loss or disruption of a technology system as a result of any such event. In addition, data protection is a key priority and specific contractual provisions exist to ensure safety and security of confidential data.

Approved by the Board on 6 June 2016 and signed on its behalf by:



.....
D Mee
Director

800 The Boulevard
Capability Green
Luton
LU1 3BA

Science Recruitment Group Limited

Directors' Report for the 52 weeks ended 1 January 2016

The directors present their report and the financial statements for the 52 weeks ended 1 January 2016.

Directors of the company

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

D Mee (appointed 20 April 2015)

J Robertson

R J Watson

Financial instruments

Objectives and policies

The company's principal financial instruments comprise a revolving credit facility, cash and short-term deposits. The main purpose of these financial instruments is to raise finance for the company's operations. The company has various other financial instruments such as trade debtors and trade creditors, which arise directly from its operations. The company does not enter into derivative transactions. The main risks arising from the company's financial instruments are interest rate risk and foreign currency risk. The board reviews and agrees policies for managing each of these risks as summarised below:

Interest rate risk

The company's exposure to interest rate risk is minimal as borrowings are held at a group level. The company does not currently hedge this risk.

Foreign currency risk

The company is exposed to fluctuations in the exchange rate between sterling and Euro, Australian dollar and Canadian dollar. Wherever possible this risk is managed by ensuring expenses related to the generation of these overseas revenues are in the same currency as the income. The company does not seek to hedge this exposure.

Employment of disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the abilities of the applicant concerned. In the event of members of staff becoming disabled every effort is made to ensure that their employment with the company continues and that appropriate training is arranged. It is the policy of the company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee involvement

The company recognises that it is essential to maintain a highly skilled workforce. To this end the policy of training and development is incorporated in the company plan. It is the policy to promote from within the organisation wherever the possibility exists.

Health and safety measures are given particular attention by the directors and a written policy exists and is known throughout the company.

The company recognises the need for employees to be informed of the company's activities and performance. A corporate intranet for all employees provides a wide range of information and provides an increasingly important communication tool for policies and procedures as well as the sharing of information, document storage and specific news. Meetings are held between management and employees to allow sharing of information and consultation. Employees participate directly in the performance of the business through the Company's bonus arrangements.

Directors' liabilities

During the period and to the date of these financial statements, the company had in force an indemnity provision in favour of one or more Directors of the company against liability in respect of proceedings brought by third parties, subject to the conditions set out in the Companies Act 2006.

Science Recruitment Group Limited

Directors' Report for the 52 weeks ended 1 January 2016 (continued)

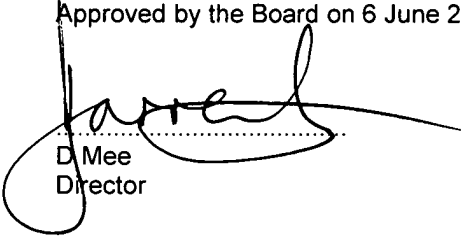
Disclosure of information to the auditor

Each director has taken steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information. The directors confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

Reappointment of auditors

During the period KPMG LLP were appointed as auditors and are deemed to be reappointed under section 487(2) of the Companies Act 2006.

Approved by the Board on 6 June 2016 and signed on its behalf by:



D. Mee
Director

Science Recruitment Group Limited

Statement of Directors' Responsibilities in respect of the Annual Report and the Financial Statements

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 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' ('FRS 101').

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 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; 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.

Independent Auditor's Report to the members of Science Recruitment Group Limited

We have audited the financial statements of Science Recruitment Group Limited for the 52 weeks ended 1 January 2016, set out on pages 9 to 26. 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 Statement of Directors' Responsibilities (set out on page 6), 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 the financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 1 January 2016 and of its profit for the period 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Strategic Report and Directors' Report for the financial period is consistent with the financial statements.

Based solely on the work required to be undertaken in the course of the audit of the financial statements and from reading the Strategic report and the Directors' report:

- we have not identified material misstatements in those reports; and
- in our opinion, those reports have been prepared in accordance with the Companies Act 2006.

**Independent Auditor's Report to the members of Science Recruitment Group
Limited (continued)**

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



Aimie Keki (Senior Statutory Auditor)
For and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants

15 Canada Square
London
E14 5GL
United Kingdom

7 June 2016

Science Recruitment Group Limited

Profit and Loss Account for the 52 weeks ended 1 January 2016

	Note	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Turnover	3	76,772	72,587
Cost of sales		<u>(66,153)</u>	<u>(61,901)</u>
Gross profit		10,619	10,686
Administrative expenses		<u>(6,036)</u>	<u>(6,941)</u>
Operating profit		4,583	3,745
Other interest receivable and similar income	6	-	1
Interest payable and similar charges	7	<u>(12)</u>	<u>-</u>
Profit before tax		4,571	3,746
Tax on profit on ordinary activities	10	<u>(912)</u>	<u>(756)</u>
Profit for the period		<u><u>3,659</u></u>	<u><u>2,990</u></u>

The above results were derived from continuing operations.

Statement of Comprehensive Income for the 52 weeks ended 1 January 2016

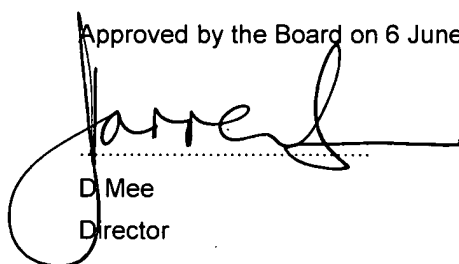
	Note	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Profit for the period		<u>3,659</u>	<u>2,990</u>
Total comprehensive income for the period		<u><u>3,659</u></u>	<u><u>2,990</u></u>

Science Recruitment Group Limited

(Registration number: 02681320)
Balance Sheet as at 1 January 2016

	Note	1 January 2016 £ 000	2 January 2015 £ 000
Fixed assets			
Intangible assets	11	47	69
Property, plant and equipment	12	56	101
Deferred tax assets	10	38	53
		<u>141</u>	<u>223</u>
Current assets			
Trade and other receivables	14	21,968	14,821
Cash and cash equivalents		141	3,885
		<u>22,109</u>	<u>18,706</u>
Creditors: Amounts falling due within one year			
Trade and other payables	15	(8,673)	(9,814)
Income tax liability		<u>(1,277)</u>	<u>(380)</u>
Creditors: Amounts falling due within one year		<u>(9,950)</u>	<u>(10,194)</u>
Net current assets		<u>12,159</u>	<u>8,512</u>
Total assets less current liabilities		12,300	8,735
Provisions for liabilities	19	<u>(13)</u>	<u>(107)</u>
Net assets		<u>12,287</u>	<u>8,628</u>
Capital and reserves			
Called up share capital	16	-	-
Share premium reserve		756	756
Profit and loss account		<u>11,531</u>	<u>7,872</u>
Shareholders' funds		<u>12,287</u>	<u>8,628</u>

Approved by the Board on 6 June 2016 and signed on its behalf by:



D. Mee
Director

Science Recruitment Group Limited

Statement of Changes in Equity for the 52 weeks ended 1 January 2016

	Share premium £ 000	Retained earnings £ 000	Total £ 000
At 3 January 2015	756	7,872	8,628
Profit for the period	-	3,659	3,659
Total comprehensive income	-	3,659	3,659
At 1 January 2016	756	11,531	12,287

	Share premium £ 000	Retained earnings £ 000	Total £ 000
At 28 December 2013	756	4,882	5,638
Profit for the period	-	2,990	2,990
Total comprehensive income	-	2,990	2,990
At 2 January 2015	756	7,872	8,628

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016

1 General information

The company is a private company limited by share capital incorporated and domiciled in United Kingdom.

The address of its registered office is:

800 The Boulevard

Capability Green

Luton

Bedfordshire

LU1 3BA

These financial statements were authorised for issue by the Board on 6 June 2016 and the balance sheet was signed on behalf of the Board by Darren Mee.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation

These financial statements were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework.

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. An explanation of how the transition to FRS 101 has affected the reported financial position and financial performance of the Company is provided in the notes to the financial statements (note 21).

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

2 Accounting policies (continued)

Summary of disclosure exemptions

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

- Comparative period reconciliations for share capital, tangible fixed assets, intangible assets and investment properties;
- Disclosures in respect of transactions with wholly owned subsidiaries ;
- Disclosures in respect of capital management;
- The effects of new but not yet effective IFRSs;
- An additional balance sheet for the beginning of the earliest comparative period following the retrospective change in accounting policy;
- Disclosures in respect of the compensation of Key Management Personnel; and
- Disclosures of transactions with a management entity that provides key management personnel services to the company.

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 28 December 2013 for the purposes of the transition to FRS 101 Adopted IFRSs.

Going concern

The financial statements have been prepared on a going concern basis.

Exemption from preparing a cash flow statement

The company has taken advantage of the exemption under FRS 101 not to publish a cash flow as its ultimate parent, Impellam Group Plc, a company incorporated in the United Kingdom, has prepared consolidated financial statements which are publicly available.

Exemption from preparing group accounts

The financial statements contain information about Science Recruitment Group Limited as an individual company and do not contain consolidated financial information as the parent of a group.

The company is exempt under section 400 of the Companies Act 2006 from the requirement to prepare consolidated financial statements as it and its subsidiary undertakings are included by full consolidation in the consolidated financial statements of its ultimate parent, Impellam Group Plc, a company incorporated in United Kingdom.

Changes in accounting policy

None of the standards, interpretations and amendments effective for the first time from 28 December 2013 have had a material effect on the financial statements.

Revenue recognition

Turnover, which is stated exclusive of value added tax, comprises amounts receivable for employment services, net of rebates and discounts provided. The nature of the company's activities is such that revenue is recognised when a written agreement, terms and conditions or an approved customer order is in place and the services have been fully rendered. Revenue is recognised and accrued by reference to hours worked in accordance with approved and submitted weekly timesheets and agreed charge rates. The company's procedures require review of a customer's ability to pay prior to a service provision, at the time of such provision, and at the time of billing, such that collectability is reasonably assured.

The company recognises the income derived from permanent placements when the employment of the individual commences with provision made for potential refunds which can be payable if the placement is terminated within a short period.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

2 Accounting policies (continued)

Foreign currency transactions and balances

Profit and loss transactions in foreign currencies are translated into sterling at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the closing rates at the balance sheet date and the exchange differences are included in the profit and loss account.

Tax

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, 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.

Deferred tax is provided on temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. The amount of deferred tax provided is based on the expected manner of realisation or settlement of the carrying amount of assets and liabilities, using tax rates enacted or substantively enacted at the balance sheet date.

A deferred tax asset is recognised only to the extent that it is probable that future taxable profits will be available against which the temporary difference can be utilised.

Depreciation

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Depreciation is charged to the profit and loss account on a straight-line basis over the estimated useful lives of each part of an item of tangible fixed assets. The estimated useful lives are as follows:

Asset class	Depreciation method and rate
Leasehold land and buildings	Over the term of the lease
Furniture, fittings and equipment	15% to 25% straight line basis

Depreciation methods, useful lives and residual values are reviewed at each balance sheet date.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

2 Accounting policies (continued)

Intangible assets

Intangible assets represent the carrying value of computer software and licences.

Carrying value is equal to cost less accumulated amortisation and impairment or, in the case of assets acquired through business combinations, fair value at date of acquisition less accumulated amortisation and impairment.

Internally generated computer software programs are capitalised to the extent that costs can be separately identified and attributed to particular software programs, measured reliably, and that the asset developed can be shown to generate future economic benefits.

Computer software and licences are defined as having finite useful lives and the costs are amortised on a straight-line basis over the estimated useful lives of each of the assets, considered to be between three to five years. The expense is taken to the income statement through the "depreciation and amortisation" line within administrative expenses.

All costs relating to the "research" phase of the software development cycle together with costs not separately identifiable and attributable to particular program development are expensed directly to the income statement in the period in which it is incurred.

All intangible assets are also reviewed for impairment whenever there is an indication that the carrying amount may be impaired. Useful lives are also examined on an annual basis and adjustments, where applicable, are made on a prospective basis.

Investments

Fixed asset investments are stated at cost less a provision for impairment. The carrying values of investments are reviewed for impairment at least on an annual basis. This requires an estimation of the recoverable amount of the cash-generating unit to which the assets are allocated. Estimating the value in use requires the company to make an estimate of the future cash flows from the cash-generating unit and also to choose a suitable discount rate in order to calculate the present value of those cash flows.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

Trade receivables

Trade receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Trade receivables are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

Trade payables

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). If not, they are presented as non-current liabilities.

Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

2 Accounting policies (continued)

Provisions

Provisions are recognised when the company has a present obligation (legal or constructive) as a result of a past event, it is probable that the group will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

Provisions are measured at the directors' best estimate of the expenditure required to settle the obligation at the reporting date and are discounted to present value where the effect is material.

Leases

Rentals payable under operating leases, where substantially all the benefits and risks of ownership remain with the lessor, are charged in the profit and loss account on a straight line basis over the lease term.

Share capital

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

Defined contribution pension obligation

The company operates a defined contribution pension scheme. Contributions are recognised in the profit and loss account in the period in which they become payable in accordance with the rules of the scheme.

Financial assets and liabilities

Classification

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities. Financial assets and financial liabilities are recorded at fair value on the transaction date, on the company's balance sheet when the company has become a party to the contractual provisions of the instrument and derecognised when this is no longer the case.

3 Revenue

The analysis of the company's revenue for the period from continuing operations is as follows:

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Sales - UK	74,256	71,933
Sales - Europe	2,461	327
Sales - Rest of world	55	327
	<u>76,772</u>	<u>72,587</u>

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

4 Operating profit

Arrived at after charging

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Depreciation expense	53	48
Amortisation expense	23	67
Foreign exchange gains	7	4
Operating lease expense - property	251	282
Operating lease expense - plant and machinery	76	81

5 Auditor's remuneration

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Audit of the financial statements	13	13

6 Other interest receivable and similar income

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Other finance income	-	1

7 Interest payable and similar charges

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Other finance costs	12	-

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

8 Staff costs

The aggregate payroll costs (including directors' remuneration) were as follows:

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Wages and salaries	4,068	4,198
Social security costs	445	493
Pension costs, defined contribution scheme	95	85
	<u>4,608</u>	<u>4,776</u>

In addition to the above, the company employs some of the staff who are supplied to clients and whose costs are part of the company's cost of sales. The average number of full-time equivalents of these for 1 January 2016 was 768 (2 January 2015: 844) and the aggregate staffing costs for these was £64,819,000 (2 January 2015: £61,575,000).

The average number of persons employed by the company (including directors) during the period, analysed by category was as follows:

	52 weeks 1 January 2016 No.	53 weeks 2 January 2015 No.
Administration and support	14	2
Other departments	93	106
	<u>107</u>	<u>108</u>

9 Directors' remuneration

The emoluments of the directors are paid by the ultimate parent company, or by another group company. The directors' services to this company are of a non-executive nature and are deemed to be attributable to services to the remunerating company. Accordingly, the directors received no remuneration for services to the company in the period (2 January 2015: £Nil).

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

10 Income tax

Tax charged/(credited) in the income statement

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Current taxation		
UK corporation tax	897	780
Total current income tax	897	780
Deferred taxation		
Arising from origination and reversal of temporary differences	3	1
Deferred tax adjustment relating to previous years	12	(25)
Total deferred taxation	15	(24)
Tax expense in the income statement	912	756

The tax on profit before tax for the period is lower than the standard rate of corporation tax in the UK (2015 - lower than the standard rate of corporation tax in the UK) of 20% (2015 - 21.5%).

The differences are reconciled below:

	52 weeks 1 January 2016 £ 000	53 weeks 2 January 2015 £ 000
Profit before tax	4,571	3,746
Corporation tax at standard rate	914	805
Transfer pricing adjustments	(22)	(33)
Income/expenses not taxable/allowable in determining taxable profits	6	6
Difference between depreciation and capital allowances	(1)	2
Deferred tax on short term timing differences	15	(24)
Total tax charge	912	756

UK legislation requires, in broad terms, that most transactions between connected parties be at an arm's length price for tax purposes (commonly known as 'transfer pricing'). As a result, this company must make an adjustment for deemed net interest on intercompany balances that has not been recognised in the financial statements.

UK legislation also places restrictions on the amount of interest payable by a group of companies which can be deducted for tax purposes (commonly known as the 'debt cap rules'), but also allows a restricted exemption for interest receivable subject to various conditions.

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.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

10 Income tax (continued)

Deferred tax

Deferred tax asset

	Asset £ 000
2016	
Accelerated tax depreciation	21
Other items	17
	<u>38</u>
2015	
Accelerated tax depreciation	23
Other items	53
	<u>76</u>

Deferred tax movement during the period:

	At 3 January 2015 £ 000	Recognised in income £ 000	At 1 January 2016 £ 000
Accelerated tax depreciation	23	(2)	21
Other items	30	(13)	17
Net tax assets/(liabilities)	<u>53</u>	<u>(15)</u>	<u>38</u>

Deferred tax movement during the prior period:

	At 28 December 2013 £ 000	Recognised in income £ 000	At 2 January 2015 £ 000
Accelerated tax depreciation	-	23	23
Other items	29	1	30
Net tax assets/(liabilities)	<u>29</u>	<u>24</u>	<u>53</u>

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

11 Intangible assets

	Software £ 000
Cost or valuation	
At 3 January 2015	215
Additions	1
At 1 January 2016	216
Amortisation	
At 3 January 2015	146
Amortisation charge	23
At 1 January 2016	169
Carrying amount	
At 1 January 2016	47
At 2 January 2015	69

12 Property, plant and equipment

	Leasehold land and buildings £ 000	Furniture, fittings and equipment £ 000	Total £ 000
Cost or valuation			
At 3 January 2015	154	148	302
Additions	1	7	8
At 1 January 2016	155	155	310
Depreciation			
At 3 January 2015	120	81	201
Charge for the period	28	25	53
At 1 January 2016	148	106	254
Carrying amount			
At 1 January 2016	7	49	56
At 2 January 2015	34	67	101

There is no material difference between the market value and net book value of the fixed assets.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

13 Investments

Details of the subsidiaries as at 1 January 2016 are as follows:

Name of subsidiary	Principal activity	Country of incorporation and principal place of business	Proportion of ownership interest and voting rights held	
			2016	2015
Science Recruitment Group AG	Employment services	Switzerland	100%	100%

The directors believe that the carrying value of the investments is supported by their underlying trade and net assets.

14 Trade and other receivables

	1 January 2016 £ 000	2 January 2015 £ 000
Trade receivables	8,586	9,348
Receivables from related parties	11,777	4,114
Accrued income	1,361	1,063
Prepayments	244	296
Total current trade and other receivables	21,968	14,821

Amounts owed by group undertakings are interest free, unsecured and repayable on demand.

15 Trade and other payables

	1 January 2016 £ 000	2 January 2015 £ 000
Trade payables	11	56
Accrued expenses	357	794
Amounts due to related parties	4,847	5,324
Social security and other taxes	2,434	2,839
Outstanding defined contribution pension costs	28	30
Other payables	996	771
	8,673	9,814

Amounts owed to group undertakings are interest free, unsecured and repayable on demand.

16 Share capital

Allotted, called up and fully paid shares	1 January 2016		2 January 2015	
	Number	£	Number	£
Ordinary shares of £1 each	100	100	100	100

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

17 Obligations under leases and hire purchase contracts

Operating leases

The total future value of minimum lease payments is as follows:

	2016 £ 000	2015 £ 000
Within one year	350	273
In two to five years	1,100	870
In over five years	464	452
	<u>1,914</u>	<u>1,595</u>

The amount of non-cancellable operating lease payments recognised as an expense during the period was £326,000 (2015 - £363,000).

18 Pension and other schemes

Defined contribution pension scheme

The company operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the company to the scheme and amounted to £95,000 (2015 - £85,000).

Contributions totalling £28,000 (2015 - £30,000) were payable to the scheme at the end of the period and are included in creditors.

19 Provision for liabilities

	Dilapidation provision £ 000
At 3 January 2015	107
Released to the profit and loss account	<u>(94)</u>
At 1 January 2016	<u>13</u>

The dilapidation provision is being set up over the life of the various property leases held by the company, and will be released when each appropriate lease comes to an end.

20 Contingent liabilities

The company has given cross guarantees as follows:

a) As part of the Group's revolving credit facility of which the company is a member; the net aggregate amount outstanding against this facility at 1 January 2016 was £183,700,000 (2 January 2015: £54,009,000).

b) In respect of the Group's Term loan due 2019; the net aggregate amount outstanding at 1 January 2016 was £Nil (2 January 2015: £14,250,000).

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

21 Transition to FRS 101

Balance sheet at 28 December 2013

	Note	As originally reported £ 000	Reclassification £ 000	As restated £ 000
Fixed assets				
Intangible assets*		-	79	79
Tangible fixed assets*		206	(79)	127
		<u>206</u>	<u>-</u>	<u>206</u>
Current assets				
Trade and other receivables		14,834	-	14,834
Cash and cash equivalents		771	-	771
		<u>15,605</u>	<u>-</u>	<u>15,605</u>
Creditors: Amounts falling due within one year		(10,071)	-	(10,071)
Net current assets		<u>5,534</u>	<u>-</u>	<u>5,534</u>
Total assets less current liabilities		5,740	-	5,740
Provisions for liabilities		(102)	-	(102)
Net assets		<u>5,638</u>	<u>-</u>	<u>5,638</u>
Capital and reserves				
Share premium		756	-	756
Profit and loss account		4,882	-	4,882
Shareholders' funds		<u>5,638</u>	<u>-</u>	<u>5,638</u>

* Software has been re-classified from tangible to intangible fixed assets.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

21 Transition to FRS 101 (continued)

Balance sheet at 2 January 2015

	Note	As originally reported £ 000	Reclassification £ 000	As restated £ 000
Fixed assets				
Intangible assets*		-	69	69
Tangible fixed assets*		170	(69)	101
		<u>170</u>	<u>-</u>	<u>170</u>
Current assets				
Trade and other receivables		14,874	-	14,874
Cash and cash equivalents		3,885	-	3,885
		<u>18,759</u>	<u>-</u>	<u>18,759</u>
Creditors: Amounts falling due within one year		(10,194)	-	(10,194)
Net current assets		<u>8,565</u>	<u>-</u>	<u>8,565</u>
Total assets less current liabilities		8,735	-	8,735
Provisions for liabilities		(107)	-	(107)
Net assets		<u>8,628</u>	<u>-</u>	<u>8,628</u>
Capital and reserves				
Share premium		756	-	756
Profit and loss account		7,872	-	7,872
Shareholders' funds		<u>8,628</u>	<u>-</u>	<u>8,628</u>

* Software has been re-classified from tangible to intangible fixed assets.

Science Recruitment Group Limited

Notes to the Financial Statements for the 52 weeks ended 1 January 2016 (continued)

21 Transition to FRS 101 (continued)

Profit and loss account for the period from 28 December 2013 to 2 January 2015

	Note	As originally reported £ 000	Reclassification £ 000	As restated £ 000
Turnover		72,587	-	72,587
Cost of sales		(61,902)	-	(61,902)
Gross profit		10,685	-	10,685
Administrative expenses*		(6,939)	(1)	(6,940)
Operating profit		3,746	(1)	3,745
Other interest receivable and similar income		-	1	1
Profit before tax		3,746	-	3,746
Tax on profit on ordinary activities		(756)	-	(756)
Profit for the financial year		2,990	-	2,990

* Bank interest receivable has been re-classified as other interest receivable and similar income

22 Related party transactions

The company has taken advantage of the exemptions in FRS 101 Section 8 from disclosing transactions with other members of the Group.

23 Parent and ultimate parent undertaking

The company's immediate parent is Impellam UK Limited.

The Company's ultimate parent undertaking, Impellam Group Plc, includes the Company in its consolidated financial statements. The consolidated financial statements of Impellam Group Plc are prepared in accordance with International Financial Reporting Standards and are available to the public and may be obtained from Registrar of Companies, Companies Registration Office, Crown Way, Maindy, Cardiff, CF14 3UZ. Company financial statements have been prepared and approved by the directors in accordance with International Financial Reporting Standards as adopted by the EU ("Adopted IFRSs").

At 1 January 2016, the Lombard Trust was interested in and controlled 51.9% of Impellam Group Plc.