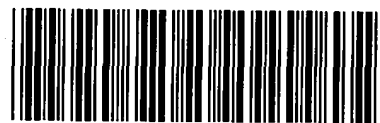


COMPANY REGISTRATION NUMBER 07022711

**ABACO RECRUITMENT LIMITED**  
**FINANCIAL STATEMENTS**  
**31 AUGUST 2015**

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COMPANIES HOUSE

# **ABACO RECRUITMENT LIMITED**

## **FINANCIAL STATEMENTS**

**YEAR ENDED 31 AUGUST 2015**

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**ABACO RECRUITMENT LIMITED**  
**OFFICERS AND PROFESSIONAL ADVISERS**

<b>The board of directors</b>	T McLennan K Lynch M R Kaye N Murphy
<b>Company secretary</b>	M R Kaye
<b>Registered office</b>	1st Floor, Castlewood House 77-91 New Oxford Street London WC1A 1DG
<b>Auditor</b>	Independent Auditors LLP Chartered Accountants & Statutory Auditor Emstrey House North Shrewsbury Business Park Shrewsbury SY2 6LG

# **ABACO RECRUITMENT LIMITED**

## **STRATEGIC REPORT**

### **YEAR ENDED 31 AUGUST 2015**

The directors present their strategic report for the year ended 31 August 2015.

#### **PRINCIPAL ACTIVITY**

The principal activity of the company is that of a holding company. The principal activities of subsidiaries are recruitment of teachers and support staff.

#### **BUSINESS REVIEW**

The group had a successful year in 2015. Revenues grew healthily by 20% from £28.01m to £33.62m. Pre tax profits have increased by 29% to £3.90m.

The directors are pleased with the performance of the companies with both achieving substantial profits. It is hoped its subsidiaries will grow over the coming years.

#### **FINANCIAL KEY PERFORMANCE INDICATORS**

At the end of the year, the net assets totalled £2,666,861 (2014: £1,017,306).

The group's key financial and other performance indicators during the year were as follows:

- Turnover for the year was £33,622,558 (2014: £28,011,480).
- Profit before tax was £3,893,674 (2014: £3,021,371)
- Net profit as a percentage of turnover was 11.6% (2014: 10.8%)

#### **FINANCIAL INSTRUMENTS**

##### *Objectives and policies*

Income received from customers is matched to the performance and outgoings of supplies and employees to reduce the possibility of losses and from each contract or job undertaken. Bank receipts and payments are closely monitored and reconciled regularly.

##### *Financial risk management objectives and policies*

The business' principle financial instruments comprise bank balances, trade debtors, and trade creditors. The main purpose of these instruments is to finance the business operations. In respect of debtors, the liquidity risk is minimised by ensuring policies are implemented concerning the credit offered to customers and a regular monitoring of amounts outstanding for both time and credit limits. The amounts presented in the balance sheet are net of allowances for doubtful debtors. Trade creditors' liquidity risk is managed by ensuring sufficient funds are available to meet amounts due.

#### **FUTURE DEVELOPMENTS**

The group has continued to invest in key areas of infrastructure during the past year, especially its employees and office space. This investment, together with the group's strong financial position should enable to take advantage of the strong market conditions to achieve further growth, including expansion into other areas of the UK.

#### **EMPLOYMENT POLICY**

The group recognises the importance of its employees and is committed to effective two-way communication and consultation. It is the policy of the group to encourage and develop all members of staff to realise their maximum potential. In this way, staff will make their best possible contribution to the organisation's success. Feedback is provided to employees with regards to matters which affect them through regular staff consultations and meetings.

# ABACO RECRUITMENT LIMITED

## STRATEGIC REPORT *(continued)*

YEAR ENDED 31 AUGUST 2015

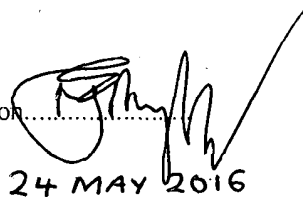
### EMPLOYMENT POLICY *(continued)*

The group gives full and fair consideration to applicants for employment from disabled persons. With regard to existing employees who become disabled, the group will examine ways of providing continued employment in their existing position or will seek to retain the individuals for suitable alternative posts where possible. The group treats all employee's equally with regards to access to training and career development.

Signed on behalf of the directors

N Murphy  
Director

Approved by the directors on.....



24 MAY 2016

# **ABACO RECRUITMENT LIMITED**

## **DIRECTORS' REPORT**

### **YEAR ENDED 31 AUGUST 2015**

The directors present their report and the financial statements of the group for the year ended 31 August 2015.

#### **RESULTS AND DIVIDENDS**

The profit for the year, after taxation, amounted to £3,100,470. Particulars of dividends paid are detailed in note 10 to the financial statements.

#### **DIRECTORS**

The directors who served the company during the year were as follows:

T McLennan  
J P Waters  
M A Keane  
K Lynch  
M R Kaye  
N Murphy

N Murphy was appointed as a director on 20 May 2015.

J P Waters resigned as a director on 15 September 2014.

M A Keane resigned as a director on 15 September 2014.

#### **STATEMENT OF DIRECTORS' RESPONSIBILITIES**

The directors are responsible for preparing the Strategic Report, 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 the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the group and of the profit or loss of the group for that year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the group's and company's transactions and disclose with reasonable accuracy at any time the financial position of the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# ABACO RECRUITMENT LIMITED

## DIRECTORS' REPORT *(continued)*

YEAR ENDED 31 AUGUST 2015

### STRATEGIC REPORT

In accordance with section 414C(11) of the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013, the company has chosen to set out information required by schedule 7 of the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008 in the company's strategic report.

### AUDITOR

Independent Auditors LLP are deemed to be reappointed in accordance with Section 487(2) of the Companies Act 2006.

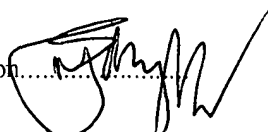
Each of the persons who is a director at the date of approval of this report confirm that:

- so far as each director is aware, there is no relevant audit information of which the group's auditor is unaware; and
- each director has taken all steps that they ought to have taken as a director to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the directors

N Murphy  
Director

Approved by the directors on.....

  
24 MAY 2016

**ABACO RECRUITMENT LIMITED**  
**INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF**  
**ABACO RECRUITMENT LIMITED**  
**YEAR ENDED 31 AUGUST 2015**

We have audited the financial statements of Abaco Recruitment Limited for the year ended 31 August 2015 which comprise the Group Profit and Loss Account, the Group and Parent Company Balance Sheets, the Group Cash Flow Statement, the Group and Parent Company Reconciliation of Movements in Shareholders' Funds and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 shareholders 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 shareholders 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 pages 4 to 5, 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**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the group's and the parent company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**OPINION ON FINANCIAL STATEMENTS**

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent company's affairs as at 31 August 2015 and of the group's profit for the year then ended;
- have been properly prepared in accordance with United Kingdom 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 year for which the financial statements are prepared is consistent with the financial statements.



# ABACO RECRUITMENT LIMITED

## INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS OF ABACO RECRUITMENT LIMITED *(continued)*

YEAR ENDED 31 AUGUST 2015

### 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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company 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.

*Independent Auditors LLP*

Jonathon Dale BA(Hons) FCA (Senior Statutory Auditor)  
For and on behalf of Independent Auditors LLP  
Chartered Accountants & Statutory Auditor  
Emstrey House North  
Shrewsbury Business Park  
Shrewsbury  
SY2 6LG  
26 MAY 2016

# ABACO RECRUITMENT LIMITED

## PROFIT AND LOSS ACCOUNT

YEAR ENDED 31 AUGUST 2015

	Note	2015 £	2014 £
<b>GROUP TURNOVER</b>	<b>2</b>	<b>33,622,558</b>	<b>28,011,480</b>
Cost of sales		<u>23,638,959</u>	<u>19,914,394</u>
<b>GROSS PROFIT</b>		<b>9,983,599</b>	<b>8,097,086</b>
Administrative expenses		<u>6,098,251</u>	<u>5,074,011</u>
<b>OPERATING PROFIT</b>	<b>3</b>	<b>3,885,348</b>	<b>3,023,075</b>
Interest receivable		8,326	18,899
Interest payable and similar charges	<b>7</b>	—	(20,603)
<b>PROFIT ON ORDINARY ACTIVITIES BEFORE TAXATION</b>		<u><b>3,893,674</b></u>	<u><b>3,021,371</b></u>
Tax on profit on ordinary activities	<b>8</b>	<u><b>793,204</b></u>	<u><b>631,728</b></u>
<b>PROFIT FOR THE FINANCIAL YEAR</b>	<b>9</b>	<u><b>3,100,470</b></u>	<u><b>2,389,643</b></u>

All of the activities of the group are classed as continuing.

The group has no recognised gains or losses other than the results for the year as set out above.

The company has taken advantage of section 408 of the Companies Act 2006 not to publish its own Profit and Loss Account.

The notes on pages 12 to 23 form part of these financial statements.

# ABACO RECRUITMENT LIMITED

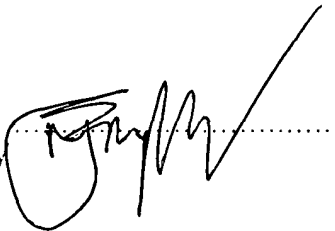
## GROUP BALANCE SHEET

31 AUGUST 2015

	Note	2015 £	2014 £
<b>FIXED ASSETS</b>			
Intangible assets	11	(249,891)	(299,869)
Tangible assets	12	<u>160,968</u>	<u>167,302</u>
		<u>(88,923)</u>	<u>(132,567)</u>
<b>CURRENT ASSETS</b>			
Debtors	14	2,001,565	2,241,088
Cash at bank		<u>1,715,250</u>	<u>—</u>
		3,716,815	2,241,088
<b>CREDITORS: Amounts falling due within one year</b>	15	<u>961,031</u>	<u>1,091,215</u>
<b>NET CURRENT ASSETS</b>		<u>2,755,784</u>	<u>1,149,873</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>2,666,861</u>	<u>1,017,306</u>
<b>CAPITAL AND RESERVES</b>			
Called up equity share capital	18	100,000	100,000
Profit and loss account	19	<u>2,566,861</u>	<u>917,306</u>
<b>SHAREHOLDERS' FUNDS</b>	20	<u>2,666,861</u>	<u>1,017,306</u>

These accounts were approved by the directors and authorised for issue on 24 MAY 2016 and are signed on their behalf by:

.....  
N Murphy  
Director



The notes on pages 12 to 23 form part of these financial statements.

# ABACO RECRUITMENT LIMITED

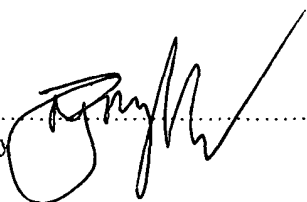
## COMPANY BALANCE SHEET

31 AUGUST 2015

	Note	2015 £	2014 £
<b>FIXED ASSETS</b>			
Investments	13	<u>100,000</u>	<u>100,000</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>100,000</u>	<u>100,000</u>
<b>CAPITAL AND RESERVES</b>			
Called up equity share capital	18	<u>100,000</u>	<u>100,000</u>
<b>SHAREHOLDERS' FUNDS</b>		<u>100,000</u>	<u>100,000</u>

These accounts were approved by the directors and authorised for issue on 24 MAY 2016, and are signed on their behalf by:

.....  
N Murphy  
Director



Company Registration Number: 07022711

The notes on pages 12 to 23 form part of these financial statements.

# ABACO RECRUITMENT LIMITED

## GROUP CASH FLOW

YEAR ENDED 31 AUGUST 2015

	Note	2015 £	2014 £
NET CASH INFLOW FROM OPERATING ACTIVITIES	21	4,305,268	2,498,585
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE	21	8,326	(1,704)
TAXATION	21	(745,617)	(858,873)
CAPITAL EXPENDITURE AND FINANCIAL INVESTMENT	21	(64,803)	(163,126)
EQUITY DIVIDENDS PAID		(1,450,915)	(1,800,823)
CASH INFLOW/(OUTFLOW) BEFORE FINANCING		<u>2,052,259</u>	<u>(325,941)</u>
FINANCING	21	—	(450,000)
INCREASE/(DECREASE) IN CASH	21	<u>2,052,259</u>	<u>(775,941)</u>

The notes on pages 12 to 23 form part of these financial statements.

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**1. ACCOUNTING POLICIES**

**1.1 Basis of accounting**

The financial statements are prepared under the historical cost convention and comply with financial reporting standards of the Accounting Standards Board.

**1.2 Basis of consolidation**

The consolidated financial statements incorporate the financial statements of the company and all subsidiary undertakings.

**1.3 Turnover**

Turnover represents the total amount receivable by the group from the sale of goods and provision of services exclusive of VAT.

**1.4 Goodwill**

Purchased goodwill arising on acquisitions is capitalised as an asset on the Balance Sheet and amortised over its estimated useful life up to a maximum of 20 years. This length of time is presumed to be the maximum useful life of purchased goodwill because it is difficult to make projections beyond this period.

**1.5 Amortisation**

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Goodwill	-	10 years
----------	---	----------

**1.6 Fixed assets**

All fixed assets are initially recorded at cost.

**1.7 Depreciation**

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Leasehold improvements	-	Straight line over the life of the lease
Computer equipment	-	25% straight line
Fixtures, fittings and equipment	-	20%-25% straight line

**1.8 Fixed asset investments**

Investments in subsidiaries are valued at cost less provision for impairment.

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**1. ACCOUNTING POLICIES** *(continued)*

**1.9 Operating lease agreements**

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

**1.10 Pension costs**

The pension costs charged in the financial statements represent the contribution payable by the company during the year.

**1.11 Deferred taxation**

No provision for deferred taxation has been provided for in the financial statements, due to the amount not being material.

**1.12 Foreign currencies**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange prevailing at the accounting date. Transactions in foreign currencies are recorded at the date of the transactions. All differences are taken to the Profit and Loss account.

**1.13 Financial instruments**

Financial instruments are classified and accounted for, according to the substance of contractual arrangement, as either 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.

**2. TURNOVER**

The turnover and profit before tax are attributable to the one principal activity of the group.

An analysis of turnover is given below:

	2015	2014
	£	£
United Kingdom	<u>33,622,558</u>	<u>28,011,480</u>

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**3. OPERATING PROFIT**

Operating profit is stated after charging:

	2015	2014
	£	£
Amortisation of intangible assets	(49,978)	(49,978)
Depreciation of owned fixed assets	71,137	35,374
Auditor's remuneration		
- as auditor	13,960	12,350
Operating lease costs:		
- Other	210,339	154,824
Net loss on foreign currency translation	<u>34,275</u>	<u>9,612</u>

The audit fee for Abaco Recruitment Limited has been borne by its subsidiary, Tradewind Recruitment Limited.

**4. PARTICULARS OF EMPLOYEES**

The average number of staff employed by the group during the financial year amounted to:

	2015	2014
	No	No
Sales and consultants	459	371
Support and administration	42	36
Directors	3	3
	<u>504</u>	<u>410</u>

The aggregate payroll costs of the above were:

	2015	2014
	£	£
Wages and salaries	8,496,165	6,941,002
Social security costs	831,161	691,877
Other pension costs	35,425	11,631
	<u>9,362,751</u>	<u>7,644,510</u>



**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**5. DIRECTORS' REMUNERATION**

The directors' aggregate remuneration and other payments in respect of qualifying services were:

	2015	2014
	£	£
Remuneration receivable	419,879	353,477
Value of company pension contributions to money purchase schemes	1,028	192
Compensation for loss of office	30,000	—
	<u>450,907</u>	<u>353,669</u>

**Remuneration of highest paid director:**

	2015	2014
	£	£
Total remuneration (excluding pension contributions)	155,743	215,086
Value of company pension contributions to money purchase schemes	362	—
	<u>156,105</u>	<u>215,086</u>

The number of directors who accrued benefits under company pension schemes was as follows:

	2015	2014
	No	No
Money purchase schemes	4	2

**6. PENSION**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in independently administered funds. The pension cost charge represents contributions payable by the group to the fund and amounted to £35,425 (2014: £11,631). At the balance sheet date there were no outstanding or prepaid contributions.

**7. INTEREST PAYABLE AND SIMILAR CHARGES**

	2015	2014
	£	£
Interest payable on bank borrowing	—	20,603

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**8. TAXATION ON ORDINARY ACTIVITIES**

**(a) Analysis of charge in the year**

	2015 £	2014 £
Current tax:		
UK Corporation tax based on the results for the year at 20.58% (2014 – 22.17%)	793,204	631,728
Total current tax	<u>793,204</u>	<u>631,728</u>

**(b) Factors affecting current tax charge**

The tax assessed on the profit on ordinary activities for the year is lower than the standard rate of corporation tax in the UK of 20.58% (2014 – 22.17%).

	2015 £	2014 £
Profit on ordinary activities before taxation	<u>3,893,674</u>	<u>3,021,371</u>
Profit on ordinary activities by rate of tax	801,318	669,838
Expenses not deductible for tax purposes	(9,087)	(9,073)
Capital allowances for period in excess of depreciation	941	(28,799)
Difference in tax rates	32	(238)
Total current tax (note 8(a))	<u>793,204</u>	<u>631,728</u>

**9. PROFIT ATTRIBUTABLE TO MEMBERS OF THE PARENT COMPANY**

The profit dealt with in the financial statements of the parent company was £1,450,915 (2014 - £1,800,823).

**10. DIVIDENDS**

**Equity dividends**

	2015 £	2014 £
Paid during the year:		
Dividends on Ordinary A shares	<u>1,450,915</u>	<u>1,800,823</u>

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**11. INTANGIBLE ASSETS**

<b>Group</b>	<b>Goodwill</b>
	<b>£</b>
<b>COST</b>	
At 1 September 2014 and 31 August 2015	<u>(499,781)</u>
<b>AMORTISATION</b>	
At 1 September 2014	(199,912)
Charge for the year	<u>(49,978)</u>
At 31 August 2015	<u>(249,890)</u>
<b>NET BOOK VALUE</b>	
At 31 August 2015	<u>(249,891)</u>
At 31 August 2014	<u>(299,869)</u>

**12. TANGIBLE ASSETS**

<b>Group</b>	<b>Leasehold Improvements</b>	<b>Computer Equipment</b>	<b>Fixtures, Fittings and Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>COST</b>				
At 1 September 2014	124,069	235,299	51,188	410,556
Additions	<u>32,223</u>	<u>8,655</u>	<u>23,925</u>	<u>64,803</u>
At 31 August 2015	<u>156,292</u>	<u>243,954</u>	<u>75,113</u>	<u>475,359</u>
<b>DEPRECIATION</b>				
At 1 September 2014	3,486	218,087	21,681	243,254
Charge for the year	<u>52,202</u>	<u>8,786</u>	<u>10,149</u>	<u>71,137</u>
At 31 August 2015	<u>55,688</u>	<u>226,873</u>	<u>31,830</u>	<u>314,391</u>
<b>NET BOOK VALUE</b>				
At 31 August 2015	<u>100,604</u>	<u>17,081</u>	<u>43,283</u>	<u>160,968</u>
At 31 August 2014	<u>120,583</u>	<u>17,212</u>	<u>29,507</u>	<u>167,302</u>

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**13. INVESTMENTS**

Company	Shares in group undertakings £
<b>COST</b>	
At 1 September 2014 and 31 August 2015	<u>100,000</u>
<b>NET BOOK VALUE</b>	
At 31 August 2015 and 31 August 2014	<u>100,000</u>

	Country of incorporation	Holding	Proportion of voting rights and shares held	Nature of business
<b>Subsidiary undertakings</b>				
All held by the company:				
Tradewind Recruitment Limited	England	Ordinary shares	100%	Recruitment
Sanza Teaching Agency Limited	England	Ordinary shares	100%	Recruitment

All of the above companies have been included in the consolidation on the basis that the parent company held a controlling interest throughout the period.

**14. DEBTORS**

	<b>Group</b>		<b>Company</b>	
	2015	2014	2015	2014
	£	£	£	£
Trade debtors	1,501,747	1,696,843	—	—
Other debtors	385,858	463,260	—	—
Prepayments and accrued income	113,960	80,985	—	—
	<u>2,001,565</u>	<u>2,241,088</u>	<u>—</u>	<u>—</u>

**ABACO RECRUITMENT LIMITED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 AUGUST 2015**

**15. CREDITORS: Amounts falling due within one year**

	<b>Group</b>		<b>Company</b>	
	<b>2015</b>	<b>2014</b>	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Overdrafts	–	337,009	–	–
Trade creditors	140,671	117,246	–	–
Other creditors including taxation and social security:				
Corporation tax	251,352	203,765	–	–
Other taxation and social security	298,708	249,452	–	–
Other creditors	15,288	30,333	–	–
Accruals and deferred income	255,012	153,410	–	–
	<u>961,031</u>	<u>1,091,215</u>	<u>–</u>	<u>–</u>

The bank overdraft facility is secured by means of a group composite banking arrangement.

**16. COMMITMENTS UNDER OPERATING LEASES**

At 31 August 2015 the group had annual commitments under non-cancellable operating leases as set out below.

<b>Group</b>	<b>Land and buildings</b>	
	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Operating leases which expire:		
Within 1 year	29,935	116,308
Within 2 to 5 years	163,004	27,160
After more than 5 years	13,600	13,600
	<u>206,539</u>	<u>157,068</u>

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**17. RELATED PARTY TRANSACTIONS**

The Group purchased services totalling £Nil (2014: £121,720) from Sanza Consulting Pty Ltd. a company registered in Australia. M A Keane and J P Waters are both directors of Sanza Consulting Pty Ltd. As at balance sheet date, £Nil (2014: £11,813) was owed to Sanza Consulting Pty Ltd.

During the year, the Group purchased services totalling £183,693 (2014: £Nil) from Tradewind Australia Pty Ltd, a company incorporated in Australia which is under common control. At the balance sheet date, £123,988 (2014: £278,778) was owed to the Group by Tradewind Australia Pty Ltd and is included within debtors falling due within one year.

The following loan to a director subsisted during the year.

	2015 £	2014 £
<b>J P Waters</b>		
Balance outstanding at start of year	—	4,770
Amounts advanced	—	—
Amounts repaid	—	(4,770)
Balance outstanding at end of the year	—	—

**18. SHARE CAPITAL**

**Allotted, called up and fully paid:**

	2015		2014	
	No	£	No	£
Ordinary A shares of £1 each	75,000	75,000	75,000	75,000
Ordinary B shares of £1 each	25,000	25,000	25,000	25,000
	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>

**19. RESERVES**

Group	Profit and loss account £
Balance brought forward	917,306
Profit for the year	3,100,470
Equity dividends	(1,450,915)
Balance carried forward	<u>2,566,861</u>

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**19. RESERVES** *(continued)*

Company	Profit and loss account £
Balance brought forward	–
Profit for the year	1,450,915
Equity dividends	<u>(1,450,915)</u>
Balance carried forward	<u>–</u>

**20. RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS' FUNDS**

	2015 £	2014 £
Profit for the financial year	3,100,470	2,389,643
Equity dividends	<u>(1,450,915)</u>	<u>(1,800,823)</u>
Net addition to shareholders' funds	1,649,555	588,820
Opening shareholders' funds	<u>1,017,306</u>	<u>428,486</u>
Closing shareholders' funds	<u>2,666,861</u>	<u>1,017,306</u>

**21. NOTES TO THE CASH FLOW STATEMENT**

**RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM  
OPERATING ACTIVITIES**

	2015 £	2014 £
Operating profit	3,885,348	3,023,075
Amortisation	(49,978)	(49,978)
Depreciation	71,137	35,374
Decrease/(increase) in debtors	239,523	(69,359)
Increase/(decrease) in creditors	<u>159,238</u>	<u>(440,527)</u>
Net cash inflow from operating activities	<u>4,305,268</u>	<u>2,498,585</u>

**RETURNS ON INVESTMENTS AND SERVICING OF FINANCE**

	2015 £	2014 £
Interest received	8,326	18,899
Interest paid	<u>–</u>	<u>(20,603)</u>
Net cash inflow/(outflow) from returns on investments and servicing of finance	<u>8,326</u>	<u>(1,704)</u>

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**21. NOTES TO THE CASH FLOW STATEMENT** *(continued)*

**TAXATION**

	2015	2014
	£	£
Taxation	<u>(745,617)</u>	<u>(858,873)</u>

**CAPITAL EXPENDITURE**

	2015	2014
	£	£
Payments to acquire tangible fixed assets	<u>(64,803)</u>	<u>(163,126)</u>
Net cash outflow from capital expenditure	<u>(64,803)</u>	<u>(163,126)</u>

**FINANCING**

	2015	2014
	£	£
Net outflow from other long-term creditors	<u>—</u>	<u>(450,000)</u>
Net cash outflow from financing	<u>—</u>	<u>(450,000)</u>

**RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS**

	2015	2014
	£	£
Increase/(Decrease) in cash in the period	<u>2,052,259</u>	<u>(775,941)</u>
Movement in net funds in the period	<u>2,052,259</u>	<u>(775,941)</u>
Net debt at 1 September 2014	<u>(337,009)</u>	<u>438,932</u>
Net funds at 31 August 2015	<u>1,715,250</u>	<u>(337,009)</u>

**ANALYSIS OF CHANGES IN NET FUNDS**

	At 1 Sep 2014 £	Cash flows £	At 31 Aug 2015 £
Net cash:			
Cash in hand and at bank	—	1,715,250	1,715,250
Overdrafts	<u>(337,009)</u>	<u>337,009</u>	<u>—</u>
Net funds	<u>(337,009)</u>	<u>2,052,259</u>	<u>1,715,250</u>



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**22. ULTIMATE PARENT COMPANY**

The ultimate parent undertaking at the balance sheet date is Lejoli Limited, a company registered in Guernsey.