

**REGISTERED NUMBER: 06912781 (England and Wales)**

Group Strategic Report, Report of the Director and  
Consolidated Financial Statements for the Year Ended 31 March 2017  
for  
The On-Site Group Limited

Contents of the Consolidated Financial Statements  
for the Year Ended 31 March 2017

	Page
Company Information	1
Group Strategic Report	2
Report of the Director	3
Report of the Independent Auditors	5
Consolidated Income Statement	7
Consolidated Other Comprehensive Income	8
Consolidated Balance Sheet	9
Company Balance Sheet	10
Consolidated Statement of Changes in Equity	11
Company Statement of Changes in Equity	12
Consolidated Cash Flow Statement	13
Notes to the Consolidated Cash Flow Statement	14
Notes to the Consolidated Financial Statements	15

The On-Site Group Limited

Company Information  
for the Year Ended 31 March 2017

**DIRECTOR:** D D Burnett

**SECRETARY:** M G Beeby

**REGISTERED OFFICE:** Delme 2  
Delme Place  
Cams Hall Estate  
Fareham  
Hampshire  
PO16 8UX

**REGISTERED NUMBER:** 06912781 (England and Wales)

**AUDITORS:** Ency Associates  
Chartered Certified Accountants  
& Statutory Auditors  
Printware Court  
Cumberland Business Centre  
Northumberland Road  
Portsmouth  
Hampshire  
PO5 1DS

**ACCOUNTANTS:** Ency Associates  
Chartered Certified Accountants  
& Tax Advisors  
Printware Court  
Cumberland Business Centre  
Portsmouth  
PO5 1DS

Group Strategic Report  
for the Year Ended 31 March 2017

The director presents her strategic report of the company and the group for the year ended 31 March 2017.

The directors are satisfied with the performance of the business during the year.

**REVIEW OF BUSINESS**

The strategy of the Group to seek to develop business relationships with larger clients, where the quality of our service and the added value that we bring to clients activities is both demanded and appreciated, has enabled us to continue to increase our turnover on recruitment activities in each successive quarter of this financial year and has resulted in an over 30% increase in turnover above that for the previous financial year.

This has strengthened the underlying profitability of the on-going activities of the Group and enabled the Group to return to profit in this year although the profit before tax has been restricted by £235K due to an exceptional item in one of the Group companies.

During the year the lack of availability of suitably qualified and trained workers in the construction sector has continued to be an on-going challenge to our ability to meet customers' requirements and the Group also attributes the slowdown in investment in the construction sector to uncertainties created by delays in progress in the Brexit negotiations.

The Group seeks to differentiate itself by a high level of focus on adding value by ensuring a high standard of service and attention to detail in the selection of workers and meeting the requirements of clients. This is reflected in the Group continuing to maintain its SHEQ accreditation for its standard of quality. This enables the company to build and develop lasting relationships with its clients.

**PRINCIPAL RISKS AND UNCERTAINTIES**

One major risk to the business is the continued effect on the construction labour market of the changes in employment legislation that have been introduced over the last few years.

A further risk continues to be the impact on construction and investment of delays in negotiating the terms of the UK exit from the EU.

In the UK growth in GDP is now significantly below the various measures of inflation and there is the threat that the Bank of England will counter this by triggering increases in interest rates. In addition to increased financing costs this will increase the risk of bad debts as it will further weaken the financial position of some major as well as smaller construction companies and also risks clients reducing funding costs by extending payment terms. The company manages this risk by strict adherence to the limits placed by its credit insurance agencies but reduced credit-worthiness of clients also reduces the volume of trade that the Group is prepared to enter into with these companies.

**ON BEHALF OF THE BOARD:**

D D Burnett - Director

6 December 2017

Report of the Director  
for the Year Ended 31 March 2017

The director presents her report with the financial statements of the company and the group for the year ended 31 March 2017.

**DIVIDENDS**

No dividends will be distributed for the year ended 31 March 2017.

**DIRECTORS**

D D Burnett has held office during the whole of the period from 1 April 2016 to the date of this report.

Other changes in directors holding office are as follows:

Mrs C Rao ceased to be a director after 31 March 2017 but prior to the date of this report.

**STATEMENT OF DIRECTOR'S RESPONSIBILITIES**

The director is responsible for preparing the Group Strategic Report, the Report of the Director and the financial statements in accordance with applicable law and regulations.

Company law requires the director to prepare financial statements for each financial year. Under that law the director has 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 director must not approve the financial statements unless she is 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 period. In preparing these financial statements, the director is required to:

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

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

Report of the Director  
for the Year Ended 31 March 2017

**STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**

So far as the director is aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the group's auditors are unaware, and she has taken all the steps that she ought to have taken as a director in order to make herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

**ON BEHALF OF THE BOARD:**

D D Burnett - Director

6 December 2017

Report of the Independent Auditors to the Members of  
The On-Site Group Limited

We have audited the financial statements of The On-Site Group Limited for the year ended 31 March 2017 on pages seven to twenty six. 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 a Report of the Auditors 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 director and auditors**

As explained more fully in the Statement of Director's Responsibilities set out on page three, the director is 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 director; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Group Strategic Report and the Report of the Director 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 of the parent company's affairs as at 31 March 2017 and of the group's loss 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, based on the work undertaken in the course of our audit, the information given in the Group Strategic Report and the Report of the Director for the financial year for which the financial statements are prepared is consistent with the financial statements, and has been prepared in accordance with applicable legal requirements. In the light of the knowledge and understanding of the group and the parent company and its environment, we have not identified any material misstatements in the Group Strategic Report or the Report of the Director.

**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 director's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Mr Alan R Ayling FCCA (Senior Statutory Auditor)  
for and on behalf of Ency Associates  
Chartered Certified Accountants  
& Statutory Auditors  
Printware Court  
Cumberland Business Centre  
Northumberland Road  
Portsmouth  
Hampshire  
PO5 1DS

6 December 2017



Consolidated Income Statement  
for the Year Ended 31 March 2017

	Notes	31.3.17 £	31.3.16 £
<b>TURNOVER</b>	3	20,437,566	15,345,207
Cost of sales		<u>18,295,273</u>	<u>13,684,286</u>
<b>GROSS PROFIT</b>		2,142,293	1,660,921
Administrative expenses		<u>2,163,399</u> (21,106)	<u>2,040,069</u> (379,148)
Other operating income		<u>42,362</u>	<u>149,902</u>
<b>OPERATING PROFIT/(LOSS)</b>	5	21,256	(229,246)
Interest receivable and similar income		<u>107</u> 21,363	<u>70</u> (229,176)
Interest payable and similar expenses	7	<u>1</u>	<u>216</u>
<b>PROFIT/(LOSS) BEFORE TAXATION</b>		21,362	(229,392)
Tax on profit/(loss)	8	<u>61,480</u>	<u>(14,728)</u>
<b>LOSS FOR THE FINANCIAL YEAR</b>		<u>(40,118)</u>	<u>(214,664)</u>
Loss attributable to: Owners of the parent		<u>(40,118)</u>	<u>(214,664)</u>

Consolidated Other Comprehensive Income  
for the Year Ended 31 March 2017

	Notes	31.3.17 £	31.3.16 £
<b>LOSS FOR THE YEAR</b>		(40,118)	(214,664)
<b>OTHER COMPREHENSIVE INCOME</b>		<u>-</u>	<u>-</u>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>		<u>(40,118)</u>	<u>(214,664)</u>
Total comprehensive income attributable to: Owners of the parent		<u>(40,118)</u>	<u>(214,664)</u>

**Consolidated Balance Sheet**  
**31 March 2017**

	Notes	31.3.17 £	£	31.3.16 £	£
<b>FIXED ASSETS</b>					
Intangible assets	10		-		-
Tangible assets	11		60,275		62,074
Investments	12		-		-
			<u>60,275</u>		<u>62,074</u>
<b>CURRENT ASSETS</b>					
Debtors	13	5,578,210		4,076,438	
Cash at bank and in hand		<u>288,039</u>		<u>404,402</u>	
		5,866,249		4,480,840	
<b>CREDITORS</b>					
Amounts falling due within one year	14	<u>5,762,177</u>		<u>4,488,627</u>	
<b>NET CURRENT ASSETS/(LIABILITIES)</b>			<u>104,072</u>		<u>(7,787)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			164,347		54,287
<b>CREDITORS</b>					
Amounts falling due after more than one year	15		(140,000)		-
<b>PROVISIONS FOR LIABILITIES</b>	18		<u>(11,149)</u>		<u>(971)</u>
<b>NET ASSETS</b>			<u>13,198</u>		<u>53,316</u>
<b>CAPITAL AND RESERVES</b>					
Called up share capital	19		200		200
Retained earnings	20		<u>12,998</u>		<u>53,116</u>
<b>SHAREHOLDERS' FUNDS</b>			<u>13,198</u>		<u>53,316</u>

The financial statements were approved by the director on 6 December 2017 and were signed by:

D D Burnett - Director

Company Balance Sheet  
31 March 2017

	Notes	31.3.17 £	£	31.3.16 £	£
<b>FIXED ASSETS</b>					
Intangible assets	10		-		-
Tangible assets	11		-		-
Investments	12		900		900
			900		900
<b>CURRENT ASSETS</b>					
Debtors	13	760,587		868,474	
Cash at bank and in hand		-		565	
		760,587		869,039	
<b>CREDITORS</b>					
Amounts falling due within one year	14	94,154		343,604	
<b>NET CURRENT ASSETS</b>			666,433		525,435
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			667,333		526,335
<b>CREDITORS</b>					
Amounts falling due after more than one year	15		140,000		-
<b>NET ASSETS</b>			527,333		526,335
<b>CAPITAL AND RESERVES</b>					
Called up share capital	19		200		200
Retained earnings	20		527,133		526,135
<b>SHAREHOLDERS' FUNDS</b>			527,333		526,335
Company's profit/(loss) for the financial year			998		(336)

The financial statements were approved by the director on 6 December 2017 and were signed by:

D D Burnett - Director

Consolidated Statement of Changes in Equity  
for the Year Ended 31 March 2017

	Called up share capital £	Retained earnings £	Total equity £
<b>Balance at 1 April 2015</b>	200	267,780	267,980
<b>Changes in equity</b>			
Total comprehensive income	-	(214,664)	(214,664)
<b>Balance at 31 March 2016</b>	200	53,116	53,316
<b>Changes in equity</b>			
Total comprehensive income	-	(40,118)	(40,118)
<b>Balance at 31 March 2017</b>	200	12,998	13,198

Company Statement of Changes in Equity  
for the Year Ended 31 March 2017

	Called up share capital £	Retained earnings £	Total equity £
<b>Balance at 1 April 2015</b>	200	526,471	526,671
<b>Changes in equity</b>			
Total comprehensive income	-	(336)	(336)
<b>Balance at 31 March 2016</b>	200	526,135	526,335
<b>Changes in equity</b>			
Total comprehensive income	-	998	998
<b>Balance at 31 March 2017</b>	200	527,133	527,333

Consolidated Cash Flow Statement  
for the Year Ended 31 March 2017

	Notes	31.3.17 £	31.3.16 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	(216,597)	473,605
Interest paid		(1)	(216)
Tax paid		(118,237)	(18,612)
Net cash from operating activities		<u>(334,835)</u>	<u>454,777</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(31,642)	(13,164)
Interest received		107	70
Net cash from investing activities		<u>(31,535)</u>	<u>(13,094)</u>
<b>Cash flows from financing activities</b>			
Amount introduced by directors		250,007	-
Amount withdrawn by directors		-	(127,881)
Net cash from financing activities		<u>250,007</u>	<u>(127,881)</u>
<b>(Decrease)/increase in cash and cash equivalents</b>		<u>(116,363)</u>	<u>313,802</u>
<b>Cash and cash equivalents at beginning of year</b>	2	404,402	90,600
<b>Cash and cash equivalents at end of year</b>	2	<u>288,039</u>	<u>404,402</u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement  
for the Year Ended 31 March 2017

1. **RECONCILIATION OF PROFIT/(LOSS) BEFORE TAXATION TO CASH GENERATED FROM OPERATIONS**

	31.3.17	31.3.16
	£	£
Profit/(loss) before taxation	21,362	(229,392)
Depreciation charges	33,442	33,138
Loss on disposal of fixed assets	-	3,181
Finance costs	1	216
Finance income	(107)	(70)
	54,698	(192,927)
Increase in trade and other debtors	(1,609,392)	(369,902)
Increase in trade and other creditors	1,338,097	1,036,434
<b>Cash generated from operations</b>	<b>(216,597)</b>	<b>473,605</b>

2. **CASH AND CASH EQUIVALENTS**

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

**Year ended 31 March 2017**

	31.3.17	1.4.16
	£	£
Cash and cash equivalents	288,039	404,402

**Year ended 31 March 2016**

	31.3.16	1.4.15
	£	£
Cash and cash equivalents	404,402	90,600



Notes to the Consolidated Financial Statements  
for the Year Ended 31 March 2017

1. **STATUTORY INFORMATION**

The On-Site Group Limited is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the General Information page.

2. **ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Basis of consolidation**

The financial statements consolidate the accounts of The On-Site Group Limited and all of its subsidiary undertakings.

**Related party exemption**

The company has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with wholly owned subsidiaries within the group.

Transactions between group entities which have been eliminated on consolidation are not disclosed within the financial statements.

**Turnover**

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

**Intangible assets**

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures & fittings	- 25% on reducing balance, 20% on cost and 20% on reducing balance
Computer equipment	- 33% on cost and 10% on cost

**Taxation**

Taxation for the year comprises current and deferred tax. Tax is recognised in the Consolidated Income Statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

2. **ACCOUNTING POLICIES - continued**

**Deferred tax**

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

**Hire purchase and leasing commitments**

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

**Pension costs and other post-retirement benefits**

The group operates a defined contribution pension scheme. Contributions payable to the group's pension scheme are charged to profit or loss in the period to which they relate.

3. **TURNOVER**

The turnover and profit (2016 - loss) before taxation are attributable to the one principal activity of the group.

An analysis of turnover by class of business is given below:

	31.3.17	31.3.16
	£	£
Recruitment agency	20,346,606	15,254,247
Administration services	90,960	90,960
	<u>20,437,566</u>	<u>15,345,207</u>

4. **EMPLOYEES AND DIRECTORS**

	31.3.17	31.3.16
	£	£
Wages and salaries	8,484,709	4,044,325
Social security costs	1,009,112	464,988
Other pension costs	4,521	2,579
	<u>9,498,342</u>	<u>4,511,892</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

4. **EMPLOYEES AND DIRECTORS - continued**

The average monthly number of employees during the year was as follows:

	31.3.17	31.3.16
Office and administration	14	15
Sales and marketing	16	15
Temporary	141	72
Directors	<u>2</u>	<u>2</u>
	<u>173</u>	<u>104</u>

The average number of employees by undertakings that were proportionately consolidated during the year was 173 .

	31.3.17	31.3.16
	£	£
Directors' remuneration	92,537	103,769
Directors' pension contributions to money purchase schemes	<u>372</u>	<u>244</u>

5. **OPERATING PROFIT/(LOSS)**

The operating profit (2016 - operating loss) is stated after charging:

	31.3.17	31.3.16
	£	£
Hire of plant and machinery	6,323	2,880
Depreciation - owned assets	33,441	33,138
Loss on disposal of fixed assets	-	3,181
Auditors' remuneration	<u>8,050</u>	<u>10,800</u>

6. **EXCEPTIONAL ITEMS**

	31.3.17	31.3.16
	£	£
Exceptional items	<u>(234,820)</u>	<u>-</u>

A legal query regarding the validity of the sale of a database by On-Site Recruitment Solutions Ltd has been considered and as a result the contract has been annulled during the period. The exceptional items cost is the reversal of the sale previously reported in the year ending 2014 financial statements.

7. **INTEREST PAYABLE AND SIMILAR EXPENSES**

	31.3.17	31.3.16
	£	£
Bank interest	<u>1</u>	<u>216</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

8. **TAXATION**

**Analysis of the tax charge/(credit)**

The tax charge/(credit) on the profit for the year was as follows:

	31.3.17	31.3.16
	£	£
Current tax:		
UK corporation tax	51,302	-
Deferred tax	10,178	(14,728)
Tax on profit/(loss)	<u>61,480</u>	<u>(14,728)</u>

9. **INDIVIDUAL INCOME STATEMENT**

As permitted by Section 408 of the Companies Act 2006, the Income Statement of the parent company is not presented as part of these financial statements.

10. **INTANGIBLE FIXED ASSETS**

**Group**

Goodwill  
£

**COST**

At 1 April 2016  
and 31 March 2017

50,000

**AMORTISATION**

At 1 April 2016  
and 31 March 2017

50,000

**NET BOOK VALUE**

At 31 March 2017  
At 31 March 2016

-  
-

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

11. **TANGIBLE FIXED ASSETS**

**Group**

	Fixtures & fittings £	Computer equipment £	Totals £
<b>COST</b>			
At 1 April 2016	34,200	234,075	268,275
Additions	816	30,826	31,642
At 31 March 2017	<u>35,016</u>	<u>264,901</u>	<u>299,917</u>
<b>DEPRECIATION</b>			
At 1 April 2016	23,946	182,255	206,201
Charge for year	2,250	31,191	33,441
At 31 March 2017	<u>26,196</u>	<u>213,446</u>	<u>239,642</u>
<b>NET BOOK VALUE</b>			
At 31 March 2017	<u>8,820</u>	<u>51,455</u>	<u>60,275</u>
At 31 March 2016	<u>10,254</u>	<u>51,820</u>	<u>62,074</u>

12. **FIXED ASSET INVESTMENTS**

**Company**

	Shares in group undertakings £
<b>COST</b>	
At 1 April 2016 and 31 March 2017	<u>900</u>
<b>NET BOOK VALUE</b>	
At 31 March 2017	<u>900</u>
At 31 March 2016	<u>900</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

12. **FIXED ASSET INVESTMENTS - continued**

The group or the company's investments at the Balance Sheet date in the share capital of companies include the following:

**Subsidiaries**

**On-Site Recruitment Solutions Limited**

Registered office:

Nature of business: Employment business

	%		
Class of shares:	holding		
Ordinary	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		(106,022)	122,244
Loss for the year		<u>(228,266)</u>	<u>(299,623)</u>

**On-Site (London) Limited**

Registered office:

Nature of business: Employment business

	%		
Class of shares:	holding		
Ordinary	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		(582,508)	(653,442)
Profit for the year		<u>70,934</u>	<u>36,828</u>

**Labour Only Construction Services Ltd**

Registered office:

Nature of business: Employment business

	%		
Class of shares:	holding		
Ordinary	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		(51,529)	(51,049)
(Loss)/profit for the year		<u>(480)</u>	<u>17,380</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

12. **FIXED ASSET INVESTMENTS - continued**

**On-Site Logistics Limited**

Registered office:

Nature of business: Dormant

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		<u>100</u>	<u>100</u>

**On-Site (Manchester) Limited**

Registered office:

Nature of business: Dormant

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		<u>100</u>	<u>100</u>

**On-Site Technical Ltd**

Registered office:

Nature of business: Dormant

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		<u>100</u>	<u>100</u>

**Impact Contract Services Limited**

Registered office:

Nature of business: Employment business

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.17	31.3.16
		£	£
Aggregate capital and reserves		226,327	109,631
Profit for the year		<u>116,696</u>	<u>31,086</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

12. **FIXED ASSET INVESTMENTS - continued**

**Labour Only Contract Services Ltd**

Registered office:

Nature of business: Dormant

Class of shares: %  
Ordinary holding  
100.00

	31.3.17	31.3.16
	£	£
Aggregate capital and reserves	<u>100</u>	<u>100</u>

13. **DEBTORS**

	Group		Company	
	31.3.17	31.3.16	31.3.17	31.3.16
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	5,411,207	3,590,536	-	-
Amounts owed by group undertakings	-	-	665,158	157,519
Other debtors	18,571	244,673	-	61,145
Directors' current accounts	-	107,619	-	107,619
Tax	42,191	42,191	42,191	42,191
Prepayments and accrued income	106,241	91,419	-	-
	<u>5,578,210</u>	<u>4,076,438</u>	<u>707,349</u>	<u>368,474</u>
Amounts falling due after more than one year:				
Amounts owed by group undertakings	<u>-</u>	<u>-</u>	<u>53,238</u>	<u>500,000</u>
Aggregate amounts	<u>5,578,210</u>	<u>4,076,438</u>	<u>760,587</u>	<u>868,474</u>



Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

14. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>Group</b>		<b>Company</b>	
	31.3.17	31.3.16	31.3.17	31.3.16
	£	£	£	£
Bank loans and overdrafts	-	-	5	-
Trade creditors	827,050	590,521	44	900
Amounts owed to group undertakings	-	-	2,544	148,771
Tax	45,438	112,373	129	26,905
Social security and other taxes	346,211	147,302	-	-
VAT	585,682	347,964	4,009	77
Other creditors	3,765,069	3,110,524	80,208	164,351
Directors' current accounts	2,388	-	2,388	-
Accruals and deferred income	190,339	179,943	4,827	2,600
	<u>5,762,177</u>	<u>4,488,627</u>	<u>94,154</u>	<u>343,604</u>

15. **CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>Group</b>		<b>Company</b>	
	31.3.17	31.3.16	31.3.17	31.3.16
	£	£	£	£
Directors' loan accounts	<u>140,000</u>	<u>-</u>	<u>140,000</u>	<u>-</u>

16. **LEASING AGREEMENTS**

Minimum lease payments fall due as follows:

**Group**

	<b>Non-cancellable operating leases</b>	
	31.3.17	31.3.16
	£	£
Between one and five years	<u>147,322</u>	<u>175,960</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

17. **SECURED DEBTS**

The following secured debts are included within creditors:

	<b>Group</b>	
	31.3.17	31.3.16
	£	£
Invoice discounting advanced	<u>3,675,274</u>	<u>2,941,629</u>

A debenture in favour of National Westminster Bank Plc created on 22 January 2004 to the extent of all monies due or to become due from the company on any account whatsoever.

An all assets debenture in favour of Lloyds TSB Commercial Finance Ltd created on 14 April 2004 to the extent of all monies due or to become due from the company to the chargee under the terms of the aforementioned instrument creating or evidencing the charge.

An all asset debenture deed in favour of Lloyds TSB Commercial Finance Ltd created on 7 August 2008 to the extent of all monies due or to become due from the company to the chargee on any account whatsoever under the terms of the aforementioned instrument creating or evidencing the charge.

An all asset debenture deed in favour of Lloyds TSB Commercial Finance Ltd created on 4th February 2010 to the extent of all monies due or to become due from the company to the chargee on any account whatsoever under the terms of the aforementioned instrument creating or evidencing the charge.

18. **PROVISIONS FOR LIABILITIES**

	<b>Group</b>	
	31.3.17	31.3.16
	£	£
Deferred tax	<u>11,149</u>	<u>971</u>

**Group**

	Deferred tax
	£
Balance at 1 April 2016	971
Credit to Income Statement during year	<u>10,178</u>
Balance at 31 March 2017	<u>11,149</u>

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

19. **CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:				
Number:	Class:	Nominal value:	31.3.17	31.3.16
			£	£
20,000	Ordinary	£0.01	<u>200</u>	<u>200</u>

20. **RESERVES**

**Group**

	Retained earnings £
At 1 April 2016	53,116
Deficit for the year	<u>(40,118)</u>
At 31 March 2017	<u>12,998</u>

**Company**

	Retained earnings £
At 1 April 2016	526,135
Profit for the year	<u>998</u>
At 31 March 2017	<u>527,133</u>

21. **CONTINGENT LIABILITIES**

Lloyds TSB Commercial Finance have provided an invoice discounting service to On-Site Recruitment Solutions Limited, On-Site Technical Limited, On-Site (London) Limited, and Impact Contract Services Limited. The facility provided is a group facility with an aggregate review limit, at the Balance Sheet date, of £4,500,000 and is secured by a cross guarantee between all four companies and The On-Site Group Limited.

A claim has been lodged against the company in respect of remedial costs relating to alleged faulty work undertaken by a temporary worker placed by one of the subsidiary companies whilst under the direct supervision of the client. This allegation has not been proven, nor has liability against the company, should it be proven. Any financial outflow arising from this claim cannot be reliably quantified, but the directors are of the opinion that the financial outflow will be £nil.

Notes to the Consolidated Financial Statements - continued  
for the Year Ended 31 March 2017

**22. DIRECTORS' ADVANCES, CREDITS AND GUARANTEES**

The following advances and credits to a director subsisted during the years ended 31 March 2017 and 31 March 2016:

	31.3.17	31.3.16
	£	£
<b>D D Burnett</b>		
Balance outstanding at start of year	107,619	(20,262)
Amounts advanced	-	127,881
Amounts repaid	(250,007)	-
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>(142,388)</u>	<u>107,619</u>

**23. RELATED PARTY DISCLOSURES**

In addition to the cross guarantees provided, see Note 21 Contingent Liabilities, Mr D D Burnett and Mrs C Rao have also provided a joint and several personal guarantee.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.