

REGISTERED NUMBER: 06912781 (England and Wales)

Group Strategic Report, Report of the Directors and
Consolidated Financial Statements for the Year Ended 31 March 2018
for
The On-Site Group Limited

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for the Year Ended 31 March 2018

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DIRECTORS:

D D Burnett
Mrs S Burnett

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 2018

The directors present their strategic report of the company and the group for the year ended 31 March 2018.

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

REVIEW OF BUSINESS

The directors are satisfied that the performance of the business during the year under review demonstrates a further 27.6% increase in turnover and a 23.1% growth in gross profit as compared to the results for the previous financial year. The directors believe that this continues to support the Group's decision to differentiate itself by pursuing a high standard and quality of customer service and attention to detail in the selection of workers. This is reflected in the Group continuing to maintain its SHEQ accreditation for its standard of quality enabling the company to continue to develop and expand lasting relationships with its clients.

The Group has therefore been able to report a profit before tax of £338k as compared to £21k in the previous financial year which has enabled the retained earnings and balance sheet of the Group to be significantly strengthened.

PRINCIPAL RISKS AND UNCERTAINTIES

The construction industry has seen a number of company failures including Carillion and this is anticipated to be ongoing as a number of construction companies continue to experience financial difficulties. This in turn impacts and weakens the financial position of the subcontracting companies engaged by these main contractors. The company manages this risk by strict adherence to the limits placed by its credit insurance agencies but reduced credit-worthiness of clients reduces the volume of trade that the Group is able or prepared to enter into with these 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 the requirements of customers. The continuing uncertainty of the country's European immigration policy under it's Brexit strategy is further exacerbating this.

A downturn in investment in the industry is also being attributed to the continuing uncertainty of the outcome of the UK's negotiations with Europe. A lack of resolution of this issue will negatively impact the performance of the company.

The continued impact on the construction sector of the labour market of the changes in employment legislation that have been introduced over the last few years also increases uncertainty and damages the industry's labour supply.

ON BEHALF OF THE BOARD:

D D Burnett - Director

18 December 2018

Report of the Directors
for the Year Ended 31 March 2018

The directors present their report with the financial statements of the company and the group for the year ended 31 March 2018.

DIVIDENDS

No dividends will be distributed for the year ended 31 March 2018.

DIRECTORS

D D Burnett has held office during the whole of the period from 1 April 2017 to the date of this report.

Other changes in directors holding office are as follows:

Mrs C Rao - resigned 28 June 2017

Mrs S Burnett - appointed 24 August 2017

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Group Strategic Report, the Report of the Directors 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 period. 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;
- 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 and the group's transactions and disclose with reasonable accuracy at any time the financial position of the company and 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 company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the Directors
for the Year Ended 31 March 2018

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors are 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 each director has taken all the steps that he or she ought to have taken as a director in order to make himself or 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

18 December 2018

Opinion

We have audited the financial statements of The On-Site Group Limited (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2018 which comprise the Consolidated Income Statement, Consolidated Other Comprehensive Income, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Changes in Equity, Company Statement of Changes in Equity, Consolidated Cash Flow Statement and Notes to the Consolidated Cash Flow Statement, Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company affairs as at 31 March 2018 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information in the Group Strategic Report and the Report of the Directors, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Group Strategic Report and the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Strategic Report and the Report of the Directors have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the Group Strategic Report or the Report of the Directors.

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.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page three, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or the parent company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

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.

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

18 December 2018

Consolidated Income Statement
for the Year Ended 31 March 2018

	Notes	31.3.18 £	31.3.17 £
TURNOVER	3	26,110,416	20,450,554
Cost of sales		<u>23,457,656</u>	<u>18,295,273</u>
GROSS PROFIT		2,652,760	2,155,281
Administrative expenses		<u>2,444,790</u>	<u>2,163,398</u>
		207,970	(8,117)
Other operating income		<u>130,227</u>	<u>29,373</u>
OPERATING PROFIT	5	338,197	21,256
Interest receivable and similar income		<u>35</u>	<u>107</u>
		338,232	21,363
Interest payable and similar expenses	7	<u>-</u>	<u>1</u>
PROFIT BEFORE TAXATION		338,232	21,362
Tax on profit	8	<u>38,462</u>	<u>61,480</u>
PROFIT/(LOSS) FOR THE FINANCIAL YEAR		<u>299,770</u>	<u>(40,118)</u>
Profit/(loss) attributable to: Owners of the parent		<u>299,770</u>	<u>(40,118)</u>

Consolidated Other Comprehensive Income
for the Year Ended 31 March 2018

	Notes	31.3.18 £	31.3.17 £
PROFIT/(LOSS) FOR THE YEAR		299,770	(40,118)
OTHER COMPREHENSIVE INCOME		<u>-</u>	<u>-</u>
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u>299,770</u>	<u>(40,118)</u>
Total comprehensive income attributable to: Owners of the parent		<u>299,770</u>	<u>(40,118)</u>

Consolidated Balance Sheet
31 March 2018

	Notes	31.3.18 £	£	31.3.17 £	£
FIXED ASSETS					
Intangible assets	10		-		-
Tangible assets	11		33,461		60,275
Investments	12		157,041		-
			<u>190,502</u>		<u>60,275</u>
CURRENT ASSETS					
Debtors	13	5,316,745		5,578,210	
Cash at bank and in hand		<u>415,848</u>		<u>288,039</u>	
		5,732,593		5,866,249	
CREDITORS					
Amounts falling due within one year	14	<u>5,605,001</u>		<u>5,762,177</u>	
NET CURRENT ASSETS			<u>127,592</u>		<u>104,072</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			318,094		164,347
CREDITORS					
Amounts falling due after more than one year	15		-		(140,000)
PROVISIONS FOR LIABILITIES	18		(5,126)		(11,149)
NET ASSETS			<u>312,968</u>		<u>13,198</u>
CAPITAL AND RESERVES					
Called up share capital	19		200		200
Retained earnings	20		312,768		12,998
SHAREHOLDERS' FUNDS			<u>312,968</u>		<u>13,198</u>

The financial statements were approved by the Board of Directors on 18 December 2018 and were signed on its behalf by:

D D Burnett - Director

Company Balance Sheet
31 March 2018

	Notes	31.3.18 £	£	31.3.17 £	£
FIXED ASSETS					
Intangible assets	10		-		-
Tangible assets	11		-		-
Investments	12		<u>157,941</u>		<u>900</u>
			157,941		900
CURRENT ASSETS					
Debtors	13	701,241		760,587	
Cash at bank		<u>22,128</u>		-	
		723,369		760,587	
CREDITORS					
Amounts falling due within one year	14	<u>402,584</u>		<u>94,154</u>	
NET CURRENT ASSETS			<u>320,785</u>		<u>666,433</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			478,726		667,333
CREDITORS					
Amounts falling due after more than one year	15		-		<u>140,000</u>
NET ASSETS			<u>478,726</u>		<u>527,333</u>
CAPITAL AND RESERVES					
Called up share capital	19		200		200
Retained earnings	20		<u>478,526</u>		<u>527,133</u>
SHAREHOLDERS' FUNDS			<u>478,726</u>		<u>527,333</u>
Company's (loss)/profit for the financial year			<u>(48,607)</u>		<u>998</u>

The financial statements were approved by the Board of Directors on 18 December 2018 and were signed on its behalf by:

D D Burnett - Director

Consolidated Statement of Changes in Equity
for the Year Ended 31 March 2018

	Called up share capital £	Retained earnings £	Total equity £
Balance at 1 April 2016	200	53,116	53,316
Changes in equity			
Total comprehensive income	-	(40,118)	(40,118)
Balance at 31 March 2017	200	12,998	13,198
Changes in equity			
Total comprehensive income	-	299,770	299,770
Balance at 31 March 2018	200	312,768	312,968

Company Statement of Changes in Equity
for the Year Ended 31 March 2018

	Called up share capital £	Retained earnings £	Total equity £
Balance at 1 April 2016	200	526,135	526,335
Changes in equity			
Total comprehensive income	-	998	998
Balance at 31 March 2017	200	527,133	527,333
Changes in equity			
Total comprehensive income	-	(48,607)	(48,607)
Balance at 31 March 2018	200	478,526	478,726

Consolidated Cash Flow Statement
for the Year Ended 31 March 2018

	Notes	31.3.18 £	31.3.17 £
Cash flows from operating activities			
Cash generated from operations	1	476,804	(216,597)
Interest paid		-	(1)
Tax paid		(45,438)	(118,237)
Net cash from operating activities		<u>431,366</u>	<u>(334,835)</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(9,190)	(31,642)
Purchase of fixed asset investments		(157,041)	-
Interest received		35	107
Net cash from investing activities		<u>(166,196)</u>	<u>(31,535)</u>
Cash flows from financing activities			
Amount introduced by directors		2,639	250,007
Amount withdrawn by directors		(140,000)	-
Net cash from financing activities		<u>(137,361)</u>	<u>250,007</u>
Increase/(decrease) in cash and cash equivalents		<u>127,809</u>	<u>(116,363)</u>
Cash and cash equivalents at beginning of year	2	288,039	404,402
Cash and cash equivalents at end of year	2	<u>415,848</u>	<u>288,039</u>

Notes to the Consolidated Cash Flow Statement
for the Year Ended 31 March 2018

1. **RECONCILIATION OF PROFIT BEFORE TAXATION TO CASH GENERATED FROM OPERATIONS**

	31.3.18	31.3.17
	£	£
Profit before taxation	338,232	21,362
Depreciation charges	35,247	33,442
Loss on disposal of fixed assets	756	-
Finance costs	-	1
Finance income	(35)	(107)
	<u>374,200</u>	<u>54,698</u>
Decrease/(increase) in trade and other debtors	261,466	(1,609,392)
(Decrease)/increase in trade and other creditors	<u>(158,862)</u>	<u>1,338,097</u>
Cash generated from operations	<u><u>476,804</u></u>	<u><u>(216,597)</u></u>

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 2018

	31.3.18	1.4.17
	£	£
Cash and cash equivalents	<u>415,848</u>	<u>288,039</u>

Year ended 31 March 2017

	31.3.17	1.4.16
	£	£
Cash and cash equivalents	<u>288,039</u>	<u>404,402</u>

Notes to the Consolidated Financial Statements
for the Year Ended 31 March 2018

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

Investments in subsidiaries

Investments in subsidiary undertakings are recognised at cost.

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

2. **ACCOUNTING POLICIES - continued**

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.

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 before taxation are attributable to the one principal activity of the group.

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

	31.3.18	31.3.17
	£	£
Recruitment agency	26,044,416	20,359,594
Administration services	66,000	90,960
	<u>26,110,416</u>	<u>20,450,554</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

4. **EMPLOYEES AND DIRECTORS**

	31.3.18	31.3.17
	£	£
Wages and salaries	10,882,603	8,484,709
Social security costs	1,229,696	1,009,112
Other pension costs	55,265	4,520
	<u>12,167,564</u>	<u>9,498,341</u>

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

	31.3.18	31.3.17
Office and administration	17	14
Sales and marketing	16	16
Temporary	198	141
Directors	2	2
	<u>233</u>	<u>173</u>

	31.3.18	31.3.17
	£	£
Directors' remuneration	90,777	92,537
Directors' pension contributions to money purchase schemes	<u>391</u>	<u>372</u>

5. **OPERATING PROFIT**

The operating profit is stated after charging:

	31.3.18	31.3.17
	£	£
Hire of plant and machinery	5,726	6,323
Depreciation - owned assets	35,248	33,441
Loss on disposal of fixed assets	756	-
Auditors' remuneration	<u>10,650</u>	<u>10,350</u>

6. **EXCEPTIONAL ITEMS**

	31.3.18	31.3.17
	£	£
Exceptional items	<u>-</u>	<u>(234,820)</u>

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

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

7. **INTEREST PAYABLE AND SIMILAR EXPENSES**

31.3.18	31.3.17
£	£
Bank interest	
<u>-</u>	<u>1</u>

8. **TAXATION**

Analysis of the tax charge

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

31.3.18	31.3.17
£	£
Current tax:	
UK corporation tax	
Deferred tax	
Tax on profit	
<u>(6,024)</u>	<u>10,178</u>
<u>38,462</u>	<u>61,480</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 2017
and 31 March 2018

50,000

AMORTISATION

At 1 April 2017
and 31 March 2018

50,000

NET BOOK VALUE

At 31 March 2018
At 31 March 2017

-
-

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

11. **TANGIBLE FIXED ASSETS**

Group

	Fixtures & fittings £	Computer equipment £	Totals £
COST			
At 1 April 2017	35,016	264,901	299,917
Additions	259	8,931	9,190
Disposals	(117)	(1,332)	(1,449)
At 31 March 2018	<u>35,158</u>	<u>272,500</u>	<u>307,658</u>
DEPRECIATION			
At 1 April 2017	26,196	213,446	239,642
Charge for year	1,933	33,315	35,248
Eliminated on disposal	(70)	(623)	(693)
At 31 March 2018	<u>28,059</u>	<u>246,138</u>	<u>274,197</u>
NET BOOK VALUE			
At 31 March 2018	<u>7,099</u>	<u>26,362</u>	<u>33,461</u>
At 31 March 2017	<u>8,820</u>	<u>51,455</u>	<u>60,275</u>

12. **FIXED ASSET INVESTMENTS**

Group

	Shares in group undertakings £
COST	
Additions	<u>157,041</u>
At 31 March 2018	<u>157,041</u>
NET BOOK VALUE	
At 31 March 2018	<u>157,041</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

12. **FIXED ASSET INVESTMENTS - continued**

Company

Shares in
group
undertakings
£

COST

At 1 April 2017

900

Additions

157,041

At 31 March 2018

157,941

NET BOOK VALUE

At 31 March 2018

157,941

At 31 March 2017

900

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
100.00

Ordinary

31.3.18

31.3.17

£

£

Aggregate capital and reserves

22,409

(106,022)

Profit/(loss) for the year

128,431

(228,266)

On-Site (London) Limited

Registered office:

Nature of business: Employment business

Class of shares:

%
holding
100.00

Ordinary

31.3.18

31.3.17

£

£

Aggregate capital and reserves

(440,782)

(582,508)

Profit for the year

141,726

70,934

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

12. **FIXED ASSET INVESTMENTS - continued**

Labour Only Construction Services Ltd

Registered office:

Nature of business: Employment business

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.18	31.3.17
		£	£
Aggregate capital and reserves		-	(51,529)
Profit/(loss) for the year		<u>51,529</u>	<u>(480)</u>

On-Site Logistics Limited

Registered office:

Nature of business: Dormant

Class of shares:	%		
Ordinary	holding		
	100.00	31.3.18	31.3.17
		£	£
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	31.3.18	31.3.17
		£	£
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	31.3.18	31.3.17
		£	£
Aggregate capital and reserves		<u>100</u>	<u>100</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

12. FIXED ASSET INVESTMENTS - continued

Impact Contract Services Limited

Registered office:

Nature of business: Employment business

	% holding		
Class of shares:			
Ordinary	100.00		
		31.3.18	31.3.17
		£	£
Aggregate capital and reserves		253,018	226,327
Profit for the year		<u>26,691</u>	<u>116,696</u>

Labour Only Contract Services Ltd

Registered office:

Nature of business: Dormant

	% holding		
Class of shares:			
Ordinary	100.00		
		31.3.18	31.3.17
		£	£
Aggregate capital and reserves		<u>100</u>	<u>100</u>

Associated company

During the period the company acquired 25.92% of the share capital in Africa Professional Services Group Ltd (previously SW11 Holdings Ltd) for £150,000, plus £7,041 associated legal costs.

13. DEBTORS

	Group		Company	
	31.3.18	31.3.17	31.3.18	31.3.17
	£	£	£	£
Amounts falling due within one year:				
Trade debtors	4,974,793	5,411,207	-	-
Amounts owed by group undertakings	-	-	562,644	665,158
Other debtors	208,406	18,571	95,000	-
Tax	42,191	42,191	42,191	42,191
VAT	-	-	1,406	-
Prepayments and accrued income	91,355	106,241	-	-
	<u>5,316,745</u>	<u>5,578,210</u>	<u>701,241</u>	<u>707,349</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

13. DEBTORS - continued

	Group		Company	
	31.3.18	31.3.17	31.3.18	31.3.17
	£	£	£	£
Amounts falling due after more than one year:				
Amounts owed by group undertakings	-	-	-	53,238
Aggregate amounts	<u>5,316,745</u>	<u>5,578,210</u>	<u>701,241</u>	<u>760,587</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Company	
	31.3.18	31.3.17	31.3.18	31.3.17
	£	£	£	£
Bank loans and overdrafts	-	-	-	5
Trade creditors	720,750	827,050	8,447	44
Amounts owed to group undertakings	-	-	265,118	2,544
Tax	44,486	45,438	690	129
Social security and other taxes	341,662	346,211	-	-
VAT	399,397	585,682	-	4,009
Other creditors	3,792,717	3,765,069	120,402	80,208
Directors' current accounts	5,027	2,388	5,027	2,388
Accruals and deferred income	<u>300,962</u>	<u>190,339</u>	<u>2,900</u>	<u>4,827</u>
	<u>5,605,001</u>	<u>5,762,177</u>	<u>402,584</u>	<u>94,154</u>

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

	Group		Company	
	31.3.18	31.3.17	31.3.18	31.3.17
	£	£	£	£
Directors' loan accounts	<u>-</u>	<u>140,000</u>	<u>-</u>	<u>140,000</u>

16. LEASING AGREEMENTS

Minimum lease payments fall due as follows:

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

Group

	Non-cancellable operating leases	
	31.3.18	31.3.17
	£	£
Within one year	2,454	-
Between one and five years	137,924	147,322
	<u>140,378</u>	<u>147,322</u>

17. SECURED DEBTS

The following secured debts are included within creditors:

	Group	
	31.3.18	31.3.17
	£	£
Invoice discounting advanced	<u>3,664,834</u>	<u>3,675,274</u>

On-Site Recruitment Solutions Ltd

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 Bank 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.

On-Site (London) Ltd

An all asset debenture deed in favour of Lloyds Bank 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.

Impact Contract Services Ltd

An all asset debenture deed in favour of Lloyds Bank Commercial Finance Ltd created on 30th September 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

	Group	
	31.3.18	31.3.17
	£	£
Deferred tax	<u>5,126</u>	<u>11,149</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

18. **PROVISIONS FOR LIABILITIES - continued**

Group

Deferred tax £
11,149
(6,023)
<u>5,126</u>

Balance at 1 April 2017
Credit to Income Statement during year
Balance at 31 March 2018

19. **CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:

Number:	Class:	Nominal value:	31.3.18 £	31.3.17 £
20,000	Ordinary	£0.01	<u>200</u>	<u>200</u>

20. **RESERVES**

Group

Retained
earnings
£

At 1 April 2017	12,998
Profit for the year	<u>299,770</u>
At 31 March 2018	<u>312,768</u>

Company

Retained
earnings
£

At 1 April 2017	527,133
Deficit for the year	<u>(48,607)</u>
At 31 March 2018	<u>478,526</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 31 March 2018

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.

22. DIRECTORS' ADVANCES, CREDITS AND GUARANTEES

The following advances and credits to a director subsisted during the years ended 31 March 2018 and 31 March 2017:

	31.3.18	31.3.17
	£	£
D D Burnett		
Balance outstanding at start of year	(142,388)	107,619
Amounts advanced	137,361	-
Amounts repaid	-	(250,007)
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>(5,027)</u>	<u>(142,388)</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.