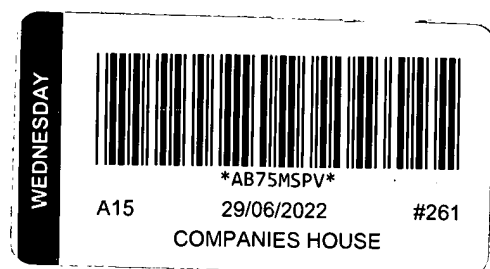


Registered number: 07909721

TALENT OUTSOURCING SOLUTIONS LIMITED

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2021



TALENT OUTSOURCING SOLUTIONS LIMITED

COMPANY INFORMATION

Directors	J R Butterfield (resigned 31 January 2021) P M Dundon D Wells (appointed 8 March 2021)
Company secretary	P Dundon
Registered number	07909721
Registered office	First Floor 134 Edmund Street Birmingham B3 2ES
Independent auditor	Grant Thornton UK LLP Chartered Accountants & Senior Statutory Auditor 11th Floor Landmark St Peter's Square 1 Oxford Street Manchester M1 4PB

TALENT OUTSOURCING SOLUTIONS LIMITED

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TALENT OUTSOURCING SOLUTIONS LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2021

The Directors present their report and the financial statements for the year ended 30 June 2021.

Principal activity

The principal activity of the company continued to be that of the supply of technology staffing and technology consulting services.

Directors

The Directors who served during the year were:

J R Butterfield (resigned 31 January 2021)
P M Dundon
D Wells (appointed 8 March 2021)

Going concern

The Directors have concluded that it is appropriate to prepare the financial statements on going concern basis. Please refer to note 2.3 for further details

Directors' responsibilities statement

The Directors are responsible for preparing the 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, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'). 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 and profit or loss of the company 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;
- 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 company will continue in business.

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

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

TALENT OUTSOURCING SOLUTIONS LIMITED

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2021**

Qualifying third party indemnity provisions

Insurance policies are in place that indemnify the Directors against liability when acting for Talent Outsourcing Solutions Limited.

Disclosure of information to auditor

The Directors confirm that:

- so far as each Director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the Directors have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Auditor

The auditor, Grant Thornton UK LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

Small companies note

In preparing this report, the Directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the board and signed on its behalf.

Darren Wells

D Wells
Director

Date: 27/6/2022



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TALENT OUTSOURCING SOLUTIONS LIMITED

Opinion

We have audited the financial statements of Talent Outsourcing Solutions Limited (the 'company') for the year ended 30 June 2021, which comprise the Statement of comprehensive income, the Statement of financial position, the Statement of changes in equity and 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 company's affairs as at 30 June 2021 and of its 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.

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 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the company 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 are responsible for concluding on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the company to cease to continue as a going concern.

In our evaluation of the Directors' conclusions, we considered the inherent risks associated with the company's business model including effects arising from macro-economic uncertainties such as Brexit and Covid-19, we assessed and challenged the reasonableness of estimates made by the Directors and the related disclosures and analysed how those risks might affect the company's financial resources or ability to continue operations over the going concern period.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TALENT OUTSOURCING SOLUTIONS LIMITED (CONTINUED)

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

The responsibilities of the Directors with respect to going concern are described in the 'Responsibilities of Directors for the financial statements' section of this report.

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Directors' report, other than the financial statements and our Auditor's report 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.

Opinions 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 Directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' report has been prepared in accordance with applicable legal requirements.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TALENT OUTSOURCING SOLUTIONS LIMITED (CONTINUED)

Matter on which we are required to report under the Companies Act 2006

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' report.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' report and from the requirement to prepare a Strategic report.

Responsibilities of Directors for the financial statements

As explained more fully in the Directors' responsibilities statement, 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 is 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 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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an Auditor's report 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 Auditor's report.



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TALENT OUTSOURCING SOLUTIONS LIMITED (CONTINUED)

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK).

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company and the industry in which it operates. We determined the most significant laws and regulations to be the Companies Act 2006 and United Kingdom Accounting Standard, including Financial Reporting Standard 102 'Reduced Disclosure Framework'.
- We obtained an understanding of how the company is complying with those legal and regulatory frameworks by making inquiries of management and those responsible for legal and compliance procedures. We corroborated our inquiries through our review of board minutes.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the group engagement team included
 - o Evaluation of the processes and controls established to address the risks related to irregularities and fraud;
 - o Making inquiries, in respect of fraud, of those outside the finance team, including key management;
 - o Challenging assumptions and judgements made by management in the company's significant accounting estimates;
 - o Identifying and testing unusual journal entries; and
 - o Identifying and testing related party transactions.
- The assessment of the appropriateness of the collective competence and capabilities of the engagement team included consideration of the engagement team's knowledge of the industry in which the company operates, and the understanding of, and practical experience with, audit engagements of a similar nature and complexity through appropriate training and participation;
- The engagement team's discussions in respect of potential non-compliance with laws and regulations and fraud included the risk of fraud in revenue recognition.
- In assessing the potential risks of material misstatement, we obtained an understating of:
 - o The company's operations, including the nature of its revenue sources, expected financial statement disclosures and business risks that may result in risk of material misstatement; and
 - o The company's control environment including the adequacy of procedures for authorisation of transactions



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TALENT OUTSOURCING SOLUTIONS
LIMITED (CONTINUED)**

- These audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud and is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed noncompliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would be aware of it.

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 an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Grant Thornton UK LLP

Michael Lowe

Senior Statutory Auditor

for and on behalf of Grant Thornton UK LLP

Senior Statutory Auditor, Chartered Accounts

Manchester

Date: 27 June 2022

TALENT OUTSOURCING SOLUTIONS LIMITED

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 £	2020 £
Turnover - continuing operations	4	747,698	1,343,753
Cost of sales		(687,362)	(1,175,203)
Gross profit		60,336	168,550
Administrative expenses		(76,823)	(130,871)
Other income	5	-	2,950
Operating (loss)/profit		(16,487)	40,629
Interest payable and expenses	9	(3,048)	(6,745)
(Loss)/profit before tax		(19,535)	33,884
Tax	10	-	-
(Loss)/profit for the financial year		(19,535)	33,884

There was no other comprehensive income for 2021 (2020: £Nil).

The notes on pages 11 to 21 form part of these financial statements.

TALENT OUTSOURCING SOLUTIONS LIMITED
REGISTERED NUMBER:07909721

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	-	292
		<u>-</u>	<u>292</u>
Current assets			
Debtors: amounts falling due within one year	12	89,384	158,370
Cash at bank and in hand	13	153	364
		<u>89,537</u>	<u>158,734</u>
Creditors: amounts falling due within one year	14	(170,107)	(220,061)
Net current liabilities		<u>(80,570)</u>	<u>(61,327)</u>
Total assets less current liabilities		<u>(80,570)</u>	<u>(61,035)</u>
Net liabilities		<u>(80,570)</u>	<u>(61,035)</u>
Capital and reserves			
Called up share capital	15	2	2
Share premium account	16	643,471	643,471
Profit and loss account	16	(724,043)	(704,508)
		<u>(80,570)</u>	<u>(61,035)</u>

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime, section 415A of the Companies Act 2006.

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 27/6/2022

Darren Wells

D Wells
 Director

The notes on pages 11 to 21 form part of these financial statements.

TALENT OUTSOURCING SOLUTIONS LIMITED

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2021**

	Called up share capital	Share premium account	Profit and loss account	Total equity
	£	£	£	£
At 1 July 2020	2	643,471	(704,508)	(61,035)
Comprehensive income for the year				
Profit for the year	-	-	(19,535)	(19,535)
Other comprehensive income	-	-	-	-
Total comprehensive income for the year	-	-	(19,535)	(19,535)
At 30 June 2021	2	643,471	(724,043)	(80,570)

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020**

	Called up share capital	Share premium account	Profit and loss account	Total equity
	£	£	£	£
At 1 July 2019	2	643,471	(738,392)	(94,919)
Comprehensive income for the year				
Profit for the year	-	-	33,884	33,884
Other comprehensive income for the year	-	-	-	-
Total comprehensive income for the year	-	-	33,884	33,884
At 30 June 2020	2	643,471	(704,508)	(61,035)

The notes on pages 11 to 21 form part of these financial statements.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

1. General information

Talent Outsourcing Solutions Limited is a private company limited by shares & incorporated in England and Wales. Its registered head office is located at First Floor, 134 Edmund Street, Birmingham, B3 2ES.

2. Accounting policies**2.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

The financial statements are presented in Sterling (£) (the company's functional currency).

The following principal accounting policies have been applied:

2.2 Financial reporting standard 102 - reduced disclosure exemptions

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by the FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 4 Statement of financial position paragraph 4.12(a)(iv);
- the requirements of Section 7 Statement of cash flows;
- the requirements of Section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of Section 11 Financial Instruments paragraphs 11.42, 11.44 to 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirements of Section 12 Other Financial Instruments paragraphs 12.26 to 12.27, 12.29(a), 12.29(b) and 12.29A;
- the requirements of Section 33 Related Party Disclosures paragraph 33.7.

This information is included in the consolidated financial statements of Talent International (UK) Limited as at 30 June 2021 and these financial statements may be obtained from Companies House.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2. Accounting policies (continued)**2.3 Going concern**

The company is funded by a combination of loans from its parent company and an invoice discounting facility.

Management have prepared forecasts to June 2023, which incorporate assessments of postpandemic recovery and other uncertainties in its core markets. These forecasts indicate the entity will be able to continue to operate, within its existing facilities, for the foreseeable future and for at least 12 months from the date of approval of these financial statements.

The company has obtained written confirmation of support from its parent company for at least 12 months from the date of these financial statements. The company's parent has renewed its credit line during the year and facilities are now in place until 14 January 2025.

Based on the above, the Directors have concluded that it is appropriate to prepare the financial statements on a going concern basis.

2.4 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Permanent placement revenue is recognised in the month in which the candidate starts and contractor revenue is recognised in the accounts based on week ending date.

2.5 Other income

Grants of a revenue nature are recognised in the Statement of comprehensive income in the same period as the related expenditure. Furlough income, which is a grant awarded by the government, is recognised in income in the periods in which the company recognises the related costs for which the grant is intended to compensate.

2.6 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2. Accounting policies (continued)**2.6 Tangible fixed assets (continued)**

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33%
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The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of comprehensive income.

2.7 Debtors

Short term debtors are measured at transaction price, less any impairment.

2.8 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2. Accounting policies (continued)**2.9 Financial instruments**

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a Director in the case of a small company, or a public benefit entity concessionary loan.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of comprehensive income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the Statement of financial position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.10 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2. Accounting policies (continued)**2.11 Foreign currency translation****Functional and presentation currency**

The company's functional and presentational currency is GBP.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the spot exchange rates at the dates of the transactions.

At each period end foreign currency monetary items are translated using the closing rate. Non-monetary items measured at historical cost are translated using the exchange rate at the date of the transaction and non-monetary items measured at fair value are measured using the exchange rate when fair value was determined.

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the Statement of comprehensive income.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of comprehensive income within 'finance income or costs'. All other foreign exchange gains and losses are presented in the Statement of comprehensive income within 'other operating income'.

2.12 Taxation

Tax is recognised in the Statement of comprehensive income, except that a change attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company operates and generates income.

2.13 Finance costs

Finance costs are charged to the Statement of comprehensive income over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

2. Accounting policies (continued)
2.14 Pensions
Defined contribution pension plan

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised as an expense in the Statement of comprehensive income when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of financial position. The assets of the plan are held separately from the company in independently administered funds.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

Management consider there to be no key judgements in the application of accounting policies, nor any key sources of estimation uncertainty.

4. Turnover

The whole of the turnover is attributable to the principal activity of the company. All turnover arose within the United Kingdom.

5. Other operating income

	2021 £	2020 £
Grants received under the Government Coronavirus Job Retention Scheme	-	2,950
	<u> </u>	<u> </u>

6. Auditor's remuneration

	2021 £	2020 £
Fees payable to the company's auditor and its associates for the audit of the company's annual financial statements	5,200	5,200
	<u> </u>	<u> </u>

The company has taken advantage of the exemption not to disclose amounts paid for non audit services as these are disclosed in the group accounts of the parent company.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

7. Employees

	2021	2020
	£	£
Wages and salaries	14,303	15,521
Social security costs	1,414	1,457
Cost of defined contribution scheme	1,173	1,209
	<u>16,890</u>	<u>18,187</u>

8. Directors' remuneration

During the year, no Director received any remuneration (2020: £Nil). The Directors are remunerated through Talent International (UK) Limited and no amounts are recharged.

9. Interest payable and similar expenses

	2021	2020
	£	£
Other interest payable	<u>3,048</u>	<u>6,745</u>

10. Taxation

	2021	2020
	£	£
Total current tax	<u>-</u>	<u>-</u>
Deferred tax		
Total deferred tax	<u>-</u>	<u>-</u>
Taxation on (Loss)/profit on ordinary activities	<u>-</u>	<u>-</u>

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

10. Taxation (continued)**Factors affecting tax charge for the year**

The tax assessed for the year is higher than (2020 - *lower than*) the standard rate of corporation tax in the UK of 19% (2020 - 19%). The differences are explained below:

	2021 £	2020 £
(Loss)/profit on ordinary activities before tax	(19,535)	33,884
(Loss)/profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2020: 19%)	(3,712)	6,438
Effects of:		
Expenses not deductible for tax purposes, other than goodwill amortisation and impairment	-	71
Adjustments in closing deferred tax to average rate	(6,309)	(2,400)
Group relief	-	(4,109)
Deferred tax not recognised	10,021	-
Total tax charge for the year	-	-

Factors that may affect future tax charges

An increase in the future main corporation tax rate to 25% from 1 April 2023, from the previously enacted 19%, was announced in the budget on 3 March 2021, and substantively enacted on 24 May 2021. The deferred tax balance at the year-end has been calculated at the rate substantively enacted at the balance sheet date being 25%.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021**

11. Tangible fixed assets

	Computer equipment £
Cost or valuation	
At 1 July 2020	2,630
At 30 June 2021	<u>2,630</u>
Depreciation	
At 1 July 2020	2,338
Charge for the year	292
At 30 June 2021	<u>2,630</u>
Net book value	
At 30 June 2021	<u>-</u>
At 30 June 2020	<u>292</u>

12. Debtors

	2021 £	2020 £
Trade debtors	73,866	109,777
Amounts owed by group undertakings	-	8,777
Invoice discounting	15,518	23,184
Accrued income	-	16,632
	<u>89,384</u>	<u>158,370</u>

An impairment loss of £Nil (2020: £Nil) was recognised against trade debtors.

13. Cash and cash equivalents

	2021 £	2020 £
Cash at bank and in hand	<u>153</u>	<u>364</u>

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
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14. Creditors: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	84,947	99,188
Amounts owed to group undertakings	62,761	92,687
Other taxation and social security	20,726	11,757
Accruals and deferred income	1,673	16,429
	170,107	220,061

Amounts owed to group undertakings are unsecured, repayable on demand and do not attract interest.

15. Share capital

	2021	2020
	£	£
Allotted, called up and fully paid		
2 (2020 - 2) Ordinary shares of £1.00 each	2	2

There is a single class of ordinary shares. There are no restrictions on dividends and the repayment of capital.

16. Reserves

Share premium account

Includes any premiums received on issue of share capital. Any transaction costs associated with the issuing of shares are deducted from share premium.

Profit and loss account

Includes all current and prior period retained profit and losses.

17. Related party transactions

The company has taken advantage of the exemption available under FRS 102 section 33 from disclosing related party transactions with other group entities that are wholly owned.

TALENT OUTSOURCING SOLUTIONS LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
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18. Controlling party

The company is a wholly owned subsidiary of Talent International (UK) Limited who is the immediate parent company in the group.

The results of Talent Outsourcing Solutions Limited and are consolidated into Talent International (UK) Limited and copies of the accounts can be obtained from its registered office.

The ultimate parent company is Talent International Holdings Pty a company registered in Australia.