

Bionic Services Limited

Directors' Report for the Year Ended 31 March 2021

The directors present their report and the financial statements for the year ended 31 March 2021.

Results and dividends

The company reported a profit for the year after taxation of £3,270,000 (2020 - £3,636,000).

Dividends declared in the year were £Nil (2020 - £Nil).

Directors of the company

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

Jonathan Elliott

Paul Galligan

Thomas Crockford

Financial instruments

The company has established a risk and financial management framework whose primary objectives are to protect the company from events that hinder the achievement of the company's performance objectives. The objectives aim to limit undue counterparty exposure, ensure sufficient working capital exists and monitor the management of risk at a business unit level.

Employment of disabled persons

In considering applications for employment from disabled people, the company seeks to ensure that full and fair consideration is given to the abilities and aptitudes of the applicant against the requirements of the jobs which they have applied. Employees who become temporarily or permanently disabled are given individual consideration and where possible, equal opportunities for training, career development and promotions.

Employee involvement

The company's policy is to consult and discuss with employees matters likely to affect employees' interests. Information about matters of concern to employees is given through regular staff events, such as monthly lunches, saving zone lunches three times a year, and regular updates on team and company performance. Communications have been increased through the lockdown and pandemic with staff working from home or on furlough.

Carbon reporting

The Group is conscious of its energy usage and the impact on the environment and looks to reduce usage where possible. The usage in the year of c. 194,000 kWh (2020 - 151,000 kWh) relates to the purchase of electricity for our offices and is based on invoices. The current intensity ratio for the reporting period was 1.7 (2020 - 2.1). This is calculated based on the kilograms of CO2 emissions associated with the operating activities of the Group at c. 45,000kg (2020 - 35,000kg), divided by number of contracts sold. In our calculations, we convert kWh to kg of carbon released based on Greenhouse gas reporting: conversion factors from Department for Business, Energy and Industrial Strategy. The conversion factor is 0.23314 kg CO2 for each kWh.