

Company registration number 04083397 (England and Wales)

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED
GROUP ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

COMPANY INFORMATION

Directors	Mr J Williams Mr S Watkin
Company number	04083397
Registered office	Oakwood House Blackwood Business Park Ash Road South Wrexham Industrial Estate Wrexham Nth Wales LL13 9UG
Auditor	Mitchell Charlesworth (Audit) Limited 24 Nicholas Street Chester CH1 2AU

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

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TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

STRATEGIC REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The directors present the strategic report for the year ended 31 March 2023.

Review of the business

It has been a year of significant change for the UK recruitment sector. Amid a volatile macroeconomic and political backdrop, the sector's resilience was once again evident. Once again its ability to successfully navigate periods of significant uncertainty remains, which augurs well in view of the challenges ahead.

24-7 continues to focus on providing our clients with a labour solution that combines both technological innovation and expertise that is second to none within warehousing and logistics and we believe that our focus on service will protect and enable our business to grow.

The provision of warehouse colleagues continues to be our core business and we continue to recruit and retain staff very well – delivering a solid peak period where we supported some clients when their recruitment agencies failed. This was and is due to our skilled on-site management and administration teams who have great experience and intimate knowledge of the sites and the areas within which they work.

Our finance facility with the bank along with the support of the owner enables the company to retain its strong cash position.

Principal risks and uncertainties

Liquidity risk

The company seeks to manage financial risk by ensuring sufficient liquidity is available to meet foreseeable needs and to invest cash assets safely and profitably. Short-term flexibility is achieved by overdraft facilities, and an invoice factoring agreement with the company's bankers.

Interest rate risk

The company finances its operations through a mixture of retained profits and bank borrowings. The company's exposure to interest rate fluctuation on its borrowings is managed by the use of floating rate facilities, and monitored regularly with a view to converting some borrowing to fixed rate if necessary.

Credit risk

The company's principal financial assets are trade debtors. The principal credit risk arises therefore from its trade debtors. In order to manage this risk the directors set limits for customers based on a combination of payment history and third party credit references. The company aims to operate on behalf of blue chip companies only and within different sectors for those companies. The diverse nature of supply means the company is protected, as much as possible, from market swings. All new customers are credit checked and strict financial trading terms agreed. Only after a successful period of trading are amendments to those terms considered.

Future developments

The ongoing uncertainty around the economy and inflation affecting business confidence and staffing decision-making make the next 12 months difficult to predict, however, the continued labour shortages imply that the need for recruitment activity will remain, keeping revenues buoyant. We believe 24-7 are in a far stronger position than most to cope with this uncertainty and are hopeful the significant changes that have been made within the senior management team will continue to stabilize and grow the business in the next financial year. We continue to focus on growing our customer base. This will prove to be one of the biggest challenges for the business yet, but with new leadership in place providing fresh ideas and robust strategies, we expect to develop and grow in order to continue as a market leading supplier.

Key performance indicators

The key performance indicators for the company are:

	2023	2022
Gross profit as % of sales	6.20%	5.85%
Average hours supplied each week	93,736 hours	117,413 hours
Gross profit per hour supplied	£1.02 per hour	£0.85 per hour

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

STRATEGIC REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Section 172 (1) Statement

The Board of directors of Twenty Four Seven Recruitment Services Limited consider that they have acted in ways that they believe in good faith to be most likely to promote the success of the company in the decisions made in the year to 31 March 2023.

We consider people to be our most important asset and aim to be a responsible employer, ensuring the health, safety and wellbeing of our employees.

Customers are at the core of what we do and we continue to support clients and foster good relationships with them. Our skilled on-site management and administration teams who have great experience and intimate knowledge of the sites ensure that high levels of service are delivered.

As the Board of Directors, our intention is always to behave responsibly and to ensure that the business operates in a responsible manner, adhering to high standards of business conduct and good governance. We recognise that maintaining a reputation for high standard business conduct and acting in a fair way between members of the company is fundamental to the company's continued success.

On behalf of the board

Mr S Watkin

Director

19 December 2023

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The directors present their annual report and financial statements for the year ended 31 March 2023.

Principal activities

The principal activity of the company and group continued to be that of an employment agency.

Results and dividends

The results for the year are set out on page 10.

No ordinary dividends were paid. The directors do not recommend payment of a further dividend.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Mr J Williams

Mr S Watkin

Mr J Ritchie

Ms A Lillis

(Resigned 21 December 2022)

(Appointed 4 May 2022 and resigned 21 October 2022)

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the group continues and that the appropriate training is arranged. It is the policy of the group that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

Employee involvement

The group's policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests.

Information about matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

There is no employee share scheme at present, but the directors are considering the introduction of such a scheme as a means of further encouraging the involvement of employees in the company's performance.

Business relationships

More information on stakeholder relationships and engagement, see the section 172 (1) statement within the strategic report.

Auditor

The auditor, Mitchell Charlesworth (Audit) Limited, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

Energy and carbon report

	2023	2022
	kWh	kWh
Energy consumption		
Aggregate of energy consumption in the year	340,359	378,017
	<u> </u>	<u> </u>

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

	2023 metric tonnes	2022 metric tonnes
<i>Emissions of CO2 equivalent</i>		
Scope 1 - direct emissions		
- Gas combustion	6.86	9.30
- Fuel consumed for owned transport	-	-
	<u>6.86</u>	<u>9.30</u>
Scope 2 - indirect emissions		
- Electricity purchased	9.74	8.76
Scope 3 - other indirect emissions		
- Fuel consumed for transport not owned by the group	63.25	70.75
	<u>63.25</u>	<u>70.75</u>
Total gross emissions	<u>79.85</u>	<u>88.81</u>
<i>Intensity ratio</i>		
Tonnes CO2e per employee	<u>1.06</u>	<u>1.06</u>

Quantification and reporting methodology

The group has followed the 2019 HM Government Environmental Reporting Guidelines. The group has also used the GHG Reporting Protocol – Corporate Standard and have used the 2022 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per salaried employee, the recommended ratio for the sector.

Measures taken to improve energy efficiency

The business continues to review areas where energy usage can be reduced to create savings and become greener. This included the introduction of some more hybrid vehicles to the fleet.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Statement of directors' responsibilities

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and company, 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the ;
- prepare the on the going concern basis unless it is inappropriate to presume that the group and company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the group's and company's transactions and disclose with reasonable accuracy at any time the financial position of the group and 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 group and company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the auditor of the company is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the auditor of the company is aware of that information.

On behalf of the board

Mr S Watkin
Director

19 December 2023

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

Opinion

We have audited the financial statements of Twenty Four Seven Recruitment Services Limited (the 'parent company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the group statement of comprehensive income, the group balance sheet, the company balance sheet, the group statement of changes in equity, the company statement of changes in equity, the group statement of cash flows, the company statement of cash flows and notes to the financial statements, including 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 the parent company's affairs as at 31 March 2023 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the group and parent 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

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.

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 group's and parent 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.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The directors are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 our audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

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 their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

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 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 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 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 parent 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.

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

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and directors of their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the company's documentation of their policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the group's Statement of Comprehensive Income and (ii) the group's accounting policy for revenue recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the group operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act, Employment Laws such as National Minimum Wage Act, Employment Rights Act and the Health and Safety at Work Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. This includes regulations concerning employment laws and Data Protection Regulations.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

As a result of performing the above, we identified revenue recognition and adherence to laws and regulations as the key audit matters related to the potential risk of fraud.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and directors concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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.

Robert Hall (Senior Statutory Auditor)

For and on behalf of Mitchell Charlesworth (Audit) Limited

19 December 2023

Accountants

Statutory Auditor

24 Nicholas Street

Chester

CH1 2AU

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

GROUP STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Turnover	3	80,012,057	89,457,356
Cost of sales		(75,053,207)	(84,220,653)
Gross profit		4,958,850	5,236,703
Administrative expenses		(4,587,602)	(4,763,809)
Other operating income		25,407	9,729
Operating profit	4	396,655	482,623
Interest receivable and similar income	8	244,307	(93,856)
Interest payable and similar expenses	9	(504,477)	(315,398)
Profit before taxation		136,485	73,369
Tax on profit	11	31,030	(68,908)
Profit for the financial year	28	167,515	4,461

Profit for the financial year is all attributable to the owner of the parent company.

Total comprehensive income for the year is all attributable to the owner of the parent company.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

GROUP BALANCE SHEET

AS AT 31 MARCH 2023

		2023	2022
	Notes	£	£
Fixed assets			
Intangible assets	13	902,539	1,433,904
Tangible assets	14	555,180	579,303
Investments	15	459,009	7,239,819
		<u>1,916,728</u>	<u>9,253,026</u>
Current assets			
Stocks	17	8,681	4,709
Debtors	18	13,191,382	16,652,619
Cash at bank and in hand		56,304	1,708,942
		<u>13,256,367</u>	<u>18,366,270</u>
Creditors: amounts falling due within one year	19	<u>(8,433,780)</u>	<u>(17,180,368)</u>
Net current assets		<u>4,822,587</u>	<u>1,185,902</u>
Total assets less current liabilities		<u>6,739,315</u>	<u>10,438,928</u>
Creditors: amounts falling due after more than one year	20	<u>(4,685,620)</u>	<u>(8,954,471)</u>
Net assets		<u><u>2,053,695</u></u>	<u><u>1,484,457</u></u>
Capital and reserves			
Called up share capital	23	50	50
Share premium account	24	349,984	349,984
Revaluation reserve	25	74,213	76,919
Other reserves		650,847	1,305,047
Profit and loss reserves	28	978,601	(247,543)
Total equity		<u><u>2,053,695</u></u>	<u><u>1,484,457</u></u>

The financial statements were approved by the board of directors and authorised for issue on 19 December 2023 and are signed on its behalf by:

Mr S Watkin
Director

Company registration number 04083397 (England and Wales)

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

COMPANY BALANCE SHEET

AS AT 31 MARCH 2023

		2023	2022
	Notes	£	£
Fixed assets			
Intangible assets	13	902,539	1,433,904
Tangible assets	14	555,180	579,303
Investments	15	750,000	7,773,500
		<u>2,207,719</u>	<u>9,786,707</u>
Current assets			
Stocks	17	8,681	4,709
Debtors	18	13,191,382	16,652,619
Cash at bank and in hand		56,304	1,708,942
		<u>13,256,367</u>	<u>18,366,270</u>
Creditors: amounts falling due within one year	19	<u>(8,433,780)</u>	<u>(17,180,368)</u>
Net current assets		<u>4,822,587</u>	<u>1,185,902</u>
Total assets less current liabilities		<u>7,030,306</u>	<u>10,972,609</u>
Creditors: amounts falling due after more than one year	20	<u>(4,685,620)</u>	<u>(8,954,471)</u>
Net assets		<u><u>2,344,686</u></u>	<u><u>2,018,138</u></u>
Capital and reserves			
Called up share capital	23	50	50
Share premium account	24	349,984	349,984
Revaluation reserve	25	74,213	76,919
Other reserves		650,847	1,305,047
Profit and loss reserves	28	1,269,592	286,138
Total equity		<u><u>2,344,686</u></u>	<u><u>2,018,138</u></u>

As permitted by s408 Companies Act 2006, the company has not presented its own profit and loss account and related notes. The company's loss for the year was £75,176 (2022 - £98,352 profit).

The financial statements were approved by the board of directors and authorised for issue on 19 December 2023 and are signed on its behalf by:

Mr S Watkin
Director

Company registration number 04083397 (England and Wales)

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

GROUP STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2023

	Share capital	Share premium account	Revaluation reserve	Capital contribution reserve	Profit and loss reserves	Total
	£	£	£	£	£	£
Balance at 1 April 2021	50	349,984	79,625	1,305,047	(254,710)	1,479,996
Year ended 31 March 2022:						
Profit and total comprehensive income	-	-	-	-	4,461	4,461
Transfers	-	-	(2,706)	-	2,706	-
Balance at 31 March 2022	50	349,984	76,919	1,305,047	(247,543)	1,484,457
Year ended 31 March 2023:						
Profit and total comprehensive income	-	-	-	-	167,515	167,515
Transfers	-	-	(2,706)	(1,055,923)	1,058,629	-
Increase	-	-	-	576,922	-	576,922
Other movements	-	-	-	(175,199)	-	(175,199)
Balance at 31 March 2023	50	349,984	74,213	650,847	978,601	2,053,695

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

COMPANY STATEMENT OF CHANGES IN EQUITY **FOR THE YEAR ENDED 31 MARCH 2023**

	Share capital	Share premium account	Revaluation reserve	Capital contribution reserve	Profit and loss reserves	Total
	£	£	£	£	£	£
Balance at 1 April 2021	50	349,984	79,625	1,305,047	185,080	1,919,786
Year ended 31 March 2022:						
Profit and total comprehensive income for the year	-	-	-	-	98,352	98,352
Transfers	-	-	(2,706)	-	2,706	-
Balance at 31 March 2022	50	349,984	76,919	1,305,047	286,138	2,018,138
Year ended 31 March 2023:						
Profit and total comprehensive income	-	-	-	-	(75,175)	(75,175)
Transfers	-	-	(2,706)	(1,055,923)	1,058,629	-
Increase	-	-	-	576,922	-	576,922
Other movements	-	-	-	(175,199)	-	(175,199)
Balance at 31 March 2023	50	349,984	74,213	650,847	1,269,592	2,344,686

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

GROUP STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

		2023	2022
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	33	5,028,101	6,956,797
Interest paid		(504,477)	(315,398)
Income taxes paid		(20,404)	(200,091)
Net cash inflow from operating activities		4,503,220	6,441,308
Investing activities			
Proceeds from disposal of intangibles		-	(378)
Purchase of tangible fixed assets		(16,365)	(14,551)
Proceeds from disposal of tangible fixed assets		-	1,045
Proceeds from disposal of subsidiaries, net of cash disposed		-	(1)
Other movements on joint ventures		(242,690)	93,891
Repayment of loans		7,023,500	-
Interest received		1,617	35
Other income received from investments		242,690	(93,891)
Net cash generated from/(used in) investing activities		7,008,752	(13,850)
Financing activities			
Repayment of borrowings		(7,768,948)	(601,536)
Repayment of bank loans		(5,797,385)	(6,683,156)
Other movements on loans		401,723	-
Net cash used in financing activities		(13,164,610)	(7,284,692)
Net decrease in cash and cash equivalents		(1,652,638)	(857,234)
Cash and cash equivalents at beginning of year		1,708,942	2,566,176
Cash and cash equivalents at end of year		56,304	1,708,942

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

COMPANY STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

		2023	2022
	Notes	£	£
Cash flows from operating activities			
Cash generated from operations	34	5,028,101	6,956,796
Interest paid		(504,477)	(315,398)
Income taxes paid		(20,404)	(200,091)
Net cash inflow from operating activities		4,503,220	6,441,307
Investing activities			
Proceeds from disposal of intangibles		-	(378)
Purchase of tangible fixed assets		(16,365)	(14,551)
Proceeds from disposal of tangible fixed assets		-	1,045
Repayment of loans		7,023,500	-
Interest received		1,617	35
Net cash generated from/(used in) investing activities		7,008,752	(13,849)
Financing activities			
Repayment of borrowings		(7,768,948)	(601,536)
Repayment of bank loans		(5,797,385)	(6,683,156)
Other movements on loans		401,723	-
Net cash used in financing activities		(13,164,610)	(7,284,692)
Net decrease in cash and cash equivalents		(1,652,638)	(857,234)
Cash and cash equivalents at beginning of year		1,708,942	2,566,176
Cash and cash equivalents at end of year		56,304	1,708,942

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Company information

Twenty Four Seven Recruitment Services Limited ("the company") is a private limited company domiciled and incorporated in England and Wales. The registered office is Oakwood House, Wrexham, Clwyd, Nth Wales, LL13 9UG.

The group consists of Twenty Four Seven Recruitment Services Limited and all of its subsidiaries.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Business combinations

In the parent company financial statements, the cost of a business combination is the fair value at the acquisition date of the assets given, equity instruments issued and liabilities incurred or assumed, plus costs directly attributable to the business combination. The excess of the cost of a business combination over the fair value of the identifiable assets, liabilities and contingent liabilities acquired is recognised as goodwill. The cost of the combination includes the estimated amount of contingent consideration that is probable and can be measured reliably, and is adjusted for changes in contingent consideration after the acquisition date. Provisional fair values recognised for business combinations in previous periods are adjusted retrospectively for final fair values determined in the 12 months following the acquisition date. Investments in subsidiaries, joint ventures and associates are accounted for at cost less impairment.

Deferred tax is recognised on differences between the value of assets (other than goodwill) and liabilities recognised in a business combination accounted for using the purchase method and the amounts that can be deducted or assessed for tax, considering the manner in which the carrying amount of the asset or liability is expected to be recovered or settled. The deferred tax recognised is adjusted against goodwill or negative goodwill.

1.3 Basis of consolidation

The consolidated group financial statements consist of the financial statements of the parent company Twenty Four Seven Recruitment Services Limited together with all entities controlled by the parent company (its subsidiaries) and the group's share of its interests in joint ventures and associates.

All financial statements are made up to 31 March 2023. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the group.

All intra-group transactions, balances and unrealised gains on transactions between group companies are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred.

Entities in which the group holds an interest and which are jointly controlled by the group and one or more other venturers under a contractual arrangement are treated as joint ventures. Entities other than subsidiary undertakings or joint ventures, in which the group has a participating interest and over whose operating and financial policies the group exercises a significant influence, are treated as associates.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Investments in joint ventures and associates are carried in the group balance sheet at cost plus post-acquisition changes in the group's share of the net assets of the entity, less any impairment in value. The carrying values of investments in joint ventures and associates include acquired goodwill.

If the group's share of losses in a joint venture or associate equals or exceeds its investment in the joint venture or associate, the group does not recognise further losses unless it has incurred obligations to do so or has made payments on behalf of the joint venture or associate.

Unrealised gains arising from transactions with joint ventures and associates are eliminated to the extent of the group's interest in the entity.

1.4 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company and the group have adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.5 Turnover

Turnover represents net invoiced sales of services, excluding value added tax, except in respect of service contracts where turnover is recognised when the company obtains the right to consideration.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have passed to the buyer (usually on dispatch of the goods), the amount of revenue can be measured reliably, it is probable that the economic benefits associated with the transaction will flow to the entity and the costs incurred or to be incurred in respect of the transaction can be measured reliably.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software	33% straight line
Deed of Novation	Over 6 years

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	1% straight line
Plant and equipment	33% straight line
Fixtures and fittings	25% straight line

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the profit and loss account.

1.8 Fixed asset investments

Equity investments are measured at fair value through profit or loss, except for those equity investments that are not publicly traded and whose fair value cannot otherwise be measured reliably, which are recognised at cost less impairment until a reliable measure of fair value becomes available.

In the parent company financial statements, investments in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses.

A subsidiary is an entity controlled by the group. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities.

An associate is an entity, being neither a subsidiary nor a joint venture, in which the company holds a long-term interest and where the company has significant influence. The group considers that it has significant influence where it has the power to participate in the financial and operating decisions of the associate.

Investments in associates are initially recognised at the transaction price (including transaction costs) and are subsequently adjusted to reflect the group's share of the profit or loss, other comprehensive income and equity of the associate using the equity method. Any difference between the cost of acquisition and the share of the fair value of the net identifiable assets of the associate on acquisition is recognised as goodwill. Any unamortised balance of goodwill is included in the carrying value of the investment in associates.

Losses in excess of the carrying amount of an investment in an associate are recorded as a provision only when the company has incurred legal or constructive obligations or has made payments on behalf of the associate.

In the parent company financial statements, investments in associates are accounted for at cost less impairment.

Entities in which the group has a long term interest and shares control under a contractual arrangement are classified as jointly controlled entities.

1.9 Impairment of fixed assets

At each reporting period end date, the group reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

The carrying amount of the investments accounted for using the equity method is tested for impairment as a single asset. Any goodwill included in the carrying amount of the investment is not tested separately for impairment.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.10 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition.

Stocks held for distribution at no or nominal consideration are measured at the lower of cost and replacement cost, adjusted where applicable for any loss of service potential.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its estimated selling price less costs to complete and sell is recognised as an impairment loss in profit or loss. Reversals of impairment losses are also recognised in profit or loss.

1.11 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.12 Financial instruments

The group has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the group's balance sheet when the group becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally 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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the group transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the group after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or finance income as appropriate, unless hedge accounting is applied and the hedge is a cash flow hedge.

Debt instruments that do not meet the conditions in FRS 102 paragraph 11.9 are subsequently measured at fair value through profit or loss. Debt instruments may be designated as being measured at fair value through profit or loss to eliminate or reduce an accounting mismatch or if the instruments are measured and their performance evaluated on a fair value basis in accordance with a documented risk management or investment strategy.

Derecognition of financial liabilities

Financial liabilities are derecognised when the group's contractual obligations expire or are discharged or cancelled.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.13 Equity instruments

Equity instruments issued by the group are recorded at the proceeds received, net of transaction costs. Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the group.

1.14 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the profit and loss account, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset if, and only if, there is a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.15 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.16 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.17 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

1.18 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in profit or loss.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

2 Judgements and key sources of estimation uncertainty

In the application of the group's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Turnover and other revenue

	2023	2022
	£	£
Turnover analysed by class of business		
Rendering of services - provision of temporary labour	80,012,057	89,457,356
	<u> </u>	<u> </u>
	2023	2022
	£	£
Other revenue		
Interest income	1,617	35
	<u> </u>	<u> </u>

4 Operating profit

	2023	2022
	£	£
Operating profit for the year is stated after charging/(crediting):		
Exchange (gains)/losses	(44,180)	4,097
Depreciation of owned tangible fixed assets	40,488	70,122
Amortisation of intangible assets	531,365	531,095
(Profit)/loss on disposal of intangible assets	-	378
Operating lease charges	45,366	21,899
	<u> </u>	<u> </u>

5 Auditor's remuneration

	2023	2022
	£	£
Fees payable to the company's auditor and associates:		
For audit services		
Audit of the financial statements of the group and company	18,533	14,993
	<u> </u>	<u> </u>

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

6 Employees

The average monthly number of persons (including directors) employed by the group and company during the year was:

	Group 2023 Number	2022 Number	Company 2023 Number	2022 Number
Temporary	2,873	2,769	2,873	2,769
Permanent	75	84	75	84
Total	2,948	2,853	2,948	2,853

Their aggregate remuneration comprised:

	Group 2023 £	2022 £	Company 2023 £	2022 £
Wages and salaries	58,513,724	61,146,001	58,513,724	61,146,001
Social security costs	5,773,561	4,631,881	5,773,561	4,631,881
Pension costs	709,250	600,382	709,250	600,382
	64,996,535	66,378,264	64,996,535	66,378,264

7 Directors' remuneration

	2023 £	2022 £
Remuneration for qualifying services	183,157	98,387
Company pension contributions to defined contribution schemes	3,408	1,981
	186,565	100,368

8 Interest receivable and similar income

	2023 £	2022 £
Interest income		
Interest on bank deposits	1,617	35
Income from fixed asset investments		
Income from participating interests - joint ventures	242,690	(93,891)
Total income	244,307	(93,856)

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

8	Interest receivable and similar income		(Continued)
		2023	2022
		£	£
	Investment income includes the following:		
	Interest on financial assets not measured at fair value through profit or loss	1,617	35
		<u> </u>	<u> </u>
9	Interest payable and similar expenses		
		2023	2022
		£	£
	Interest on financial liabilities measured at amortised cost:		
	Interest on invoice finance arrangements	348,104	230,778
	Other interest on financial liabilities	156,373	84,620
		<u> </u>	<u> </u>
		504,477	315,398
		<u> </u>	<u> </u>
10	Amounts written off investments		
		2023	2022
		£	£
	Amounts written back to non-current loans	7,023,500	-
	Amounts written off financial assets held at cost	(7,023,500)	-
		<u> </u>	<u> </u>
		-	-
		<u> </u>	<u> </u>
11	Taxation		
		2023	2022
		£	£
	Current tax		
	UK corporation tax on profits for the current period	17,777	68,908
	Adjustments in respect of prior periods	(48,807)	-
		<u> </u>	<u> </u>
	Total current tax	(31,030)	68,908
		<u> </u>	<u> </u>

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

11 Taxation (Continued)

The actual (credit)/charge for the year can be reconciled to the expected charge for the year based on the profit or loss and the standard rate of tax as follows:

	2023 £	2022 £
Profit before taxation	136,485	73,369
Expected tax charge based on the standard rate of corporation tax in the UK of 19.00% (2022: 19.00%)	25,932	13,940
Tax effect of expenses that are not deductible in determining taxable profit	1,335,294	2,422
Tax effect of income not taxable in determining taxable profit	(1,380,787)	17,839
Change in unrecognised deferred tax assets	(11,576)	33,977
Depreciation on assets not qualifying for tax allowances	107	730
Taxation (credit)/charge	(31,030)	68,908

12 Impairments

Impairment tests have been carried out where appropriate and the following impairment losses have been recognised in profit or loss:

	Notes	2023 £	2022 £
In respect of:			
Fixed asset investments	15	(7,023,500)	-
Recognised in:			
Amounts written off investments		(7,023,500)	-

13 Intangible fixed assets

Group	Software	Deed of Novation	Total
	£	£	£
Cost			
At 1 April 2022 and 31 March 2023	67,851	3,000,000	3,067,851
Amortisation and impairment			
At 1 April 2022	33,896	1,600,051	1,633,947
Amortisation charged for the year	22,391	508,974	531,365
At 31 March 2023	56,287	2,109,025	2,165,312

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

13	Intangible fixed assets	(Continued)		
	Carrying amount			
	At 31 March 2023	11,564	890,975	902,539
	At 31 March 2022	33,955	1,399,949	1,433,904
	Company	Software	Deed of Novation	Total
		£	£	£
	Cost			
	At 1 April 2022 and 31 March 2023	67,851	3,000,000	3,067,851
	Amortisation and impairment			
	At 1 April 2022	33,896	1,600,051	1,633,947
	Amortisation charged for the year	22,391	508,974	531,365
	At 31 March 2023	56,287	2,109,025	2,165,312
	Carrying amount			
	At 31 March 2023	11,564	890,975	902,539
	At 31 March 2022	33,955	1,399,949	1,433,904
14	Tangible fixed assets			
	Group	Freehold land and buildings	Plant and fixtures and fittings equipment	Total
		£	£	£
	Cost or valuation			
	At 1 April 2022	560,000	287,701	921,177
	Additions	-	8,386	16,365
	At 31 March 2023	560,000	296,087	937,542
	Depreciation and impairment			
	At 1 April 2022	32,756	249,979	341,874
	Depreciation charged in the year	4,428	23,842	40,488
	At 31 March 2023	37,184	273,821	382,362
	Carrying amount			
	At 31 March 2023	522,816	22,266	555,180
	At 31 March 2022	527,244	37,722	579,303

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

14 Tangible fixed assets		(Continued)		
Company	Freehold land and buildings	Plant and fixtures and fittings equipment		Total
	£	£	£	£
Cost or valuation				
At 1 April 2022	560,000	287,701	73,476	921,177
Additions	-	8,386	7,979	16,365
At 31 March 2023	560,000	296,087	81,455	937,542
Depreciation and impairment				
At 1 April 2022	32,756	249,979	59,139	341,874
Depreciation charged in the year	4,428	23,842	12,218	40,488
At 31 March 2023	37,184	273,821	71,357	382,362
Carrying amount				
At 31 March 2023	522,816	22,266	10,098	555,180
At 31 March 2022	527,244	37,722	14,337	579,303

Land and buildings with a carrying amount of £522,816 were revalued at 31 March 2021 by the directors. The valuation conforms to International Valuation Standards and was based on recent market transactions on arm's length terms for similar properties. The directors do not believe the value of these land and buildings has changed significantly from the valuation date.

The revaluation surplus is disclosed in note 25.

The following assets are carried at valuation. If the assets were measured using the cost model, the carrying amounts would be as follows:

	2023	2022
	£	£
Group		
Cost	246,750	246,750
Accumulated depreciation	(83,894)	(81,427)
Carrying value	162,856	165,323
Company		
Cost	246,750	246,750
Accumulated depreciation	(83,894)	(81,427)
Carrying value	162,856	165,323

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

15 Fixed asset investments

	Notes	Group 2023 £	2022 £	Company 2023 £	2022 £
Investments in joint ventures	16	459,009	7,239,819	750,000	7,773,500
Movements in fixed asset investments					
Group					Shares in joint ventures £
Cost or valuation					
At 1 April 2022					7,239,819
Share of profit/loss					242,690
At 31 March 2023					7,482,509
Impairment					
At 1 April 2022					-
Impairment losses					7,023,500
At 31 March 2023					7,023,500
Carrying amount					
At 31 March 2023					459,009
At 31 March 2022					7,239,819
Movements in fixed asset investments					
Company					Shares in joint ventures £
Cost or valuation					
At 1 April 2022 and 31 March 2023					7,773,500
Impairment					
At 1 April 2022					-
Impairment losses					7,023,500
At 31 March 2023					7,023,500
Carrying amount					
At 31 March 2023					750,000
At 31 March 2022					7,773,500

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

16 Joint ventures

Details of joint ventures at 31 March 2023 are as follows:

Name of undertaking	Registered office	Interest held	% Held Direct
Flexible Lifestyle Employment Company Limited	United Kingdom	Ordinary	50.00

Details of joint ventures at 31 March 2023 are as follows:

Investments in joint ventures and associates are carried in the group balance sheet at cost plus post-acquisition changes in the group's share of the net assets of the entity, less any impairment in value. The carrying values of investments in joint ventures and associates include acquired goodwill.

The carrying amount of investments in Joint Ventures at 31 March 2023 is £459,009 (2022: £7,239,819). The group's share of the profit in the year is £242,690 (2022: loss of £93,891).

17 Stocks

	Group 2023 £	2022 £	Company 2023 £	2022 £
Finished goods and goods for resale	8,681	4,709	8,681	4,709

18 Debtors

	Group 2023 £	2022 £	Company 2023 £	2022 £
Amounts falling due within one year:				
Trade debtors	12,562,925	16,062,565	12,562,925	16,062,565
Corporation tax recoverable	303	-	303	-
Other debtors	531,043	496,005	531,043	496,005
Prepayments and accrued income	97,111	94,049	97,111	94,049
	<u>13,191,382</u>	<u>16,652,619</u>	<u>13,191,382</u>	<u>16,652,619</u>

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Creditors: amounts falling due within one year

	Notes	Group 2023 £	2022 £	Company 2023 £	2022 £
Bank loans	21	4,131,460	9,928,845	4,131,460	9,928,845
Trade creditors		885,405	125,197	885,405	125,197
Corporation tax payable		17,777	68,908	17,777	68,908
Other taxation and social security		3,032,511	3,785,995	3,032,511	3,785,995
Other creditors		314,975	2,658,081	314,975	2,658,081
Accruals and deferred income		51,652	613,342	51,652	613,342
		<u>8,433,780</u>	<u>17,180,368</u>	<u>8,433,780</u>	<u>17,180,368</u>

20 Creditors: amounts falling due after more than one year

	Notes	Group 2023 £	2022 £	Company 2023 £	2022 £
Other borrowings	21	1,185,523	8,954,471	1,185,523	8,954,471
Other creditors		3,500,097	-	3,500,097	-
		<u>4,685,620</u>	<u>8,954,471</u>	<u>4,685,620</u>	<u>8,954,471</u>

21 Loans and overdrafts

		Group 2023 £	2022 £	Company 2023 £	2022 £
Bank loans		4,131,460	9,928,845	4,131,460	9,928,845
Other loans		1,185,523	8,954,471	1,185,523	8,954,471
		<u>5,316,983</u>	<u>18,883,316</u>	<u>5,316,983</u>	<u>18,883,316</u>
Payable within one year		4,131,460	9,928,845	4,131,460	9,928,845
Payable after one year		1,185,523	8,954,471	1,185,523	8,954,471

The credit card facility with NatWest Bank PLC is secured by a debenture over all the assets of the company dated 13 December 2012.

Bank Loans represent an invoice discounting facility with RBS Finance Limited and is secured over the trade receivables and a fixed and floating charge over the assets of the company dated 18 December 2012.

Other loans are secured by a fixed and floating charge over the assets of the company in favour of WA Ltd, dated 21 September 2017.

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

22 Retirement benefit schemes

	2023	2022
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	709,250	600,382

A defined contribution pension scheme is operated for all qualifying employees. The assets of the scheme are held separately from those of the group in an independently administered fund.

23 Share capital

Group and company	2023	2022	2023	2022
Ordinary share capital	Number	Number	£	£
Issued and fully paid				
Ordinary shares of £1 each	50	50	50	50

All ordinary shares rank equally for voting, dividend and distribution purposes.

24 Share premium account

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
At the beginning and end of the year	349,984	349,984	349,984	349,984

25 Revaluation reserve

	Group		Company	
	2023	2022	2023	2022
	£	£	£	£
At the beginning of the year	76,919	79,625	76,919	79,625
Transfer to retained earnings	(2,706)	(2,706)	(2,706)	(2,706)
At the end of the year	74,213	76,919	74,213	76,919

26 Capital contribution reserve

	2023	2022
	£	£
Group and company		
At the beginning of the year	1,305,047	1,305,047
Transfers	(1,055,923)	-
Other movements	401,723	-
At the end of the year	650,847	1,305,047

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

26 Capital contribution reserve

(Continued)

Due to the changes that have occurred in the loans during the year, there will now be an annual transfer from the capital contribution reserve to retained earnings for the interest released. This better reflects the position of the company and the directors believe this shows a true and fair view.

27 Contingent liability

The company is involved in a tribunal proceeding of which there is currently uncertainty over the outcome. The potential liability is expected to be between £15,000 and £25,000. The tribunal is at a point where amounts are in discussion, however, the timing and final amounts of any outflow are uncertain.

28 Profit and loss reserves

	Group 2023 £	2022 £	Company 2023 £	2022 £
At the beginning of the year	(247,543)	(254,710)	286,138	185,080
Profit/(loss) for the year	167,515	4,461	(75,175)	98,352
Transfer to reserves	1,055,923	-	1,055,923	-
Transfer from revaluation reserve	2,706	2,706	2,706	2,706
At the end of the year	978,601	(247,543)	1,269,592	286,138

29 Operating lease commitments

Lessee

The operating leases represent: leases of property from third parties. The leases are negotiated over terms of one to three years and rentals are fixed for this period.

At the reporting end date the group had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	Group 2023 £	2022 £	Company 2023 £	2022 £
Within one year	51,007	9,804	51,007	9,804
Between two and five years	79,630	19,124	79,630	19,124
	130,637	28,928	130,637	28,928

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

30 Related party transactions

Transactions with related parties

During the year the group entered into the following transactions with related parties:

	Sales 2023 £	Sales 2022 £	Purchases 2023 £	Purchases 2022 £
Company				
Entities with control, joint control or significant influence over the company	-	-	-	500,000
Entities over which the company has control, joint control or significant influence	22,838	23,935	478,515	476,442

	Interest payable	
	2023 £	2022 £
Group		
Entities over which the entity has control, joint control or significant influence	79,353	84,620
Company		
Entities over which the entity has control, joint control or significant influence	79,353	84,620
Other related parties	77,019	-

The following amounts were outstanding at the reporting end date:

Amounts due to related parties	2023 £	2022 £
Group		
Entities with control, joint control or significant influence over the group	1,185,523	10,022,490
Company		
Entities with control, joint control or significant influence over the company	1,185,523	10,022,490
Entities over which the company has control, joint control or significant influence	5,335	5,216
Other related parties	3,500,097	-

The following amounts were outstanding at the reporting end date:

Amounts due from related parties	2023 Balance £	2022 Balance £
Group		
Entities over which the group has control, joint control or significant influence	500,000	558,373

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

30 Related party transactions (Continued)

Company

Entities over which the company has control, joint control or significant influence	500,000	558,373
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31 Directors' transactions

Jordan Williams provided the company with an interest free loan of £4,000,000 during the year, which is repayable on 31 March 2029. This has been recognised at amortised cost with the effective interest rate for a similar debt instrument. The balance at the year end was £3,500,097.

32 Controlling party

The ultimate controlling party of the company is Mr P Williams.

33 Cash generated from group operations

	2023 £	2022 £
Profit for the year after tax	167,515	4,461
Adjustments for:		
Taxation (credited)/charged	(31,030)	68,908
Finance costs	504,477	315,398
Investment income	(244,307)	93,856
(Gain)/loss on disposal of intangible assets	-	378
Amortisation and impairment of intangible assets	531,365	531,095
Depreciation and impairment of tangible fixed assets	40,488	70,122
Movements in working capital:		
(Increase)/decrease in stocks	(3,972)	84
Decrease in debtors	3,461,540	4,767,426
Increase in creditors	602,025	1,105,069
Cash generated from operations	5,028,101	6,956,797

TWENTY FOUR SEVEN RECRUITMENT SERVICES LIMITED

NOTES TO THE GROUP FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

34 Cash generated from operations - company

	2023 £	2022 £
(Loss)/profit for the year after tax	(75,175)	98,352
Adjustments for:		
Taxation (credited)/charged	(31,030)	68,908
Finance costs	504,477	315,398
Investment income	(1,617)	(35)
(Gain)/loss on disposal of intangible assets	-	378
Amortisation and impairment of intangible assets	531,365	531,095
Depreciation and impairment of tangible fixed assets	40,488	70,122
Movements in working capital:		
(Increase)/decrease in stocks	(3,972)	84
Decrease in debtors	3,461,540	4,767,426
Increase in creditors	602,025	1,105,068
Cash generated from operations	5,028,101	6,956,796

35 Analysis of changes in net debt - group

	1 April 2022 £	Cash flows £	31 March 2023 £
Cash at bank and in hand	1,708,942	(1,652,638)	56,304
Borrowings excluding overdrafts	(18,883,316)	13,566,333	(5,316,983)
	<u>(17,174,374)</u>	<u>11,913,695</u>	<u>(5,260,679)</u>

36 Analysis of changes in net debt - company

	1 April 2022 £	Cash flows £	31 March 2023 £
Cash at bank and in hand	1,708,942	(1,652,638)	56,304
Borrowings excluding overdrafts	(18,883,316)	13,566,333	(5,316,983)
	<u>(17,174,374)</u>	<u>11,913,695</u>	<u>(5,260,679)</u>

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.