

Registered number: 01004708

TALENTMARK LIMITED
FINANCIAL STATEMENTS
INFORMATION FOR FILING WITH THE REGISTRAR
FOR THE YEAR ENDED 31 DECEMBER 2019



TALENTMARK LIMITED
REGISTERED NUMBER:01004708

BALANCE SHEET
AS AT 31 DECEMBER 2019

	Note	2019 £	2018 £
Fixed assets			
Intangible assets	5	28,845	18,380
Tangible assets	6	18,738	10,110
Investments	7	1	1
		<u>47,584</u>	<u>28,491</u>
Current assets			
Debtors: amounts falling due within one year	8	1,568,090	2,006,349
Cash at bank and in hand	9	257,149	344,618
		<u>1,825,239</u>	<u>2,350,967</u>
Creditors: amounts falling due within one year	10	(1,056,596)	(1,443,067)
Net current assets		<u>768,643</u>	<u>907,900</u>
Net assets		<u><u>816,227</u></u>	<u><u>936,391</u></u>
Capital and reserves			
Called up share capital	12	139,750	139,750
Share premium account		4,930	4,930
Profit and loss account		671,547	791,711
		<u><u>816,227</u></u>	<u><u>936,391</u></u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

The financial statements have been delivered in accordance with the provisions applicable to companies subject to the small companies regime.

The Company has opted not to file the statement of income and retained earnings in accordance with provisions applicable to companies subject to the small companies' regime.

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

09 August 2020

.....
C D Lewis
 Director

The notes on pages 2 to 10 form part of these financial statements.

TALENTMARK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1. General information

Talentmark Limited is a private company limited by shares, incorporated in England and Wales, registration number 01004708. The address of its principal place of business is Capital Tower, 91 Waterloo Road, London, SE1 8RT.

The principal activity of the Company is executive search and recruitment in the life sciences sector.

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 Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The following principal accounting policies have been applied:

2.2 Exemption from preparing consolidated financial statements

The Company, and the Group headed by it, qualify as small as set out in section 383 of the Companies Act 2006 and the parent and Group are considered eligible for the exemption to prepare consolidated accounts.

2.3 Foreign currency translation

Functional and presentation currency

The Company's functional and presentational currency is pounds sterling.

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 Income and Retained Earnings except when deferred in other comprehensive income as qualifying cash flow hedges.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the Statement of Income and Retained Earnings within 'administrative expenses'.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

2. Accounting policies (continued)

2.4 Revenue

Turnover is recognised to the extent that it is probable that the economic benefits will flow to the Company and the turnover can be reliably measured. Turnover is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before turnover is recognised:

Rendering of services

Turnover from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of turnover can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.5 Operating leases: the Company as lessee

Rentals paid under operating leases are charged to the Statement of Income and Retained Earnings on a straight line basis over the lease term.

2.6 Finance costs

Finance costs are charged to the Statement of Income and Retained Earnings 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.

2.7 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 Income and Retained Earnings when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the Company in independently administered funds.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

2. Accounting policies (continued)

2.8 Going concern

The financial statements have been prepared on a going concern basis. The Directors have considered relevant information, including the annual budget, forecast future cash flows and the impact of subsequent events in making their assessment. In response to the COVID-19 pandemic, the Directors have performed a robust analysis of forecast future cash flows taking into account the potential impact on the business of possible future scenarios arising from the impact of COVID-19. This analysis also considers the effectiveness of available measures to assist in mitigating the impact.

Based on these assessments and having regard to the resources available to the business, the Directors have concluded that there is no material uncertainty and that they can continue to adopt the going concern basis in preparing the financial statements.

2.9 Exceptional items

Exceptional items are transactions that fall within the ordinary activities of the Company but are presented separately due to their size or incidence.

2.10 Taxation

Tax is recognised in the Statement of Income and Retained Earnings, except that a charge 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 balance sheet date in the countries where the Company operates and generates income.

2.11 Dividends

Equity dividends are recognised when they become legally payable. Interim equity dividends are recognised when paid. Final equity dividends are recognised when approved by the shareholders at an annual general meeting.

2.12 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years. All intangible assets are written off on a straight line basis over 2 years, as this is the directors' best estimate of their useful economic life.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

2. Accounting policies (continued)

2.13 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.

At each reporting date the Company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined which is the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

The Company adds to the carrying amount of an item of fixed assets the cost of replacing part of such an item when that cost is incurred, if the replacement part is expected to provide incremental future benefits to the Company. The carrying amount of the replaced part is derecognised. Repairs and maintenance are charged to profit or loss during the period in which they are incurred.

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:

Fixtures and fittings	- over 2 years
Computer equipment	- over 2 years

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 Income and Retained Earnings.

2.14 Valuation of investments

Investments in subsidiaries are measured at cost less accumulated impairment.

2.15 Debtors

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

2.16 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.

2.17 Financial instruments

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 Income and Retained Earnings.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

2. Accounting policies (continued)

2.17 Financial instruments (continued)

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 balance sheet date.

2.18 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.

2.19 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement.

3. Employees

The average monthly number of employees, including directors, during the year was 35 (2018 - 35).

4. Prior year adjustment

During 2018 the directors conducted a full review of the Balance Sheet and identified items which should have been expensed in previous periods.

A 2017 management charge from Talentmark Life Sciences Consulting GmbH of £98,074 was incorrectly held in the intercompany account on the balance sheet. A prior year adjustment which increased administration expenses and decreased debtors has been made in 2017.

2016 bonuses were under accrued by £24,397 and the debit was held on the balance sheet at the 2017 year end. A prior year adjustment which increased administration expenses and decreased debtors has been made in 2017.

Payments of £50,159 made to former management team members in relation to the period before 2017 were being held in debtors on the balance sheet. An adjustment has been made into the prior year opening balances to reduce debtors and reserves by £50,159.

TALENTMARK LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

5. Intangible assets

	Website development £	Computer software £	Total £
Cost			
At 1 January 2019	18,030	10,725	28,755
Additions	1,180	27,088	28,268
At 31 December 2019	19,210	37,813	57,023
Amortisation			
At 1 January 2019	751	9,624	10,375
Charge for the year on owned assets	9,592	8,211	17,803
At 31 December 2019	10,343	17,835	28,178
Net book value			
At 31 December 2019	8,867	19,978	28,845
At 31 December 2018	17,279	1,101	18,380

TALENTMARK LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

6. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2019	6,086	16,220	22,306
Additions	3,946	19,378	23,324
At 31 December 2019	<u>10,032</u>	<u>35,598</u>	<u>45,630</u>
Depreciation			
At 1 January 2019	3,513	8,683	12,196
Charge for the year on owned assets	3,637	11,059	14,696
At 31 December 2019	<u>7,150</u>	<u>19,742</u>	<u>26,892</u>
Net book value			
At 31 December 2019	<u>2,882</u>	<u>15,856</u>	<u>18,738</u>
At 31 December 2018	<u>2,573</u>	<u>7,537</u>	<u>10,110</u>

7. Fixed asset investments

	Investments in subsidiary companies £
Cost or valuation	
At 1 January 2019	<u>1</u>
At 31 December 2019	<u>1</u>

TALENTMARK LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

8. Debtors

	2019 £	2018 £
Trade debtors	415,887	755,849
Amounts owed by group undertakings	1,038,715	1,096,245
Other debtors	59,398	97,389
Prepayments and accrued income	43,800	56,866
Tax recoverable	10,290	-
	<u>1,568,090</u>	<u>2,006,349</u>

9. Cash and cash equivalents

	2019 £	2018 £
Cash at bank and in hand	<u>257,149</u>	<u>344,618</u>

10. Creditors: Amounts falling due within one year

	2019 £	2018 £
Trade creditors	64,096	82,445
Amounts owed to group undertakings	105,781	236,949
Corporation tax	-	139,102
Other taxation and social security	430,345	252,926
Other creditors	96,414	66,843
Accruals and deferred income	359,960	664,802
	<u>1,056,596</u>	<u>1,443,067</u>

11. Pension commitments

The Company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Company in an independently administered fund. The pension cost charge represents contributions payable by the Company to the fund and amounted to £42,915 (2018 - £32,803).

TALENTMARK LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

12. Share capital

	2019 £	2018 £
Allotted, called up and fully paid		
139,750 (2018 - 139,750) Ordinary shares of £1 each	<u>139,750</u>	<u>139,750</u>

13. Related party transactions

In accordance with the exemption under Financial Reporting Standard No 102, the company does not disclose transactions with other wholly-owned companies within the Talentmark Group.

14. Controlling party

The immediate and ultimate parent undertaking is Talentmark Life Sciences Limited which is incorporated in England. The registered office address is Capital Tower, 91 Waterloo Road, London, SE1 8RT.

During the current and previous period the Company was under the control of Dr W R Neilson by virtue of his shareholding in the parent company, Talentmark Life Sciences Limited.

15. Auditors' information

The auditors' report on the financial statements for the year ended 31 December 2019 was unqualified.

The audit report was signed on ~~14 September 20~~ by BIANCA SILVA BA ACA DChA (Senior Statutory Auditor) on behalf of MHA MacIntyre Hudson.