
G2V RECRUITMENT GROUP LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

G2V RECRUITMENT GROUP LIMITED

COMPANY INFORMATION

Directors

J A Gorfin
S J Gillings (resigned 18 February 2021)
C W Martin
S H Bell (appointed 22 September 2021)
J D Gardiner (appointed 22 March 2021)
L Parker (appointed 22 March 2021)
T J Pereira (appointed 22 March 2021)

Registered number

08067630

Registered office

2nd Floor
100 Gray's Inn Road
London
WC1X 8AL

Independent auditor

Grant Thornton UK LLP
Chartered Accountants & Statutory Auditor
2 Glass Wharf
Bristol
BS2 0EL

Solicitors

Pannone LLP
123 Deansgate
Manchester
M3 2BU

G2V RECRUITMENT GROUP LIMITED

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G2V RECRUITMENT GROUP LIMITED

GROUP STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2021

Introduction

The directors present the group strategic report for the year ended 31 March 2021.

Business review

In common with most businesses, our financial performance for the year ended 31 March 2021 (FY21) was impacted by the Covid-19 recession in the first six months of the period.

Despite this, we are delighted to report that our comprehensive and robust Covid-19 strategy, together with our outstanding people, strong balance sheet, resilient and diversified end markets has enabled G2V (Group) to weather the adverse trading conditions, whilst also continuing to invest and prosecute the opportunities created from the economic uncertainty and unique market conditions.

Revenue in the period remained broadly flat at £85.2m (FY20: £85.7m), with Gross Margin down slightly to 30.9% (FY20: 31.5%) due to an increased contract to permanent revenue mix in the first half of FY21. Accordingly, the Group delivered Gross Profit of £26.3m (FY20: £27.0m), down £0.7m on FY20. Despite this however, the Group delivered a record 6 month's GP in the last six months of FY21 and this performance has continued to accelerate into FY22.

During the period, administrative expenses increased by £1.9m to £21.7m (FY21: £19.8m) which was in part offset by Other Operating Income up £0.6m at £0.7m (FY20: £0.1m). This net increase in Operating Costs of £1.2m was driven by our increased investment in people, markets, offices and IT infrastructure. Sales headcount was up 21 heads (11%) to 212 (FY20: 191), central functions headcount remained lean with an increase in headcount of 3 (5%) to 61 (FY20: 58) and our office footprint increased c.50% in line with our Group strategy of further expanding into and penetrating attractive end markets and accessing quality talent.

As a result of the above, profit for the financial period decreased by £2.1m to £5.1m (FY20: £7.2m), though pleasingly, our profitability significantly improved towards the end of the period with a record 3 months trading Profit before Tax in FY21 Q4. The Group has managed to sustain and improve upon this performance in FY22.

On 18 February 2021, to support and enhance the Group's ongoing ambitions growth and expansion plans, G2V re-financed and secured new debt facilities with an integrated financing partner Investec Bank plc. The funds facilitated the exit transaction of one of the Group's original founders by realising a significant equity holding as well as allowing the Senior Management team to acquire a minority interest in the Group. In order to facilitate the transaction, two new entities G2V Recruitment Holdings Limited (HoldCo) and G2V BidCo Limited (BidCo) were incorporated and the entire issued share capital of G2V Recruitment Group Limited was acquired by BidCo which in turn is 100% owned by HoldCo.

On 31 March 2021 G2V remained well capitalised with Net Assets of £13.7m (FY20: £9.6m) up £4.1m with significant and sufficient working capital headroom to more than support our ambitious plans. Management are confident that the Group remains strong and well positioned to grow and develop in accordance with our strategic plan.

Having benefited from the broader market recovery, the Group is in a strong financial position with a positive outlook. Nonetheless, management remain cognisant of the emerging underlying risks to the continued market recovery and on the impact that said risks may have on future performance.

G2V RECRUITMENT GROUP LIMITED

GROUP STRATEGIC REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Principal risks and uncertainties

The performance of the group has some dependence on the economies of the countries in which it operates and the impacts this has on client confidence.

The risk is mitigated by maintaining an appropriate balance of contract and permanent recruitment, expanding into new sectors, and increasing our geographic exposure.

Client insolvency continues to be a risk which the group mitigates by ensuring we work with a broad range of numerous clients so that we are not dependent on any single key client and further that we have the necessary credit insurance.

Whilst the above remains true, Covid-19 has had an adverse effect on our trading through FY21-Q1. That said, given our broad geography, the ongoing strength and resilience of our sectors, an extensive and diverse customer base and our exceptional sales teams we are pleased to note that the business continues to trade strongly in FY22 and in accordance with our expectations. Further, to maximise the business opportunity that the uncertainty has created, we have significantly increased our investment in both our sales consultant recruitment programme and our office footprint.

Financial key performance indicators

The primary key performance indicators used by the directors includes the number of contract runners utilised by the business, the margin achieved on those contracts, the number of permanent placements, the fees for these placements and consultant productivity.

In 2021 the number of contract runners was up on 2020 as was the quality of the customers and the strength of the margins, coupled with a significant increase in permanent placements at larger fees.

Directors' statement of compliance with duty to promote the success of the Group

The Directors are aware of their duty under s.172 of the Companies Act 2006 to act in the way they would consider, in good faith, would be most likely to promote the success of the Group for the benefit of its members as a whole and, in doing so, to have regard (amongst other matters) to:

- The likely consequences of its decisions in the long-term;
- The interests of the Group's employees;
- The need to foster the Group's business relationships with suppliers, client, contractors and others;
- The impact of the Group's operations on the community and the environment;
- The desirability of the Group maintaining a reputation for high standards of business conduct; and
- The need to act fairly as between members of the Group.

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

Colin Martin

C W Martin

Director

Date: 25/11/2021

G2V RECRUITMENT GROUP 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 profit for the year, after taxation, amounted to £4,145,044 (2020 - £5,776,932).

Dividends of £441,123 (2020: £3,245,042) were paid during the year. No final dividend payment was made in relation to the period (2020: £1,423,059).

Directors

The directors who served during the year were:

J A Gorfin
S J Gillings (resigned 18 February 2021)
C W Martin
J D Gardiner (appointed 22 March 2021)
L Parker (appointed 22 March 2021)
T J Pereira (appointed 22 March 2021)

Directors' responsibilities statement

The directors are responsible for preparing the Group strategic report, the Directors' report and the consolidated financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs and profit or loss of the Company and 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 financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

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

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

G2V RECRUITMENT GROUP LIMITED

**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

Future developments

Given our clear strategy and the significant investment in FY22, we are confident that over the next 12 months the Group will continue its strong trading performance.

Disclosure of information to auditor

The directors confirm that:

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

Auditor

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

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

Colin Martin

C W Martin

Director

Date: 25/11/2021



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF G2V RECRUITMENT GROUP LIMITED

Opinion

We have audited the financial statements of G2V Recruitment Group Limited (the 'parent Company') and its subsidiaries (the 'Group') for the year ended 31 March 2021, which comprise the Consolidated Statement of Comprehensive Income, the Consolidated and Company Statements of Financial Position, the Consolidated Statement of Cash Flows, the Consolidated and Company Statement of Changes in Equity and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the parent Company's affairs as at 31 March 2021 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 the 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.

The impact of macro-economic uncertainties on our audit

Our audit of the financial statements requires us to obtain an understanding of all relevant uncertainties, including those arising as a consequence of the effects of macro-economic uncertainties such as Covid-19 and Brexit. All audits assess and challenge the reasonableness of estimates made by the directors and the related disclosures and the appropriateness of the going concern basis of preparation of the financial statements. All of these depend on assessments of the future economic environment and the Group's or the parent Company's future prospects and performance.

Covid-19 and Brexit are amongst the most significant economic events currently faced by the UK, and at the date of this report its effects are subject to unprecedented levels of uncertainty, with the full range of possible outcomes and their impacts unknown. We applied a standardised firm-wide approach in response to these uncertainties when assessing the Group's or the parent Company's future prospects and performance. However, no audit should be expected to predict the unknowable factors or all possible future implications for a Company associated with these particular events.



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF G2V RECRUITMENT GROUP LIMITED
(CONTINUED)**

Conclusions relating to going concern

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

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

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 of the 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.

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

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

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF G2V RECRUITMENT GROUP LIMITED
(CONTINUED)**

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Group 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 Group strategic report and the Directors' report have been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept 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 for the financial statements

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

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



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF G2V RECRUITMENT GROUP LIMITED
(CONTINUED)**

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the company and determined that the most significant are those that relate to the financial reporting framework (Financial Reporting Standard 102, Companies Act 2006 and the tax legislation relevant to the jurisdiction in which the company operates); health and safety, employee matters, environmental and bribery and corruption procedures;
- We enquired of management and those charged with governance as to whether they are aware of any non-compliance with laws and regulations and whether they had knowledge of actual, suspected or alleged fraud. We corroborated the results of our enquiries to board minutes and other supporting documentation;
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur by meeting with different parts of the business, including the finance team and the IT department, to understand where it is considered there was a susceptibility of fraud;



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF G2V RECRUITMENT GROUP LIMITED
(CONTINUED)**

- In assessing the potential risk of material misstatement, we obtained an understanding of:
 - The company's operations, including the nature of its revenue sources and of its objectives and strategies to understand the classes of transactions, account balances, expected financial statement disclosures and business risks that may result in risk of material misstatement;
 - the company's control environment including:
 - the finance system and controls, including the controls over journal postings that the company has established to address risks identified, or that otherwise prevent, deter and detect fraud, and how senior management monitor the finance system and the controls;
 - Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. Our audit procedures involved: journal entry testing, in particular journal entries relating to management estimates and entries determined to be large or relating to unusual transactions; and
 - In addition, we completed audit procedures to conclude on the compliance of disclosures in the annual report and accounts with applicable financial reporting requirements.
- We also considered the key performance indicators and their propensity to influence efforts made by management to manage earnings;
- Assessment of the appropriateness of the collective competence and capabilities of the engagement team included consideration of the engagement team's:
 - Understanding of, and practical experience with, the audit engagements of a similar nature and complexity through appropriate training and participation;
 - Knowledge of the industry in which the company operates; and
 - Understanding of the legal and regulatory requirements specific to the company
- We did not identify any matters relating to non-compliance with laws and regulations or relating to fraud.

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.



Tim Lincoln BA ACA
Senior Statutory Auditor
for and on behalf of Grant Thornton UK LLP
Statutory Auditor, Chartered Accountants
Bristol
Date: 25/11/2021

G2V RECRUITMENT GROUP LIMITED

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	2021 £	2020 £
Turnover	4	85,157,189	85,676,777
Cost of sales		(58,821,335)	(58,715,626)
Gross profit		26,335,854	26,961,151
Administrative expenses		(21,681,436)	(19,810,265)
Other operating income	5	734,396	105,474
Operating profit	6	5,388,814	7,256,360
Interest payable and expenses	10	(304,180)	(61,287)
Profit before taxation		5,084,634	7,195,073
Tax on profit	11	(939,590)	(1,418,141)
Profit for the financial year		4,145,044	5,776,932
Currency translation differences		-	3,658
Other comprehensive income for the year		-	3,658
Total comprehensive income for the year		4,145,044	5,780,590
Profit for the year attributable to:			
Owners of the parent Company		4,145,044	5,776,932
		4,145,044	5,776,932
Total comprehensive income for the year attributable to:			
Owners of the parent Company		4,145,044	5,780,590
		4,145,044	5,780,590

There were no recognised gains and losses for 2021 or 2020 other than those included in the consolidated statement of comprehensive income.

The notes on pages 19 to 41 form part of these financial statements.

G2V RECRUITMENT GROUP LIMITED
REGISTERED NUMBER:08067630

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Fixed assets			
Intangible assets	13	230,969	268,621
Tangible assets	14	919,328	747,255
		<u>1,150,297</u>	<u>1,015,876</u>
Current assets			
Debtors: amounts falling due within one year	16	36,895,397	12,705,086
Cash at bank and in hand	17	2,162,395	6,371,254
		<u>39,057,792</u>	<u>19,076,340</u>
Creditors: amounts falling due within one year	18	(26,176,884)	(10,417,272)
Net current assets		<u>12,880,908</u>	8,659,068
Total assets less current liabilities		<u>14,031,205</u>	9,674,944
Provisions for liabilities			
Deferred taxation	20	(71,354)	(74,021)
Other provisions	21	(236,479)	-
		<u>(307,833)</u>	<u>(74,021)</u>
Net assets		<u><u>13,723,372</u></u>	<u><u>9,600,923</u></u>
Capital and reserves			
Called up share capital	22	41,044	35,561
Share premium account	23	730,506	-
Capital redemption reserve	23	16,587	16,587
Foreign exchange reserve	23	(269,190)	48,271
Other reserves	23	(47,442)	(47,442)
Profit and loss account	23	13,251,867	9,547,946
		<u>13,723,372</u>	<u>9,600,923</u>

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 25/11/2021

C W Martin *Colin Martin*
 Director

The notes on pages 19 to 41 form part of these financial statements.

G2V RECRUITMENT GROUP LIMITED
REGISTERED NUMBER:08067630

COMPANY STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Fixed assets			
Intangible assets	13	230,969	268,621
Tangible assets	14	842,995	700,637
Investments	15	57,728	57,728
		<u>1,131,692</u>	<u>1,026,986</u>
Current assets			
Debtors: amounts falling due within one year	16	43,442,632	12,624,770
Cash at bank and in hand	17	1,755,999	4,898,650
		<u>45,198,631</u>	<u>17,523,420</u>
Creditors: amounts falling due within one year	18	(33,140,228)	(16,494,657)
Net current assets		<u>12,058,403</u>	<u>1,028,763</u>
Total assets less current liabilities		<u>13,190,095</u>	<u>2,055,749</u>
Provisions for liabilities			
Deferred taxation	20	(71,354)	(74,021)
Other provisions		(229,713)	-
		<u>(301,067)</u>	<u>(74,021)</u>
Net assets		<u><u>12,889,028</u></u>	<u><u>1,981,728</u></u>

G2V RECRUITMENT GROUP LIMITED
REGISTERED NUMBER:08067630

COMPANY STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 MARCH 2021

	Note	2021 £	2020 £
Capital and reserves			
Called up share capital	22	41,044	35,561
Share premium account	23	730,506	-
Capital redemption reserve	23	16,587	16,587
Profit and loss account brought forward		1,929,580	2,685,162
Profit for the year		10,612,434	3,912,519
Dividends		(441,123)	(4,668,101)
		12,100,891	1,929,580
		12,889,028	1,981,728

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

C W Martin *Colin Martin*
 Director
 Date: 25/11/2021

G2V RECRUITMENT GROUP LIMITED

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2021

	Called up share capital	Share premium account	Capital redemption reserve	Foreign exchange reserve	Other reserves	Profit and loss account	Total equity
	£	£	£	£	£	£	£
At 1 April 2019	35,561	-	16,587	44,613	(47,442)	8,439,115	8,488,434
Profit for the year	-	-	-	-	-	5,776,932	5,776,932
Currency translation differences	-	-	-	3,658	-	-	3,658
Total comprehensive income for the year	-	-	-	3,658	-	5,776,932	5,780,590
Dividends: Equity capital	-	-	-	-	-	(4,668,101)	(4,668,101)
At 1 April 2020	35,561	-	16,587	48,271	(47,442)	9,547,946	9,600,923
Profit for the year	-	-	-	-	-	4,145,044	4,145,044
Currency translation differences	-	-	-	(317,461)	-	-	(317,461)
Total comprehensive income for the year	-	-	-	(317,461)	-	4,145,044	3,827,583
Dividends: Equity capital	-	-	-	-	-	(441,123)	(441,123)
Movement in share capital	5,483	730,506	-	-	-	-	735,989
At 31 March 2021	41,044	730,506	16,587	(269,190)	(47,442)	13,251,867	13,723,372

The notes on pages 19 to 41 form part of these financial statements.

G2V RECRUITMENT GROUP LIMITED

**COMPANY STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2021**

	Called up share capital	Share premium account	Capital redemption reserve	Profit and loss account	Total equity
	£	£	£	£	£
At 1 April 2019	35,561	-	16,587	2,685,162	2,737,310
Profit for the year	-	-	-	3,912,519	3,912,519
Dividends: Equity capital	-	-	-	(4,668,101)	(4,668,101)
Purchase of own shares	-	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 1 April 2020	35,561	-	16,587	1,929,580	1,981,728
Profit for the year	-	-	-	10,612,434	10,612,434
Dividends: Equity capital	-	-	-	(441,123)	(441,123)
Shares issued during the year	5,483	730,506	-	-	735,989
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2021	41,044	730,506	16,587	12,100,891	12,889,028
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G2V RECRUITMENT GROUP LIMITED

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	2021 £	2020 £
Cash flows from operating activities		
Profit for the financial year	4,145,044	5,776,932
Adjustments for:		
Amortisation of intangible assets	109,459	135,445
Depreciation of tangible assets	252,402	229,976
Loss on disposal of tangible assets	-	(2,112)
Interest paid	304,180	61,287
Taxation charge	939,590	1,418,141
(Increase) in debtors	(2,063,636)	(221,388)
Increase in creditors	1,188,219	1,463,140
Increase/(decrease) in provisions	236,479	(186,010)
Corporation tax (paid)	(1,986,609)	(1,308,073)
Net cash generated from operating activities	3,125,128	7,367,338
Cash flows from investing activities		
Purchase of intangible fixed assets	(71,807)	(30,725)
Purchase of tangible fixed assets	(424,475)	(170,689)
Sale of tangible fixed assets	-	7,307
Loans to parent undertakings	(22,444,139)	-
Net cash from investing activities	(22,940,421)	(194,107)

G2V RECRUITMENT GROUP LIMITED

CONSOLIDATED STATEMENT OF CASH FLOWS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash flows from financing activities		
Invoice financing	5,562,520	-
Dividends paid	(441,123)	(3,445,656)
Interest paid	(304,180)	(61,287)
Loans from parent undertakings	10,789,217	-
Net cash used in financing activities	<u>15,606,434</u>	<u>(3,506,943)</u>
Net (decrease)/increase in cash and cash equivalents	(4,208,859)	3,666,288
Cash and cash equivalents at beginning of year	<u>6,371,254</u>	<u>2,704,966</u>
Cash and cash equivalents at the end of year	<u><u>2,162,395</u></u>	<u><u>6,371,254</u></u>
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	<u>2,162,395</u>	<u>6,371,254</u>
	<u><u>2,162,395</u></u>	<u><u>6,371,254</u></u>

The notes on pages 19 to 41 form part of these financial statements.

G2V RECRUITMENT GROUP LIMITED

**CONSOLIDATED ANALYSIS OF NET DEBT
FOR THE YEAR ENDED 31 MARCH 2021**

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	6,371,254	(4,208,859)	2,162,395
Debt due within 1 year	-	(5,562,520)	(5,562,520)
	<u>6,371,254</u>	<u>(9,771,379)</u>	<u>(3,400,125)</u>

The notes on pages 19 to 41 form part of these financial statements.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. General information

G2V Recruitment Group Limited is a private company limited by shares and incorporated in England and Wales. Registered number 08067630. The address of the registered office and principal place of business is 100 Gray's Inn Road, London, WC1X 8AL. The principal activity of the company, and nature of its operations, is that of a parent company of a group of companies providing recruitment services.

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

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

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

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of comprehensive income in these financial statements.

The following principal accounting policies have been applied:

2.2 Basis of consolidation

The consolidated financial statements present the results of the Company and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated statement of comprehensive income from the date on which control is obtained. They are deconsolidated from the date control ceases.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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

The directors have prepared forecasts for the Group through to FY26, including the anticipated trading for the 12-month period following the date of approval of these financial statements. The forecasts indicate that the Group will make significant profits and increase its net assets. The forecast builds on our trading performance to date in FY22 and includes scenario planning for the impact of potential risks, including Covid-19, moving forward. Whilst the forecast indicates significant cash generation, the Group also benefits from significant headroom within its current Receivables Facility as well as the support from the Group's integrated financing partner, Investec Bank plc.

A letter of support has been obtained from G2V Bidco Limited and G2V Recruitment Holdings Limited, the parent entities, confirming that they will continue to support G2V Recruitment Group Limited and its subsidiaries for at least 12 months from the date of approval of these financial statements. Furthermore, G2V Bidco Limited and G2V Recruitment Holdings Limited confirm that they will not recall the intercompany loan for at least 12 months from the date of approval of these financial statements, nor are there any related covenants associated with the loans.

Based on the aforementioned review and the support from the Group's parent companies, the directors consider the Group to have sufficient resources and facilities to continue trading for the 12 months from the date of approval of the financial statements.

2.4 Revenue

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

Rendering of services

Revenue 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 revenue can be measured reliably;
- it is probable that the Group 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.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)**2.5 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.

The estimated useful lives range as follows:

Computer software	-	5	years
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2.6 Tangible fixed assets

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

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Leasehold improvements	-	Over the life of the lease
Fixtures and fittings	-	25% reducing balance and 20% straight line
Computer equipment	-	25% reducing balance

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 profit or loss.

2.7 Valuation of investments

Investments in subsidiaries are measured at cost less accumulated impairment.

2.8 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)**2.9 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.

In the Consolidated statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Group's cash management.

2.10 Financial instruments

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

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

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

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

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

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

2.11 Creditors

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

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)**2.12 Government grants**

Grants are accounted under the accruals model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to profit or loss at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Consolidated statement of comprehensive income in the same period as the related expenditure.

2.13 Foreign currency translation**Functional and presentation currency**

The Company's functional and presentational currency is GBP.

Transactions and balances

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

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

Foreign exchange gains and losses resulting from the settlement of transactions and from the translation at period-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss 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 Consolidated statement of comprehensive income within 'finance income or costs'. All other foreign exchange gains and losses are presented in profit or loss within 'other operating income'.

On consolidation, the results of overseas operations are translated into Sterling at rates approximating to those ruling when the transactions took place. All assets and liabilities of overseas operations are translated at the rate ruling at the reporting date. Exchange differences arising on translating the opening net assets at opening rate and the results of overseas operations at actual rate are recognised in other comprehensive income.

2.14 Finance costs

Finance costs are charged to profit or loss 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.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)**2.15 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.

2.16 Operating leases: the Group as lessee

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the lease term.

2.17 Pensions**Defined contribution pension plan**

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

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

2.18 Interest income

Interest income is recognised in profit or loss using the effective interest method.

2.19 Borrowing costs

All borrowing costs are recognised in the Consolidated statement of comprehensive income in the year in which they are incurred.

2.20 Provisions for liabilities

Provisions are made where an event has taken place that gives the Group a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to profit or loss in the year that the Group becomes aware of the obligation, and are measured at the best estimate at the Statement of financial position date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provision carried in the Statement of financial position.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Accounting policies (continued)**2.21 Current and deferred taxation**

The tax expense for the year comprises current and deferred tax. Tax is recognised in profit or loss 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 reporting date in the countries where the Company and the Group operate and generate income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the Statement of financial position date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits;
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met; and
- Where they relate to timing differences in respect of interests in subsidiaries, associates, branches and joint ventures and the Group can control the reversal of the timing differences and such reversal is not considered probable in the foreseeable future.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

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

The key sources of estimation, uncertainty and critical accounting judgements in applying the group's policies are discussed below:

Provision for impairment loss on trade debtors

The management of the group exercises significant judgement in providing impairment loss on trade debtors.

Other estimates and judgements

Significant judgement has been applied when assessing VAT and PAYE related provisions (see note 21).

Management of the company also exercises significant judgement in estimating the useful life of tangible and intangible assets.

Should these estimates vary, the profit or loss and balance sheet of the following years could be significantly impacted.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

4. Turnover

The whole of the turnover is attributable to the principal activity of the group.

Analysis of turnover by country of destination:

	2021	<i>2020</i>
	£	£
United Kingdom	37,842,085	<i>44,648,600</i>
Rest of Europe	39,108,566	<i>32,082,964</i>
Rest of the world	8,206,538	<i>8,945,213</i>
	<u>85,157,189</u>	<i><u>85,676,777</u></i>

5. Other operating income

	2021	<i>2020</i>
	£	£
Other costs recovered	130,164	<i>105,474</i>
Government grants receivable	604,232	<i>-</i>
	<u>604,232</u>	<i><u>-</u></i>

The company has received government assistance from both the UK and US government via UK and US subsidies of £604,232. This was claimed against staff costs of the Group as reported gross below.

6. Operating profit

The operating profit is stated after charging:

	2021	<i>2020</i>
	£	£
Depreciation of tangible assets	252,402	<i>229,976</i>
Amortisation of intangible assets, including goodwill	109,459	<i>135,445</i>
Exchange differences	(36,329)	<i>3,685</i>
Other operating lease rentals	1,141,421	<i>802,045</i>
Share based payment	-	<i>186,010</i>
	<u>1,466,553</u>	<i><u>1,357,161</u></i>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

7. Auditor's remuneration

	2021 £	2020 £
Fees payable to the Group's auditor and its associates for the audit of the Group's annual financial statements	42,000	35,000
Fees payable to the Group's auditor and its associates in respect of:		
All other assurance services	2,000	2,000
Non-Audit services	64,949	26,782

8. Employees

Staff costs, including directors' remuneration, were as follows:

	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Wages and salaries	13,162,264	12,756,549	9,810,160	9,533,008
Social security costs	1,380,076	1,335,150	1,086,886	1,114,658
Cost of defined contribution scheme	193,046	185,434	171,000	160,720
	14,735,386	14,277,133	11,068,046	10,808,386

The average monthly number of employees, including the directors, during the year was as follows:

	2021 No.	2020 No.
Sales	212	191
Operations	62	59
	274	250

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

9. Directors' remuneration

	2021 £	2020 £
Directors' emoluments	849,865	663,035
Company contributions to defined contribution pension schemes	35,255	16,961
	<u>885,120</u>	<u>679,996</u>

During the year retirement benefits were not accruing to 5 directors (2020 - 2) in respect of defined contribution pension schemes.

The highest paid director received remuneration of £340,615 (2020 - £379,094).

The value of the company's contributions paid to a defined contribution pension scheme in respect of the highest paid director amounted to £Nil (2020 - £8,546).

10. Interest payable and similar expenses

	2021 £	2020 £
Bank and Receivable financing interest	<u>304,180</u>	<u>61,287</u>

11. Taxation

	2021 £	2020 £
Corporation tax		
Current tax on profits for the year	942,257	1,460,919
	<u>942,257</u>	<u>1,460,919</u>
Total current tax		
	<u>942,257</u>	<u>1,460,919</u>
Deferred tax		
Origination and reversal of timing differences	(2,667)	(42,778)
	<u>(2,667)</u>	<u>(42,778)</u>
Total deferred tax		
	<u>(2,667)</u>	<u>(42,778)</u>
Taxation on profit on ordinary activities		
	<u>939,590</u>	<u>1,418,141</u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

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

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

	2021 £	2020 £
Profit on ordinary activities before tax	<u>5,084,634</u>	<u>7,195,073</u>
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19% (2020 - 19%)	966,080	1,367,064
Effects of:		
Expenses not deductible for tax purposes	93,795	9,273
Capital allowances for year in excess of depreciation	-	9,982
Adjust opening deferred tax to average rate	-	10,896
Adjustments to tax charge in respect of prior periods	(98,068)	30,126
Adjustment to tax charge in respect of prior periods - deferred tax	916	(22,847)
Adjustment for foreign subsidiaries tax charge	(42,633)	13,647
Fixed asset differences	19,500	-
Total tax charge for the year	<u>939,590</u>	<u>1,418,141</u>

Factors that may affect future tax charges

There were no factors that may affect future tax charges.

12. Dividends

	2021 £	2020 £
Dividends paid on equity capital	<u>441,123</u>	<u>4,668,101</u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. Intangible assets**Group**

	Computer Software £	Negative goodwill £	Total £
Cost			
At 1 April 2020	768,498	(147,006)	621,492
Additions	71,807	-	71,807
At 31 March 2021	<u>840,305</u>	<u>(147,006)</u>	<u>693,299</u>
Amortisation			
At 1 April 2020	499,877	(147,006)	352,871
Charge for the year on owned assets	109,459	-	109,459
At 31 March 2021	<u>609,336</u>	<u>(147,006)</u>	<u>462,330</u>
Net book value			
At 31 March 2021	<u>230,969</u>	<u>-</u>	<u>230,969</u>
<i>At 31 March 2020</i>	<u>268,621</u>	<u>-</u>	<u>268,621</u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

13. Intangible assets (continued)

Company

	Computer Software £
Cost	
At 1 April 2020	768,498
Additions	71,807
At 31 March 2021	840,305
Amortisation	
At 1 April 2020	499,877
Charge for the year	109,459
At 31 March 2021	609,336
Net book value	
At 31 March 2021	230,969
<i>At 31 March 2020</i>	268,621

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

14. Tangible fixed assets**Group**

	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	151,015	805,759	980,054	1,936,828
Additions	-	276,179	148,296	424,475
At 31 March 2021	<u>151,015</u>	<u>1,081,938</u>	<u>1,128,350</u>	<u>2,361,303</u>
Depreciation				
At 1 April 2020	146,416	359,620	683,537	1,189,573
Charge for the year on owned assets	1,331	149,902	101,169	252,402
At 31 March 2021	<u>147,747</u>	<u>509,522</u>	<u>784,706</u>	<u>1,441,975</u>
Net book value				
At 31 March 2021	<u><u>3,268</u></u>	<u><u>572,416</u></u>	<u><u>343,644</u></u>	<u><u>919,328</u></u>
<i>At 31 March 2020</i>	<u><u>4,599</u></u>	<u><u>446,139</u></u>	<u><u>296,517</u></u>	<u><u>747,255</u></u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

14. Tangible fixed assets (continued)**Company**

	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	151,015	805,759	870,327	1,827,101
Additions	-	240,555	129,989	370,544
At 31 March 2021	<u>151,015</u>	<u>1,046,314</u>	<u>1,000,316</u>	<u>2,197,645</u>
Depreciation				
At 1 April 2020	146,416	359,620	620,428	1,126,464
Charge for the year on owned assets	1,331	144,817	82,038	228,186
At 31 March 2021	<u>147,747</u>	<u>504,437</u>	<u>702,466</u>	<u>1,354,650</u>
Net book value				
At 31 March 2021	<u><u>3,268</u></u>	<u><u>541,877</u></u>	<u><u>297,850</u></u>	<u><u>842,995</u></u>
<i>At 31 March 2020</i>	<u><u>4,599</u></u>	<u><u>446,139</u></u>	<u><u>249,899</u></u>	<u><u>700,637</u></u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

15. Fixed asset investments**Company**

	Investments in subsidiary companies £
Cost or valuation	
At 1 April 2020	57,728
At 31 March 2021	<u>57,728</u>

Direct subsidiary undertakings

The following were direct subsidiary undertakings of the Company:

Name	Principal activity	Class of shares	Holding
G2 Recruitment Solutions Limited	Dormant	Ordinary	100%
G2 Recruitment International Limited	Dormant	Ordinary	100%
Vivid Resourcing Limited	Dormant	Ordinary	100%
Vivid Resourcing International Limited	Dormant	Ordinary	100%
AC Resourcing Limited	Dormant	Ordinary	100%
G2V Recruitment Group Inc*	Holding company	Ordinary	100%
G2 Recruitment Solutions BV**	Recruitment	Ordinary	100%
Vivid Resourcing BV**	Recruitment	Ordinary	100%

Indirect subsidiary undertakings

The following were indirect subsidiary undertakings of the Company:

Name	Principal activity	Class of shares	Holding
Vivid Resourcing LLC*	Labour recruitment	Ordinary	100%
Vivid Resourcing East Coast LLC*	Labour recruitment	Ordinary	100%
G2 Recruitment LLC*	Labour recruitment	Ordinary	100%

*Incorporated in the USA

**Incorporated in Netherlands

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

16. Debtors

	Group 2021 £	<i>Group 2020 £</i>	Company 2021 £	<i>Company 2020 £</i>
Trade debtors	9,563,527	7,576,814	8,077,737	6,556,097
Amounts owed by group undertakings	22,444,138	-	30,679,381	1,136,087
Other debtors	1,627,683	204,934	1,488,931	162,657
Prepayments and accrued income	3,260,049	4,923,338	3,196,583	4,769,929
	<u>36,895,397</u>	<u>12,705,086</u>	<u>43,442,632</u>	<u>12,624,770</u>

A total amount of £63,265 (2020: £58,420) was charged to the statement of comprehensive income in the year in respect of doubtful debtors.

17. Cash and cash equivalents

	Group 2021 £	<i>Group 2020 £</i>	Company 2021 £	<i>Company 2020 £</i>
Cash at bank and in hand	<u>2,162,395</u>	<u>6,371,254</u>	<u>1,755,999</u>	<u>4,898,650</u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

18. Creditors: Amounts falling due within one year

	Group 2021 £	<i>Group 2020 £</i>	Company 2021 £	<i>Company 2020 £</i>
Receivables financing facility	5,562,520	-	5,562,520	-
Trade creditors	479,383	<i>672,113</i>	450,449	<i>647,025</i>
Amounts owed to group undertakings	10,053,228	-	17,822,482	<i>6,580,069</i>
Corporation tax	(186,508)	<i>857,844</i>	(78,663)	<i>720,410</i>
Other taxation and social security	818,941	<i>595,000</i>	790,254	<i>595,000</i>
Other creditors	1,655,955	<i>1,776,208</i>	1,651,504	<i>1,776,291</i>
Accruals and deferred income	7,793,365	<i>6,516,107</i>	6,941,682	<i>6,175,862</i>
	<u>26,176,884</u>	<i><u>10,417,272</u></i>	<u>33,140,228</u>	<i><u>16,494,657</u></i>

Secured creditors

During the period the Group entered a refinancing arrangement to fund the MBO of the Group and meet working capital requirements. As part of the re-financing, the Group arranged Cash Flow Loan and Receivables Financing facility with Investec Bank plc. The Cash Flow Loan was arranged with the Group's parent (G2V Recruitment Bidco Limited) and is secured against the share capital of G2V Recruitment Group Limited and the Receivables Financing facility is secured against the Group's receivables balance. The Group is up to date with all payments, within prescribed borrowing limits and compliant with all lending covenants.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

19. Financial instruments

	Group 2021 £	<i>Group 2020 £</i>	Company 2021 £	<i>Company 2020 £</i>
Financial assets				
Financial assets measured at fair value through profit or loss	2,162,395	6,371,254	1,755,999	4,898,650
Financial assets that are debt instruments measured at amortised cost	36,171,766	11,991,291	42,754,444	11,940,948
	<u>38,334,161</u>	<u>18,362,545</u>	<u>44,510,443</u>	<u>16,839,598</u>
Financial liabilities				
Financial liabilities measured at amortised cost	<u>(15,491,223)</u>	<u>(8,957,374)</u>	<u>(32,428,637)</u>	<u>(15,183,036)</u>

Financial assets measured at fair value through profit or loss comprise cash at bank and in hand.

Financial assets that are debt instruments measured at amortised cost comprise loans receivable, trade debtors, other debtors, amounts owed by group undertakings and accrued income.

Financial liabilities measured at amortised cost comprise loans and overdrafts, trade creditors, other creditors, invoice discounting creditors, amounts owed to group undertakings and accrued contractor costs.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
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20. Deferred taxation

Group

	2021	<i>2020</i>
	£	£
At beginning of year	(74,021)	(116,799)
Charged to profit or loss	2,667	42,778
At end of year	<u>(71,354)</u>	<u><i>(74,021)</i></u>

Company

	2021	<i>2020</i>
	£	£
At beginning of year	(74,021)	(116,799)
Charged to profit or loss	2,667	42,778
At end of year	<u>(71,354)</u>	<u><i>(74,021)</i></u>

The provision for deferred taxation is made up as follows:

	Group	<i>Group</i>	Company	<i>Company</i>
	2021	<i>2020</i>	2021	<i>2020</i>
	£	£	£	£
Accelerated capital allowances	<u>71,354</u>	<u><i>74,021</i></u>	<u>71,354</u>	<u><i>74,021</i></u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

21. Provisions**Group**

	2021 £
Other provisions	89,665
Dilapidation provision	146,814
At 31 March 2021	236,479

Provisions

Provisions in the year related to a dilapidation provision as well as other provisions which relate to a volume rebate provision and withholding tax provisions.

22. Share capital

	2021 £	2020 £
Allotted, called up and fully paid		
6,000 (2020 - 6,000) A1 Ordinary shares of £1.00 each	6,000	6,000
4,500 (2020 - 4,500) A3 Ordinary shares of £1.00 each	4,500	4,500
7,000 (2020 - 7,000) B1 Ordinary shares of £1.00 each	7,000	7,000
3,500 (2020 - 3,500) B3 Ordinary shares of £1.00 each	3,500	3,500
10,500 (2020 - 10,500) C Ordinary shares of £1.00 each	10,500	10,500
2,224 (2020 - 2,224) E1 Ordinary shares of £1.00 each	2,224	2,224
1,112 (2020 - 1,112) E3 Ordinary shares of £1.00 each	1,112	1,112
5,483 (2020 - nil) D Ordinary shares of £1.00 each	5,483	-
350 (2020 - 350) F1 Ordinary shares of £1.00 each	350	350
175 (2020 - 175) F3 Ordinary shares of £1.00 each	175	175
100 (2020 - 100) G Ordinary shares of £1.00 each	100	100
100 (2020 - 100) H Ordinary shares of £1.00 each	100	100
	41,044	35,561

On the 18th of February 2021, 5,483 class D Ordinary shares of £1 each were issued in the year. These ordinary shares carry no right to fixed income and each carry the right to one vote at general meetings of the company.

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

23. Reserves

Share premium account

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

Capital redemption reserve

The capital redemption reserve is as a result of repurchasing its own shares and is a non distributable reserve.

Foreign exchange reserve

The foreign exchange reserve includes all current and prior period foreign exchange differences on consolidation.

Other reserves

Other reserves relate to a difference between the nominal value of shares issued and acquired following a group reconstruction.

Profit and loss account

Includes all current and prior periods retained profits and losses.

24. Pension commitments

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Group to the fund and amounted to £192,098 (2020: £185,434). Contributions totalling £72,579 (2020: £40,010) were payable to the fund at the balance sheet date and are included in creditors.

25. Commitments under operating leases

At 31 March 2021 the Group had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	Group 2021 £	<i>Group 2020 £</i>
Not later than 1 year	1,164,661	573,124
Later than 1 year and not later than 5 years	1,228,485	123,374
	<u>2,393,146</u>	<u>696,498</u>

G2V RECRUITMENT GROUP LIMITED

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

26. Other financial commitments

The group holds an inter-company guarantee with its banking partners, the Royal Bank of Scotland plc and Investec Bank plc, by which all companies in the group guarantee the debts of other companies in the group.

27. Related party transactions

In preparing these financial statements, the directors have taken advantage of the exemptions available under section 33 paragraph 1A of the Financial Reporting Standard 102, and have not disclosed transactions entered into between wholly owned group undertakings.

Dividends of £441,123 (2020: £4,668,101) were paid to directors of the group in the year. Key management personnel compensation totalled £1,421,845 (2020: £591,679).

28. Controlling party

During the period, two new entities, G2V Recruitment Holdings Limited (the ultimate Group parent company) and G2V Bidco Limited were incorporated and acquired the entire share capital of the Group as part of the debt-funded management buyout transaction. J Gorfin remains the ultimate controlling party by virtue of a 69.92% shareholding in G2V Recruitment Holdings Limited.