

REGISTERED COMPANY NUMBER: 09104885 (England and Wales)
REGISTERED CHARITY NUMBER: 1163065

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024
FOR
CIVIL MEDIATION COUNCIL LIMITED**

Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

CIVIL MEDIATION COUNCIL LIMITED
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FOR THE YEAR ENDED 31ST DECEMBER 2024

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CIVIL MEDIATION COUNCIL LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Charity are to be a neutral and independent body set up for the benefit of the public to:

- Promote the resolution of conflicts and disputes by encouraging the use of mediation and other dispute resolution techniques and methods as alternatives to legal action or arbitration. The Charity believes that mediation delivers better quality outcomes than these. Mediation avoids the risk of unwelcome publicity because it is confidential and aims to provide win/win solutions to problems. It is likely to save time, stress, and avoid the destruction of salvageable relationships.; and
- advance the education of the public in matters of mediation and other dispute resolution techniques and methods.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

In line with guidance from the Charity Commission on public benefit, the Civil Mediation Council (CMC) continued to deliver its charitable objectives through a range of strategic activities throughout 2024. The year marked another period of significant change and growth within the mediation sector, and the CMC remained well-positioned to respond proactively to these developments.

Throughout 2024, the CMC continued to raise awareness of mediation and alternative dispute resolution (ADR). It engaged extensively with government bodies, contributing to several All-Party Parliamentary Groups (APPGs) on ADR and further establishing its position as the representative voice of the mediation profession. The CMC maintained its involvement in the Judicial ADR Liaison Committee and deepened its relationship with the Ministry of Justice (MoJ), including full participation in the consultation on Automatic Referral to Mediation (ARM) for Small Claims (under £10,000).

Raising awareness of workplace mediation remained a key priority, with a programme of online events delivered during the year. The CMC also maintained a strong online presence through its website and social media channels, regularly promoting the benefits and applications of mediation.

Maintaining and enhancing professional standards continued to be a central focus. This was achieved through the CMC's registration and regulation schemes for members, as well as through the provision of Continuing Professional Development (CPD) opportunities.

The individual membership structure introduced in 2021—requiring all practising mediators in CMC-regulated areas (civil/commercial, workplace, and, jointly with the College of Mediators, SEND mediation) to meet agreed professional standards—continued to underpin quality assurance. In 2022, the scope of membership was expanded to include Peer and Community Mediators. These reforms continued to yield positive results in 2024, with individual mediator membership increasing by 14% over the course of the year.

The CMC also sets and monitors standards for organisations delivering mediation services and training. In January 2024, the CMC promoted mediation to a wider professional audience through a webinar delivered to members of the Institute of Directors. In February, representatives presented at the UIA World Forum, and CMC Chair Rebecca Clark gave a keynote speech at the Archbishop of Canterbury's Dinner.

Engagement with members continued throughout the year via events such as the Spring Social in March. In April, the Peer Mediation Working Group delivered a presentation at the National Education Union Conference in Bournemouth. In May, the CMC contributed to the 'Next Steps for Dispute Resolution in England and Wales' event, hosted by Westminster Forum Projects. Shortly thereafter, Rebecca Clark handed over the role of Chair to Kelly Stricklin-Coutinho in June.

The CMC continued its international outreach with Deputy CEO Victoria Harris presenting at the Ukrainian Academy of Mediation's International Forum on Mediation and Law in July. In September, long-serving CEO

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Paul Adams outlined the organisation's future strategy at the Mediation Breakfast Club.

In October, the CMC launched its first set of Mental Health Resources for mediators, developed with the support of Marie Coombes. The organisation then delivered a highly successful online Annual Conference in November, selling 240 tickets, a 75% increase over 2023 ticket sales. Feedback indicated that attendees valued the practical and diverse range of sessions, which enhanced both sector-specific knowledge and cross-disciplinary understanding.

The year concluded with a successful National Mediation Awards event in December and the release of a member survey designed to capture views on the key issues affecting mediation in 2024.

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FINANCIAL REVIEW

In 2024 the Charity recorded a loss of £17,087 for the year significantly reduced from the deficit of £64,606 of 2023. Consequently, the net assets of the Charity were £27,331 on 31st December 2024 compared to £44,418 as at year end of 2023. The income of the Charity continues to be based upon organisation and individual membership and registration fees and conferences. The accounting policies that the Charity is required to adopt (detailed at page 8) mean that the rapid growth in the membership defers invoiced income in to the succeeding year. This had a very significant impact in 2023. The impact of deferred income in 2024 is significantly less. This is due to several factors including the new membership system detailed below. Significantly higher attendance at the Conference meant that fees were ahead of both budget and the previous year and contributed to revenues of £212,401. The medium-term prospects of the charity remain positive: a surplus is planned for and anticipated in 2025. The cash position for the year end 2024 was £133,893 virtually the same figure as 2023. Cash in 2025 remains strong at similar levels.

The Charity adopted a number of steps in 2022 to automate the memberships process and ensure that fees are paid more promptly. These changes were not without their challenges and 2023 saw a significant amount of work required to address the problems that these had created. In 2024, a new software system was introduced to fix these issues. The website which, as well as providing information to both members and the public, currently provides a membership renewal process, also needed additional work in 2024, as we moved towards the new software solution.

The Charity reviewed membership fees in 2023 and made inflationary rises with implementation deferred until 2024. The website is the Charity's 'shop window' for members and the public and was kept up to date and fresh. In 2021 a depreciation policy was applied to computer equipment of 33% of costs enabling the Charity to write off the costs of website development over 3 years and allow for renewal after that short period. The Charity has adjusted its CEO support, added a Deputy CEO to strengthen resilience and increased Secretariat Services to further its objectives and support its members. Consequently the Charity's expenditure exceeded its income in 2024. Given the rapidly rising levels of membership seen again in 2024, plus the implementation of the raise in fees, it is anticipated that income will 'catch up' in 2025 and return the charity to a small surplus as seen regularly over recent years.

The Charity continues to rely on the support and voluntary efforts of the Providers, Individual Members, Board members and officers. In addition, the Charity's policy remains that all events and conferences, to the extent possible, should be self-financing with the capital of the Charity standing as a reserve for any shortfalls. Budgets for reimbursement of committee-related expenses are also maintained.

The Charity has adopted a revised Reserving Policy to maintain cash balances as follows: (i) an irreducible core equivalent to 4 months expenditure and two fixed components as funds for (ii) Reputation Management and (iii) a Strategic Reserve to take advantage of unforeseen opportunities to further the CMC's objectives. Despite the deficit incurred, the Charity continued to hold strong cash reserves through the period. The increase in expenditure means that the core reserve of 4 months expenditure will increase again in 2025 but it is anticipated that sufficient funds will be held to comply with the Reserving Policy throughout the year. The CMC remains in a financially strong position to support its objectives and promote the resolution of conflicts through mediation and other ADR techniques in 2025 and beyond.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

None of the members of the Board have any beneficial interest in the company. All of the members of the Board are members of the company and guarantee to contribute, in the event of a winding up. Articles 25 - 27 of the Articles of Association fix the maximum number of members of the Board at 18 and provide for the appointment, retirement, disqualification and removal of those members.

Risk management

The Charity trustees have given consideration to the major risks to which the Charity is exposed and have satisfied themselves that systems or procedures are established in order to manage those risks. The Board reviews the major risks facing the charity with the corresponding mitigation actions at least once a year, with regular reviews by the Finance and Risk Working Group (established in 2021).

REFERENCE AND ADMINISTRATIVE DETAILS

CIVIL MEDIATION COUNCIL LIMITED

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31ST DECEMBER 2024

Registered Company number

09104885 (England and Wales)

Registered Charity number

1163065

CIVIL MEDIATION COUNCIL LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2024

Registered office

100 St. Paul's Churchyard
London
EC4M 8BU

Trustees

T J Renouf
A A S Rogers
H Jackson-Stops
C M Steinfeld
R Levitt
D Collis
N H Uddin
N Fournier
A Gersch (appointed 5.7.24)
K Stricklin-Coutinho (appointed 1.7.24)
R A Clark (end of term 31.6.24)
M L Forbes Pirie (end of term 30.4.24)
M Sigacheva (appointed 1.5.24)
I Phillips

Independent Examiner

Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Approved by order of the board of trustees on 9th September 2025 and signed on its behalf by:



.....
T J Renouf - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
CIVIL MEDIATION COUNCIL LIMITED**

Independent examiner's report to the trustees of Civil Mediation Council Limited ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31st December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Lee Blunden FCCA CTA

Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
Essex
RM7 7DN

Date:

CIVIL MEDIATION COUNCIL LIMITED
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024

		2024 Unrestricted fund £	2023 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Charitable activities	3		
Memberships		210,062	140,942
Investment income	2	2,339	1,561
Total		212,401	142,503
EXPENDITURE ON			
Raising funds		46,756	58,416
Charitable activities	4		
Memberships		182,732	148,693
Total		229,488	207,109
NET INCOME/(EXPENDITURE)		(17,087)	(64,606)
RECONCILIATION OF FUNDS			
Total funds brought forward		44,418	109,024
TOTAL FUNDS CARRIED FORWARD		27,331	44,418

The notes form part of these financial statements

CIVIL MEDIATION COUNCIL LIMITED

**BALANCE SHEET
31ST DECEMBER 2024**

		2024 Unrestricted fund £	2023 Total funds £
FIXED ASSETS	Notes		
Tangible assets	10	6,449	10,638
CURRENT ASSETS			
Debtors	11	4,624	20,928
Cash at bank		133,893	134,608
		138,517	155,536
CREDITORS			
Amounts falling due within one year	12	(117,635)	(121,756)
NET CURRENT ASSETS		20,882	33,780
TOTAL ASSETS LESS CURRENT LIABILITIES		27,331	44,418
NET ASSETS		27,331	44,418
FUNDS	13		
Unrestricted funds		27,331	44,418
TOTAL FUNDS		27,331	44,418

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 9th September 2025 and were signed on its behalf by:



.....
T J Renouf - Trustee

The notes form part of these financial statements

CIVIL MEDIATION COUNCIL LIMITED
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Company status

The Company is limited by guarantee. The members of the Company are the Trustees named on page 1. In the event of the Company being wound up, the liability in respect of the guarantee is limited to £1 per member of the Company.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Raising funds

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

Membership income

Income from memberships is recognised equally over the twelve months following the invoice date. Any income which relates to the period after the year end date is deferred as necessary.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at Bank and in Hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and Provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

CIVIL MEDIATION COUNCIL LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST DECEMBER 2024

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a Charitable Company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	2,339	1,561

3. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
	Memberships	Total activities
	£	£
Membership fees	199,457	138,096
Conference fees	10,605	2,846
	210,062	140,942

CIVIL MEDIATION COUNCIL LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

4. EXPENDITURE ON RAISING FUNDS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Memberships	84,371	98,361	182,732

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024	2023
	£	£
Secretariat	73,596	61,759
Bad debts	-	8,535
Complaints & disciplinary committee	10,775	11,499
	84,371	81,793

6. SUPPORT COSTS

	Finance £	Operational costs £	Other £	Governance costs £	Totals £
Memberships	4,819	83,546	3,892	6,104	98,361

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	4,189	4,225

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31st December 2024 nor for the year ended 31st December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2024 nor for the year ended 31st December 2023.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM Charitable activities	
Memberships	140,942
Investment income	1,561
Total	142,503
EXPENDITURE ON	
Raising funds	58,416
Charitable activities	
Memberships	148,693

CIVIL MEDIATION COUNCIL LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

Total	207,109
NET INCOME/(EXPENDITURE)	(64,606)
RECONCILIATION OF FUNDS	
Total funds brought forward	109,024
TOTAL FUNDS CARRIED FORWARD	44,418

10. TANGIBLE FIXED ASSETS

Computer
equipment
£

COST	
At 1st January 2024 and 31st December 2024	21,969
DEPRECIATION	
At 1st January 2024	11,331
Charge for year	4,189
At 31st December 2024	15,520
NET BOOK VALUE	
At 31st December 2024	6,449
At 31st December 2023	10,638

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	2,544	20,631
Prepayments	2,080	297
	4,624	20,928

CIVIL MEDIATION COUNCIL LIMITED

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	18,314	13,521
VAT	5,514	13,548
Other creditors	2,125	-
Accruals and deferred income	91,682	94,687
	<u>117,635</u>	<u>121,756</u>

13. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	44,418	(17,087)	27,331
TOTAL FUNDS	<u>44,418</u>	<u>(17,087)</u>	<u>27,331</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	212,401	(229,488)	(17,087)
TOTAL FUNDS	<u>212,401</u>	<u>(229,488)</u>	<u>(17,087)</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	109,024	(64,606)	44,418
TOTAL FUNDS	<u>109,024</u>	<u>(64,606)</u>	<u>44,418</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	142,503	(207,109)	(64,606)
TOTAL FUNDS	<u>142,503</u>	<u>(207,109)</u>	<u>(64,606)</u>

CIVIL MEDIATION COUNCIL LIMITED
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2024

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024, nor for the year ending 31 December 2023.

CIVIL MEDIATION COUNCIL LIMITED

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	2,339	1,561
Charitable activities		
Membership fees	199,457	138,096
Conference fees	10,605	2,846
	210,062	140,942
Total incoming resources	212,401	142,503
EXPENDITURE		
Raising donations and legacies		
Fundraising agents	46,756	58,416
Charitable activities		
Secretariat	73,596	61,759
Bad debts	-	8,535
Complaints & disciplinary committee	10,775	11,499
	84,371	81,793
Support cost		
Finance		
Telephone	630	865
Depreciation of tangible fixed assets	4,189	4,225
	4,819	5,090
Operational costs		
Advertising	24,533	23,055
Consulting	32,190	17,450
IT costs	13,712	6,503
Committee expenses	5,764	2,524
Sundries	4,305	2,513
Office expenditure	3,042	2,275
	83,546	54,320
Other		
Bank interest	3,892	2,850
Governance costs		
Accountancy fees	6,104	4,640
Total resources expended	229,488	207,109
Net expenditure	(17,087)	(64,606)

This page does not form part of the statutory financial statements