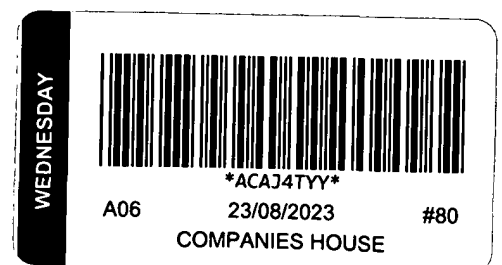


Mitie Limited

Annual report and financial statements

Registered number 02938041

31 March 2023



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Company information

Directors

P J G Dickinson

M R Peacock

Secretary

Mitie Company Secretarial Services Limited

Registered office

Level 12

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SE1 9SG

Auditor

BDO LLP

Statutory Auditor

Bridgewater House

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Bristol

BS1 6BX

Strategic report

Mitie Limited (the "Company") is an indirect subsidiary of Mitie Group plc. Mitie Group plc, together with its subsidiaries, comprise the "Group".

The directors of the Company (the "Directors"), in preparing this Strategic report, have complied with Section 414C of the Companies Act 2006.

Review of the business

The principal activity of the Company continued to be the management and provision of business support services. There have not been any significant changes in the Company's principal activities in the year under review.

As shown in the income statement on page 17, the Company's revenue was £772,507,000 (2022: £883,074,000) and the profit for the year was £2,284,000 (2022: £21,070,000). Revenue decreased by 12.5% primarily driven by the completion of certain existing contracts in the current year, offset by a full year of revenue from significant wins in the prior year. Although there was a higher gross profit in the current financial year, profit for the year was lower due to higher administrative expenses, a one-off gain in the prior year from the disposal of investments in subsidiaries and lower dividends in the current financial year.

Key performance indicators

The Group manages its operations on a divisional basis. For this reason, the Directors do not believe further key performance indicators are necessary for an appropriate understanding of the performance and position of the Company. The performance of the Group's divisions is discussed in the Mitie Group plc annual report and accounts 2023, which does not form part of this report.

Principal risks and uncertainties

The Company is part of the Group and manages its risks in line with the Group's enterprise risk management framework. Details of this framework and information on the principal risks and uncertainties are given in the Mitie Group plc annual report and accounts 2023. The Directors have reviewed the Company's financial objectives alongside the risk profile for the Company and the significant risks and uncertainties have been detailed below.

Strategic report (continued)

Strategic risks

Economic and political uncertainties

The Company's performance may be affected by general economic conditions and other financial and political factors outside the Company's control. An economic slowdown may result in decreased project work and discretionary spend or descoping of services by customers, which can lead to an impact on the Company's financial performance.

During the financial year, there has been an increased net risk exposure owing to external challenges, such as ongoing threats posed by geopolitical affairs, escalating cost of living crisis and the changing UK political landscape.

The Group, of which the Company is a part, derives most of its revenue from a client base in the United Kingdom, with limited exposure to the wider global economy in respect of demand for services. However, the costs of delivery are exposed to global inflationary impacts. The Group continues to monitor the impact of the current economic and political challenges on the cost of delivering its services to ensure mitigating actions, such as using contractual protections to pass on such cost increases, minimise the Group's exposure to this and associated risks.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- mix of long-term contract portfolio in both the public and private sectors;
- continual development of new and innovative solutions via Connected Workspace;
- focus on higher-margin growth opportunities;
- regular reviews of the sales pipeline;
- increasing spread of customer base, reducing reliance on individual customers;
- strategic account management programme;
- dedicated Finance, Risk and Intelligence Hub specialists scanning environment;
- utilising contract mechanisms to recharge cost increases;
- Coupa, Mitie's digital supplier platform ("DSP"), providing greater visibility of and ability to manage supply chain; and
- leveraging buying power to help mitigate the increase in cost of goods and services.

Competitive advantage

The Company's performance could be impacted by a failure to maintain competitive advantage resulting in the loss of key clients, an over reliance on a particular sector, or a failure to produce bids which are financially viable.

The year has witnessed many achievements for the Company, including but not limited to, a large number of high-profile contract wins.

Despite such achievements, the Company recognises the importance of staying focussed and continually reviewing ongoing challenges, such as the threats posed from new entrants, market saturation across the sectors, growing competition as well as the ongoing effects of geopolitical affairs, all of which have the potential to impact profit margins and disrupt the Company's operations.

In the next financial year, the Company will continue to monitor the changing external environment as well as market coverage. Furthermore, it will continue to develop and deliver competitive bids, along with maintaining obligations towards the delivery of a quality service for existing clients.

Strategic report (continued)

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- Bid Committee approval for complex bids;
- robust risk assessment of bids – Commercial, Legal and Operational;
- detailed contracting guidelines in place;
- clear delegated authorities register;
- strategic account management programme;
- KPI/service level agreement formal reviews with customers;
- sales and customer relationship management (“CRM”) teams focused on developing pipeline across all major sectors;
- improved CRM capabilities with active relationship management;
- focus on customer satisfaction (Net Promoter Score and soliciting feedback);
- review of any loss-making contracts to ensure learnings are identified and applied to future bids;
- sales and pipeline management information to track and measure growth, wins and losses;
- win/loss debriefing process to take learnings for future bidding activities;
- Chief Government & Strategy Officer coordinating all interfaces with the Cabinet Office;
- focus on high-margin opportunities with growth potential, for example technology-led solutions;
- development of new and innovative service offerings; and
- Sales Academy.

Climate change and social impact

The Company’s transition to a lower-carbon business could be hindered by an inability to quickly identify and effectively respond to the challenges posed by climate change, resulting in significant business interruption and/or compromise new opportunities for growth. Furthermore, a failure to appropriately consider the environmental and social impact of the Company’s business and its activities may create a negative perception with employees, customers, investors, government and the general public. This could lead to failures in securing and/or retaining contracts and sources of funding, as well as impacting negatively on the Company’s reputation.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- Plan Zero – continued implementation of three key pillars (eliminating carbon emissions from power and transport, eradicating non-sustainable waste and enhancing inefficient buildings to meet the highest environmental standards);
- ESG Committee;
- Environmental Management System ISO 14001 and Energy Management System ISO 50001;
- climate change risk assessment maintained and approved by the ESG Committee;
- key policies and associated operating procedures in place;
- use of in-house subject-matter experts specialising in an array of topics, including energy, waste, biodiversity, procurement and fleet;
- ISO 22301 – regular testing of crisis management and business continuity plans;
- winter and summer preparedness planning at account level;
- ongoing reviews of Planned Preventative Maintenance lifecycles;
- continuous horizon scanning via the Group’s Intelligence Hub, with regular alerts to teams on potential threats and significant events;
- insurance cover in place to cover property damage and business interruption;
- targets in place for Mitie’s social value framework pillars;
- Mitie Foundation – Giving Back, Mitie’s employee volunteering programme; and
- active apprenticeship scheme across the Group, training Mitie colleagues to enhance operational delivery and address skills gaps.

Strategic report (continued)

Financial risks

Reliance on material counterparties

In accordance with Group policies, before accepting a new customer, the Company uses external credit scoring systems to assess the potential customer's credit quality and define an appropriate credit limit which is reviewed regularly.

Operational risks

Third-party management

The Company's performance could be impacted by a failure to manage strategic third-party relationships, or a catastrophic event and/or failure involving a third-party partner.

During the financial year, there has been an increased net risk exposure owing to the same challenges facing the Company also impacting the supply chain, potentially impacting access to goods and services. The Company will continue to proactively monitor developments with both the internal and external landscapes, paying particular attention to the ongoing issues still being experienced.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- key policies and associated operating procedures, including Supply Management Framework;
- dedicated Procurement and Commercial teams;
- 'Mitie First' approach adopted;
- Project Forté driven improvements under Supply Chain Management workstream, including enhanced supplier audits, improved invoicing capabilities, master service agreements and job automation;
- rigorous onboarding framework integrated into business utilising the DSP;
- defined SLAs and KPIs;
- ongoing spending review;
- dedicated risk management and assurance procedures (including targeted Quality, Health, Safety and Environment ("QHSE") assurance programme and internal audit) to ensure internal controls are operating effectively;
- ongoing review of third-party business continuity arrangements with regular reporting to the Risk team;
- DSP facilitating supplier health and risk checks (including insolvency risk) as well as invoice processing; and
- Procurement and Supply Chain Insights.

Change management

Fundamental to the Company's growth strategy is the ability to successfully undertake transformation projects and ensure all aspects of change management are correctly integrated. A failure to successfully manage the aggregated impact of simultaneously delivering transformation programmes could impact the delivery of planned business benefits.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- Executive sponsorship;
- deliverables agreed in advance by Board and Mitie Group Executive;
- centralised Project Management Office function;
- subject-matter experts appointed early on with agreed roles and responsibilities;
- standardised programme governance framework, including risk management;
- contract management controls embedded for third-party support; and
- regular auditing with periodic reporting on key business activities to the Audit Committee.

Regulatory risks

Regulatory

The Company's performance could be impacted by a failure to comply with applicable laws and regulations.

During the financial year, there has been increased net risk exposure owing to uncertainties concerning several known legislative changes. The Company does not envisage the pace of legislative change altering and will continue to proactively scan the external operating environment as well as assess the impact of changes, as they arise.

Strategic report (continued)

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- specialist legal and QHSE expertise aligned to business units;
- code of conduct for all employees;
- independent whistleblowing system available to all employees to report any concerns;
- Group-wide policies updated for changes to laws and regulations and maintained in the online information management system;
- regular and thorough internal and external regulatory audits;
- training and awareness materials communicated to employees via Mitie's digital Learning Hub and monitoring of completion performed, especially for mandatory courses;
- regular monitoring of legal and regulatory changes by Group functions, including Company Secretariat, Legal and QHSE;
- financial governance and controls in place;
- commercial governance and controls in place; and
- establishment of Internal Control Declaration framework ongoing to align with potential UK legislation requirements.

Health, safety and environment

The Company's performance could be impacted by a failure to maintain high standards in relation to health, safety, and environmental ("HSE") practices.

The Company's HSE key performance indicators have been broadly positive with performance stable.

The Company has continued to monitor the cost-of-living crisis and COVID-19, specifically the potential for a resurgence. Both issues have the potential to impact health both in the short and long term. The Company is keen to ensure interruptions are kept to a minimum and productivity in a safe environment is maximised. Focus remains on ensuring that appropriate steps are taken to safeguard the physical and mental wellbeing of colleagues, suppliers and others involved in the Company's operations.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- a comprehensive QHSE strategy in place and under continual review for effectiveness;
- major cultural HS&E programme, LiveSafe, continuing, with clear rules, engagement and training for staff;
- regular training and communication delivered throughout the Group, in accordance with the LiveSafe principles. LiveSafe eLearning training programme sets out HS&E expectations, including 'stop the job' supported by key safety message from the Group's Chief Executive, Phil Bentley;
- H&S management system certified to ISO 45001 and environmental system to ISO 14001;
- fully integrated incident recording, monitoring and reporting system;
- regular HS&E reviews conducted at Group and business unit level;
- clear and standardised KPIs to monitor progress and improvements;
- targeted QHSE procedural audit programme;
- themes and root causes monitored from the results of audits to target specific actions, including training;
- QHSE function 'Plan Zero Champions' as part of the Plan Zero programme to promote strategy and good practice in environmental management;
- health and wellbeing framework integrated into the business;
- covid risk assessment and technical compliance processes in place and regularly reviewed;
- UVC disinfection system and thermal imaging in place to mitigate against spread of Covid;
- insurance cover in place to cover employers' liability, public liability and motor fleet insurance;
- focused zero harm weeks concentrating on pertinent subjects to further strengthen Mitie's QHSE culture; and
- ongoing review of QHSE team, ensuring maintenance of competencies and correct provision of support and guidance across the Group.

Strategic report (continued)

People risks

Employees

The Company's performance could be impacted by an inability to recruit, retain and reward suitably talented employees.

During the financial year, there has been an increased net risk exposure owing to external challenges, such as reduced labour market, which triggered shortages of materials, impacted markets, and intensified the cost-of-living crisis. The Company will continue to proactively monitor developments in relation to the labour market as well as any further implications resulting from the current external landscape.

Controls and mitigation plans have been put in place by the Group to mitigate such risks, including:

- consistent HR resourcing process and system across the Group;
- process in place for online training and development, with access to online learning for all colleagues;
- consistent process to manage both temporary and permanent recruitment;
- training and development programmes for senior leadership;
- developed talent identification, management and development framework;
- improved performance management framework;
- HR business partners aligned with business units;
- induction programme, mandatory for new starters;
- regular communications from leadership team – including Mitie Group Executive country-wide roadshows;
- specific plans developed to address results of employee survey;
- competitive remuneration, terms and conditions;
- regular employee offers;
- succession plans in place for critical roles, especially for senior leadership;
- attraction strategy developed and deployed;
- enhanced benefits such as Winter Support package, free shares, life assurance, virtual GP and a salary advance scheme;
- careers website;
- Employee Value Proposition; and
- career band framework.

Financial risk management

The Company does not enter into any hedging instruments, or any financial instruments for speculative purposes.

Appropriate trade terms are negotiated with suppliers and customers. Management reviews these terms and the relationships with suppliers and customers and manages any exposure on normal trade terms. The Company's requirement for additional funding is managed as part of the Group's financing arrangements.

Section 172 statement

The following disclosure describes how the Directors have had regard to the matters set out in Section 172(1) (a) to (f) and forms the statement required under Section 414CZA of the Companies Act 2006.

Stakeholders

The Directors consider the groups set out in the table below as its key stakeholders, which align with those of the Group. The Directors aim to understand the interests of each stakeholder through various methods, including information gathered and cascaded by both the divisional and senior leadership teams, and Group-wide engagement, both direct and indirect.

Strategic report (continued)

Stakeholder	Engagement activity	Important issues discussed
Customers	<ul style="list-style-type: none"> - Management of customer relationships by divisional leadership 	<ul style="list-style-type: none"> - Customer satisfaction - Labour market constraints - Governance and transparency - Social value
Shareholder	<ul style="list-style-type: none"> - Regular senior leadership meetings 	<ul style="list-style-type: none"> - Financial performance - Expanding the Company's suite of margin enhancement initiatives, incorporating the outsourcing of diverse functions - Environmental, Social and Governance matters
Communities and the environment	<ul style="list-style-type: none"> - Mitie Foundation - Local community events - Employee volunteering 	<ul style="list-style-type: none"> - Social value - Reduction in carbon emissions
Employees	<ul style="list-style-type: none"> - All employee teams meetings - Internal communications updates through weekly Recap and monthly Download updates - Pulse surveys - Designated Group non-executive director, Jennifer Duvalier 	<ul style="list-style-type: none"> - Reward and recognition - Remuneration and benefits - Career opportunities and development
Suppliers	<ul style="list-style-type: none"> - Global supplier portal 	<ul style="list-style-type: none"> - Responsible procurement

Consequences of any decision in the long-term

The Directors are aware that strategic decisions can have long-term implications on the Company and its stakeholders, and these decisions are carefully considered.

During the second half of the year, the Directors actively participated in expanding the Company's suite of margin enhancement initiatives. This phase of the program specifically targeted the business's Target Operating Model, encompassing the outsourcing of HR and Payroll, Finance, and IT functions. During the expansion of the suite of margin initiatives, the Directors diligently considered and managed various factors, including system testing, project resourcing and potential redundancies to ensure the continuing delivery of services.

Having regard to the interests of employees

The Group has several mechanisms to engage with employees and the Directors are committed to ensuring that the results are considered in decision making.

Throughout the year, the Directors actively interacted with employees, focusing on employee-related matters such as reward and recognition, as well as during the expansion of the Company's suite of margin enhancement initiatives. To ensure effective communication, multiple mechanisms were utilised, including an annual employee survey, regular pulse surveys, and the dedicated efforts of Jennifer Duvalier, as Group non-executive director assigned to oversee the workforce. These measures effectively contributed towards keeping the workforce updated.

Fostering business relationships with suppliers, customers and others***Suppliers***

The Directors support the Group's responsibility targets which are focused on increasing the percentage of the Group's spend that goes to small and medium-sized enterprises, and voluntary, charity and social enterprise suppliers.

Strategic report (continued)

Customers

Customers are at the heart of the business and therefore the Directors consider that getting closer to customers and thus becoming more responsive to their needs, is important.

The Directors monitor the Net Promoter Score, a customer loyalty metric that measures how likely a customer is to recommend a product or service to a friend, to ensure customers' sentiment remains positive.

Impact of operations on the community and the environment

The Directors are supportive of the Group's initiatives to improve the impact of the operations of the Company on the community and the environment. One of the Company's directors is a member of the Group's Environment Social and Governance ("ESG") Committee. The committee provides oversight and governance for all of the Group's ESG initiatives, ensuring that they are aligned to the Group's purpose, promises and values. The committee was in place throughout the year.

Maintaining a high standard of business conduct

Ethical business practice

The Company has a duty to act responsibly and to show the highest levels of ethical and moral stewardship. A Group ethical business practice policy is in place which applies to all employees in relation to dealings with its people, agents, clients, suppliers, subcontractors, competitors, government officials, the public and investors.

To support this, there are a wide range of policies and training modules available including modern slavery, whistleblowing, anti-bribery and anti-corruption, business expenses and entertaining and Mitie's employee handbook.

Good governance

The Company operates within a robust governance framework which includes processes and procedures set by the board of Mitie Group plc. This framework is applied throughout the Group and is adhered to by the directors of all of the Group's subsidiaries. This ensures consistency in decision-making which is crucial for achieving long-term success and creating sustainable value.

Details of how the Group complies with the UK Corporate Governance Code can be found in the Mitie Group plc annual report and accounts 2023.

The need to act fairly as between members of the company

The Company is a wholly owned subsidiary of the Group. The Directors operate within the governance framework for the Group and hold regular senior leadership meetings where items such as financial performance and people are discussed.

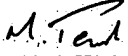
Subsequent events

Subsequent events have been disclosed in Note 25.

Future developments

The Directors expect the general level of activity to remain consistent in the forthcoming year.

Approved by the Board and signed on its behalf by:

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M R Peacock

Director

26 July 2023

Directors' report

The Directors present the annual report and audited financial statements of Mitie Limited for the year ended 31 March 2023.

In preparing this Directors' report, the Directors have complied with Section 414C(11) of the Companies Act 2006 by including certain disclosures required by Section 416(4) within the Strategic report.

Going concern

The Company's business activities, together with the factors likely to affect its future development and position are set out in the Strategic report. The financial statements have been prepared on a going concern basis. See Note 1c.

Directors

The Directors who held office during the year and up to the date of signing the financial statements were:

P J G Dickinson
M R Peacock

Directors' indemnity

A qualifying third-party indemnity provision as defined in Section 234 of the Companies Act 2006 is in force for the benefit of each of the Directors listed above in respect of liabilities incurred as a result of their office to the extent permitted by law.

Directors' report (continued)

Corporate governance

The statement below sets out how the UK Corporate Governance Code (the "Code") applies to governance arrangements in the Company and its Directors.

The Company is a wholly owned subsidiary of Mitie Group plc. Mitie Group plc fully complies with the Code and these principles are applied, as appropriate, throughout the Group. The Company has therefore not applied a separate code. Mitie's Corporate Governance statement of compliance can be found on page 85 of the Mitie Group plc annual report and accounts 2023.

Board leadership and company purpose

- The purpose of the Company is to provide management and provision of business support services.
- The directors of the Company are senior managers in the Group and are members of the two key leadership teams supporting the board of Mitie Group plc. The senior leadership teams form part of the Group's internal governance structure and are to whom authority for carrying out decisions and actions to affect the overall Group strategy are delegated.
- The Group's purpose and values are communicated widely throughout the Group and through various engagement and feedback methods the Directors can assess alignment of the purpose and values with culture. How the Group assesses and monitors culture is set out on pages 99-102 of the Mitie Group plc annual report and accounts 2023.
- The Group operates a groupwide independent whistleblowing service to enable employees, suppliers and third parties to report any concerns or wrongdoing anonymously without any fear of retaliation.
- Directors' interests are declared and recorded in the minutes of the meetings of the Company.

Composition, succession and evaluation

- As described above, the directors of the Company are senior managers in the Group and are determined to have an appropriate combination of skills, experience and knowledge to carry out the purpose of the Company. One Director has recent and relevant financial experience.

Audit, risk and internal control

- The Group has an internal audit function that is responsible for providing assurance that the risk management, governance and internal controls processes within the Group are adequate and operating effectively. The function targets its work at areas of the business where risk management and internal controls are suspected of requiring improvement.
- A core set of business policies are available to all employees via the Group's Intranet setting out management expectations to enable effective risk management.
- The annual accounts are prepared and reviewed by the Finance teams and appropriate representations are gathered before being presented to the Directors for signature.
- See pages 73-82 of the Strategic report in the Mitie Group plc annual report and accounts 2023 for details on the principal risks and uncertainties of the Group.

Remuneration

- The Group's annual employee appraisal process (Mi-Review) incorporates the expected behaviours that support its values and allows for the allocation of pay reviews related directly to individual performance.
- The Group operates a discretionary annual bonus plan that allows eligible employees to share in the profits achieved by the Group at the end of the year. The bonus is dependent on individual performance (as noted above) and how the Group performs against financial measures and targets set at the beginning of the financial year.

Directors' report (continued)

Dividends

There were no dividends during the year (2022: £nil).

Employees

The Company recognises the importance of good communications and employee relationships. The Group communicates with employees via multiple channels, including: regular employee engagement surveys, periodic pulse surveys and feedback on actions taken; communications platforms including Minet, MitiePeople.com, and social media; Group-level board and management engagement including Townhall meetings and local site visits, and Voice of the People sessions led by a Group non-executive director; global company updates; promotion of improved share incentive plan through different communication channels, including Recap, Download and Minet; annual individual performance reviews and training; confidential whistleblowing service; and direct access to the Group's Chief Executive Officer.

The Company remains committed to developing a culture that encourages the inclusion and diversity of all of the Company's employees through respecting and appreciating their differences and promoting the continuous development of employees through skills enhancement and training programmes.

The Company's employment policies are designed to attract, retain, train and motivate the very best people, recognising that this can be achieved only through offering equal opportunities regardless of gender, race, religion, age, disability, sexual orientation or any other aspect of diversity. Applications from disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. It is the policy of the Company that the training, career development and promotion of disabled persons (including those who become disabled whilst employees of the Company) should, as far as reasonably possible, be identical to that of other employees.

Further information on employees has been provided in the Section 172 statement in the Strategic report.

Overseas branches

The Company has branches in the Isle of Man.

Other information

An indication of likely future developments in the business, discussion of financial risk management, and particulars of significant events which have occurred since the end of the financial year have been included in the Strategic report.

Disclosure of information to auditor

Each Director in office at the date of approval of these financial statements confirms that:

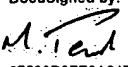
- so far as the Director is aware, there is no relevant audit information of which the Company's auditor is unaware; and
- the Director has taken all the steps that ought to have been taken as a director to be aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with Section 418 of the Companies Act 2006.

Auditor

Pursuant to Section 487 of the Companies Act 2006, BDO LLP have been appointed as the auditor.

Approved by the Board and signed on its behalf by:

DocuSigned by:

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M R Peacock
Director
26 July 2023

Statement of Directors' responsibilities in respect of the Annual report and financial statements

The Directors are responsible for preparing the Annual report and 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 they have elected to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 101 *Reduced Disclosure Framework*.

Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company 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 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company 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 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 for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent auditor's report to the members of Mitie Limited

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 March 2023 and of its 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.

We have audited the financial statements of Mitie Limited (the "Company") for the year ended 31 March 2023 which comprise the Income statement, the Statement of comprehensive income, the Balance sheet, the Statement of changes in equity, and the 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 FRS 101 *Reduced Disclosure Framework* (United Kingdom Generally Accepted Accounting Practice).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remain independent of the 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.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Annual report and financial statements 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. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Other Companies Act 2006 reporting

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

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

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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.

Independent auditor's report to the members of Mitie Limited (continued)

Responsibilities of Directors

As explained more fully in the Statement of Directors' responsibilities in respect of the Annual report and financial statements, 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 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 Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- We gained an understanding of the legal and regulatory framework applicable to the entity and the industry in which it operates, through discussion with management and our knowledge of the industry. We focussed on significant laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006, FRS 101 *Reduced Disclosure Framework* (United Kingdom Generally Accepted Accounting Practice), Health and Safety, the Bribery Act 2010 and tax legislations.
- We considered compliance with these laws and regulations through discussions with management and in-house legal counsel. Our procedures also included reviewing minutes from board meetings of those charged with governance to identify any instances of non-compliance with laws and regulations.
- We assessed the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur. In addressing the risk of fraud including management override of controls and improper revenue recognition, we tested the appropriateness of journal entries made throughout the year by applying specific criteria.
- We performed detailed testing of the entity's year end adjusting entries and journals throughout the year, investigated any that appeared unusual as to nature or amount; assessed whether the judgements made in accounting estimates were indicative of a potential bias and tested the application of cut-off and revenue recognition.
- We identified areas at risk of management bias and challenged key estimates and judgements applied by Management in the financial statements to assess their appropriateness.
- We remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

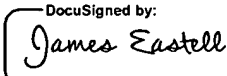
Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Independent auditor's report to the members of Mitie Limited (continued)

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.

DocuSigned by:

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James Eastell (Senior Statutory Auditor)
for and on behalf of BDO LLP, Statutory Auditor
Bristol

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

27 July 2023

Income statement

	<i>Note</i>	2023 £000	2022 £000
Revenue	2	772,507	883,074
Cost of sales		(759,173)	(873,113)
Gross profit		13,334	9,961
Administrative expenses		(14,245)	(11,502)
Other operating income	3	-	115
Other items	3	(3,305)	6,294
Operating (loss)/profit	3	(4,216)	4,868
Dividends from shares in Group undertakings		1,626	7,700
Finance income	7	4,747	4,585
Finance costs	8	(839)	(725)
Net finance income		3,908	3,860
Profit before tax		1,318	16,428
Tax	9	966	4,642
Profit for the year		2,284	21,070

The notes on pages 22 to 51 form an integral part of the financial statements.

The results for the year are wholly attributable to the continuing operations of the Company.

Statement of comprehensive income

	<i>Note</i>	2023 £000	2022 £000
Profit for the year		2,284	21,070
Items that will not be reclassified to profit or loss in subsequent years			
Remeasurement of net defined benefit pension schemes	19	-	-
Tax on items that will not be reclassified to profit or loss	9,17	(5)	-
Other comprehensive expense for the year		(5)	-
Total comprehensive income for the year		2,279	21,070

The notes on pages 22 to 51 form an integral part of the financial statements.

Balance sheet

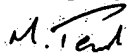
	<i>Note</i>	2023 £000	2022 £000
Non-current assets			
Goodwill	10	1,312	1,312
Other intangible assets	11	490	893
Property, plant and equipment	12	11,164	15,315
Investment in subsidiaries	13	255,439	345,641
Other receivables	14	-	452
Deferred tax assets	17	14,970	14,560
Total non-current assets		283,375	378,173
Current assets			
Inventories		167	451
Trade and other receivables	14	354,906	257,087
Current tax receivable		1,673	3,724
Cash and cash equivalents		1,498	5,268
Total current assets		358,244	266,530
Current liabilities			
Trade and other payables	16	(177,567)	(189,790)
Deferred income	21	(13,013)	(17,331)
Lease liabilities	20	(1,284)	(1,138)
Provisions	18	(171)	(458)
Total current liabilities		(192,035)	(208,717)
Net current assets		166,209	57,813
Non-current liabilities			
Deferred income	21	(1,474)	(1)
Lease liabilities	20	(8,623)	(13,081)
Provisions	18	(1,623)	(2,067)
Total non-current liabilities		(11,720)	(15,149)
Net assets		437,864	420,837

Balance sheet (continued)

	<i>Note</i>	2023 £000	2022 £000
Equity			
Share capital	22	38,750	38,750
Share premium	22	286,513	286,513
Retained earnings	22	112,601	95,574
Total equity		437,864	420,837

The notes on pages 22 to 51 form an integral part of the financial statements.

The financial statements of Mitie Limited, company number 02938041, were approved by the Board of Directors and authorised for issue on 26 July 2023 and were signed on its behalf by:

DocuSigned by:

 67580D9FE8A6479...

M R Peacock
Director

Statement of changes in equity

	Share capital £000	Share premium £000	Retained earnings £000	Total equity £000
At 1 April 2021	38,750	286,513	72,727	397,990
Profit for the year	-	-	21,070	21,070
Total comprehensive income	-	-	21,070	21,070
Share-based payments	-	-	1,619	1,619
Tax	-	-	158	158
Total transactions with owners	-	-	1,777	1,777
At 31 March 2022	38,750	286,513	95,574	420,837
Profit for the year	-	-	2,284	2,284
Other comprehensive expense	-	-	(5)	(5)
Total comprehensive income	-	-	2,279	2,279
Dividends receivable	-	-	12,683	12,683
Share-based payments	-	-	1,042	1,042
Tax	-	-	1,023	1,023
Total transactions with owners	-	-	14,748	14,748
At 31 March 2023	38,750	286,513	112,601	437,864

The notes on pages 22 to 51 form an integral part of the financial statements.

Notes to the financial statements

1 Accounting policies, judgements and estimates

a) General information

Mitie Limited (the "Company") is a private company limited by shares and is incorporated and domiciled in the United Kingdom. Details of the Company's activities are set out in the Strategic report. The Company's financial statements are presented in pounds sterling, which is the Company's functional and presentational currency. All amounts have been rounded to the nearest thousand pounds, unless otherwise indicated.

The Company is exempt, by virtue of Section 400 of the Companies Act 2006 from the requirement to prepare group financial statements. These financial statements present information about the Company as an individual undertaking and not about its group. The Company's ultimate parent undertaking, Mitie Group plc, includes the Company in its consolidated financial statements. The consolidated financial statements of Mitie Group plc have been prepared in accordance with UK-adopted International Accounting Standards. They are available to the public and may be obtained from www.mitie.com.

b) Statement of compliance with FRS 101

These financial statements were prepared in accordance with FRS 101 *Reduced Disclosure Framework* ("FRS 101").

In preparing these financial statements, the Company applies the recognition, measurement and disclosure requirements of UK-adopted International Accounting Standards, but makes amendments where necessary in order to comply with the Companies Act 2006 and to take advantage of FRS 101 disclosure exemptions.

c) Basis of preparation

Going concern

The financial statements have been prepared on a going concern basis. The Company participates in the centralised treasury arrangements and shared banking arrangements of Mitie Group plc, its ultimate parent, and of its fellow subsidiaries (together the "Group"). The Directors have received a letter of support from the directors of Mitie Group plc to confirm the provision of adequate financial resources to the Company for a period of not less than twelve months from the date of approval of the Company's statutory financial statements for the year ended 31 March 2023 to ensure that the Company can meet its liabilities as they fall due.

The directors of Mitie Group plc have carried out an assessment of the Group's ability to continue as a going concern for the period of at least 12 months from the date of approval of these financial statements (the "Going Concern Assessment Period"). This assessment was based on the latest medium-term cash forecasts from the Group's cash flow model (the "Base Case Forecasts"), which is based on the Group's board-approved budget. These Base Case Forecasts indicate that the debt facilities currently in place are adequate to support the Group over the Going Concern Assessment Period.

The Group's principal debt financing arrangements as at 31 March 2023 were a £150.0m revolving credit facility, of which £8.4m was drawn as at 31 March 2023, and £150.0m of US private placement ("USPP") notes. These financing arrangements are subject to certain financial covenants which are tested every six months on a rolling 12-month basis.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Of the USPP notes, £120.0m were issued in December 2022 under a delayed funding agreement to avoid any overlap with the £121.5m (being the repayment amount after taking account of the cross-currency swaps hedging the principal amount) of notes that matured in the same month. The new notes are split equally between 8, 10 and 12 year maturities, and were issued with an average coupon of 2.94% that is significantly below the coupon of the maturing notes. The remaining £30.0m of USPP notes are due to mature in December 2024, which the Base Case Forecasts assume will not be replaced.

The Group currently operates within the terms of its agreements with its lenders, with consolidated net cash (i.e. net cash adjusted for covenant purposes, including the exclusion of lease liabilities) of £83.5m at 31 March 2023. The Base Case Forecasts indicate that the Group will continue to operate within these terms and that the headroom provided by the Group's debt facilities currently in place is adequate to support the Group over the Going Concern Assessment Period.

The directors of Mitie Group plc have also completed a reverse stress test using the Group cash flow model to assess the point at which the financial covenants, or facility headroom, would be breached. The sensitivities considered have been chosen after considering the Group's principal risks and uncertainties.

The primary financial risks related to adverse changes in the economic environment and/or a deterioration in commercial or operational conditions are listed below. These risks have been considered in the context of any further UK budgetary changes, political uncertainty and the continued impact of the Russian invasion of Ukraine as well as an inflationary and potential recessionary economic environment:

- a downturn in revenues—this reflects the risks of not being able to deliver services to existing customers, or contracts being terminated or not renewed;
- a deterioration of gross margin—this reflects the risks of contracts being renegotiated at lower margins, or planned cost savings not being delivered;
- an increase in costs—this reflects the risks of a shortfall in planned overhead cost savings, including the margin enhancement initiatives not being delivered, or other cost increases such as sustained higher cost inflation; and
- a downturn in cash generation—this reflects the risks of customers delaying payments due to liquidity constraints, the removal of ancillary debt facilities or any substantial one-off settlements related to commercial issues.

As a result of completing this assessment, the directors of Mitie Group plc concluded that the likelihood of the reverse stress scenarios arising was remote. In reaching the conclusion of remote, the directors of Mitie Group plc considered the following:

- all stress test scenarios would require a very severe deterioration compared to the Base Case Forecasts. Revenue is considered to be the key risk, as this is less within the control of management. Revenue would need to decline by approximately 38% in the year ending 31 March 2024, compared to the Base Case Forecasts, which is considered to be very severe given the high proportion of the Group's revenue that is fixed in nature and the fact that even in a COVID-hit year, the Group's revenue excluding Interserve declined by only 1.6%; and
- in the event that the Group's results started to trend significantly below those included in the Base Case Forecasts, additional mitigation actions have been identified that would be implemented, which are not factored into the stress test scenarios. These include the short-term scaling down of capital expenditure, overhead efficiency/reduction measures including cancellation of discretionary bonuses and reduced discretionary spend, asset disposals and reductions in cash distributions and share buybacks.

Based on these assessments, the directors of Mitie Group plc have a reasonable expectation that the Group has adequate resources to continue in operational existence for a period of no less than 12 months from the date of approval of these financial statements. In addition, the directors of Mitie Group plc have concluded that the likelihood of the reverse stress scenarios arising is remote and therefore no material uncertainty exists.

Based on this assessment, and their enquiries of the directors of Mitie Group plc, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for a period of no less than 12 months from the date of approval of the Company's financial statements for the year ended 31 March 2023. Accordingly, the financial statements have been prepared on a going concern basis.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

FRS 101 exemptions

In these financial statements, the Company has applied the exemptions available under FRS 101 in respect of the following disclosures:

- a cash flow statement and related notes;
- comparative period reconciliations for intangible assets, property, plant and equipment, and share capital;
- the statement of compliance with UK-adopted International Accounting Standards;
- certain disclosures required by IFRS 15 *Revenue from Contracts with Customers* ("IFRS 15");
- disclosures in respect of capital management;
- the effects of new but not yet effective UK-adopted International Accounting Standards;
- disclosures in respect of the compensation of Key Management Personnel; and
- disclosures in respect of related party transactions entered into between two or more members of a group, provided that any subsidiary which is a party to the transaction is wholly owned by such a member.

As the consolidated financial statements of Mitie Group plc include the equivalent disclosures, the Company has also taken the exemptions under FRS 101 available in respect of the following disclosures:

- IFRS 2 *Share-based Payment* in respect of Group settled share-based payments;
- certain disclosures required by IFRS 13 *Fair Value Measurement* and the disclosures required by IFRS 7 *Financial Instruments: Disclosures*.

Accounting standards that are newly effective in the current year

The following amendments became effective during the year ended 31 March 2023.

Amendment to IAS 37 Onerous Contracts – Cost of Fulfilling a Contract

The Company adopted the amendment to IAS 37 *Onerous Contracts – Cost of Fulfilling a Contract* on 1 April 2022. The amendment clarifies that costs to fulfil a contract comprises both incremental costs of fulfilling a contract (for example, direct labour and materials) and an allocation of other direct costs that relate to fulfilling contracts. Although this has resulted in a change in accounting policy for performing an onerous contracts assessment, the amendment has not had an impact on the financial statements.

Amendments to IAS 16 Property, Plant and Equipment – Proceeds before Intended Use

In May 2020 the IASB published amendments to IAS 16 *Property, Plant and Equipment* which requires amounts received from selling items produced while the company is preparing the asset for its intended use to be recognised in profit or loss, and not as an adjustment to the cost of the asset as was previously the case. The Company has not recognised any such amounts within property, plant and equipment and thus the amendment has not had an impact on the financial statements.

Amendments to IFRS 3 Business Combinations – Reference to the Conceptual Framework

The amendments replace a reference to a previous version of the IASB's Conceptual Framework with a reference to the current version issued in March 2018 without significantly changing its requirements. The amendments add an exception to the recognition principle of IFRS 3 *Business Combinations* to avoid the issue of potential 'day 2' gains or losses arising for liabilities and contingent liabilities that would be within the scope of IAS 37 *Provisions, Contingent Liabilities and Contingent Assets* or IFRIC 21 *Levies*, if incurred separately. This amendment has not had an impact on the financial statements.

Measurement convention

The financial statements are prepared on the historical cost basis.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Other items

In the financial statements, the Company has elected to provide some further disclosures and performance measures, reported as 'Other items', in order to present its financial results in a way that demonstrates the performance of continuing operations.

Other items are items of financial performance which management believes should be separately identified on the face of the income statement to assist in understanding the underlying financial performance achieved by the Company. The Company separately reports items such as gain or loss on disposals of investments in subsidiaries, cost of restructuring programmes and other exceptional items as Other items. Should these items be reversed, disclosure of this would also be as Other items.

Separate presentation of these items is intended to enhance understanding of the financial performance of the Company in the period and the extent to which results are influenced by material unusual and/or non-recurring items. Further detail of Other items is set out in Note 3.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

d) Significant accounting policies

The accounting policies set out below have, unless otherwise stated, been applied consistently to all periods presented in these financial statements.

Revenue recognition

The Company operates contracts with a varying degree of complexity across its service lines, so a range of methods is used for the recognition of revenue based on the principles set out in IFRS 15. Revenue represents income recognised in respect of services provided during the year based on the delivery of performance obligations and an assessment of when control is transferred to the customer.

IFRS 15 provides a single, principles based five-step model to be applied to all sales contracts as outlined below. It is based on the transfer of control of goods and services to customers and replaces the separate models for goods, services and construction contracts.

Step 1 - Identify the contract(s) with a customer

For all contracts with customers, the Company determines if the arrangement creates enforceable rights and obligations. This assessment results in certain Framework arrangements or Master Service Agreements ("MSAs") not meeting the definition of contracts under IFRS 15 unless they specify the minimum quantities to be ordered. Usually the work order and any change orders together with the Framework or MSA will constitute the IFRS 15 contract.

Duration of contract

The Company frequently enters into contracts with customers which contain extension periods at the end of the initial term, automatic annual renewals, and/or termination for convenience and break clauses that could impact the actual duration of the contract. Judgement is applied to assess the impact that such clauses have in determining the relevant contract term. The term of the contract affects the period over which amortisation of contract assets and revenue from performance obligations is recognised. In forming this judgement, management considers certain influencing factors including the amount of discount provided, the presence of significant termination penalties in the contract, and the relationship, experience and performance of contract delivery with the customer and/or the wider industry, in understanding the likelihood of extension or termination of the contract.

Contract modifications

Where the Company's contracts are amended for changes to customer requirements, such as change orders and variations, a contract modification takes place when the amendment creates new enforceable rights and obligations or changes the existing price or scope (or both) of the contract, and the modification has been approved. Contract modifications can be approved in writing, by oral agreement, or implied by customary business practices.

If the parties to the contract have not approved a contract modification, revenue is recognised in accordance with the existing contractual terms. If a change in scope has been approved but the corresponding change in price is still being negotiated, change to the total transaction price is estimated.

Contract modifications, including contract renewals, are accounted for as a separate contract if the contract scope changes due to the addition of distinct goods or services and the change in contract price reflects the standalone selling price of the distinct goods or services. If the price of additional distinct goods or services is not commensurate with the stand-alone selling prices for those goods or services, then this is considered a termination of the original contract and the creation of a new contract which is accounted for prospectively from the date of modification. Where new goods or services are not distinct from those in the original contract, then these are considered to form part of the original contract with any update to pricing recognised as a cumulative catch up to revenue. The facts and circumstances of any modification are considered in isolation as these are specific to each contract and may result in different accounting outcomes.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Step 2 - Identify the performance obligations in the contract

Performance obligations are the contractual promises by the Company to transfer distinct goods or services to a customer. For arrangements with multiple components to be delivered to customers, judgement is applied to consider whether those promised goods or services are:

- distinct and accounted for as separate performance obligations;
- combined with other promised goods or services until a bundle is identified that is distinct; or
- part of a series of distinct goods or services that are substantially the same and have the same pattern of transfer over time i.e. where the customer is deemed to have simultaneously received and consumed the benefits of the goods or services over the life of the contract, the Company treats the series as a single performance obligation.

Step 3 - Determine the transaction price

At contract inception, the total transaction price is determined, being the amount to which management expects the Company to be entitled and has rights under the contract. This includes the fixed price stated in the contract and an assessment of any variable consideration. Variability in revenue can arise from a number of factors, including discounts, rebates or service penalties. Variable consideration is typically estimated based on the expected value method and is only recognised to the extent it is highly probable that a subsequent change in its estimate would not result in a significant revenue reversal.

Certain contracts incorporate indexation related adjustments to consideration, whereby pricing is adjusted based on an external metric (such as CPI or RPI). Variable consideration related to indexation adjustments are only recognised once these are confirmed.

Step 4 - Allocate the transaction price to the performance obligations in the contract

The Company allocates the total transaction price to the identified performance obligations based on their relative stand-alone selling prices. This is predominantly based on an observable price or a cost plus margin arrangement. It is necessary to estimate the stand-alone selling price when the Company does not sell equivalent goods or services in similar circumstances on a stand-alone basis. When estimating the stand-alone selling price, the Company maximises the use of external inputs by observing the stand-alone selling prices for similar goods and services using an industry recognised price list or cost indices in applying a cost-plus reasonable margin approach.

Step 5 - Recognise revenue when or as the entity satisfies its performance obligations

For each performance obligation, management determines if revenue will be recognised over time or at a point in time. Where revenue is recognised over time, the Company applies the relevant output or input revenue recognition method for measuring progress that depicts the Company's performance in transferring control of the goods or services to the customer.

Certain long-term contracts use output methods based upon surveys of performance completed, appraisals of results achieved, or milestones reached which allow the Company to recognise revenue on the basis of direct measurements of the value to the customer of the goods or services transferred to date relative to the remaining goods or services under the contract.

Under the input method, measured progress and revenue are recognised in direct proportion to costs incurred where the transfer of control is most closely aligned to the Company's efforts in delivering the service.

Where deemed appropriate, the Company will utilise the practical expedient within IFRS 15, allowing revenue to be recognised at the amount which the Company has the right to invoice, where that amount corresponds directly with the value to the customer of the Company's performance obligations completed to date.

If performance obligations do not meet the criteria to recognise revenue over time, revenue is recognised at the point in time when control of the goods or services passes to the customer. This may be at the point of physical delivery of goods and acceptance by a customer or when the customer obtains control of an asset or service in a contract with customer-specified acceptance criteria. Sales of goods are recognised when goods are delivered and control has passed to the customer.

Repeat service-based contracts (single and bundled contracts)

The Company operates a number of single or joint-service line arrangements where repeat services meet the definition of a series of distinct services that are substantially the same. They have the same pattern of transfer of value to the customer as the series constitutes core services provided in distinct time increments (e.g. monthly or quarterly). The Company therefore treats the series of such services as one performance obligation.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Long-term complex contracts

The Company has a number of long-term complex contracts which are predominantly integrated facilities management arrangements. Typically, these contracts involve the provision of multiple service lines, with a single management team providing an integrated service. Such contracts tend to be transformational in nature where the business works with the customer to identify and implement cost saving initiatives across the life of the contract.

Management considers the majority of services provided within integrated facilities management contracts meet the definition of a series of distinct goods or services that are substantially the same and have the same pattern of transfer over time. The series constitutes services provided in distinct time increments (e.g. monthly or quarterly) and therefore the Company treats the series of such services as one performance obligation.

The Company also delivers major project-based services under long-term complex contracts that include performance obligations under which revenue is recognised over time as value from the service is transferred to the customer. This may be where the Company has a legally enforceable right to remuneration for the work completed to date, and therefore revenue will be recognised in line with the associated transfer of control.

Government grants

Government grants are recognised where there is reasonable assurance that the grant will be received and all conditions attaching to the grant will be complied with. Government grants that compensate the Company for expenses incurred are recognised in the income statement over the periods necessary to match the grant with the related costs. Where the expenses incurred are recognised in cost of sales, the associated Government grants are recognised as Other income. Where the expenses incurred are recognised in administrative expenses, the Government grants are recognised as Other operating income. Any repayment of grants is charged to the income statement to reverse the associated amounts recognised, at the point when management has taken the decision to repay the amount to the Government and the intention to repay has been communicated to the Government.

Finance income

Finance income is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount.

Contract costs

The Company incurs pre-contract expenses (e.g. legal costs) when it is expected to enter into a new contract. The incremental costs to obtain a contract with a customer are recognised within contract assets if it is expected that those costs will be recoverable. Costs to obtain a contract that would have been incurred regardless of whether the contract was obtained are recognised as an expense in the year.

Contract fulfilment costs

Costs incurred to ensure that the project or programme has appropriate organisational, operational and technical infrastructures, and mechanisms in place to enable the delivery of full services under the contract target operating model, are defined as contract fulfilment costs. Only costs which meet all three of the criteria below are included within contract assets on the balance sheet:

- the costs directly relate to the contract (e.g. direct labour, materials, sub-contractors);
- the Company is building an asset that will subsequently be used to deliver contract outcomes; and
- the costs are expected to be recoverable i.e. the contract is expected to be profitable after amortising the capitalised costs.

Contract fulfilment costs covered within the scope of another accounting standard, such as inventories, intangible assets, or property, plant and equipment are not capitalised as contract fulfilment assets but are treated in accordance with the relevant standard.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Amortisation and impairment of contract assets

The Company amortises contract assets (pre-contract costs and contract fulfilment costs) on a systematic basis that is consistent with the entity's transfer of the related goods or services to the customer. The expense is recognised in the income statement in the year.

A capitalised pre-contract cost or contract fulfilment cost is derecognised either when it is disposed of or when no further economic benefits are expected to flow from its use.

Management is required to determine the recoverability of contract related assets at each reporting date. An impairment exists if the carrying amount of any asset exceeds the amount of consideration the entity expects to receive in exchange for providing the associated goods and services, less the remaining costs that relate directly to providing those goods and services under the relevant contract. In determining the estimated amount of consideration, management uses the same principles as it does to determine the contract transaction price. An impairment is recognised immediately where such losses are forecast.

Accrued income and deferred income

The Company's customer contracts include a diverse range of payment schedules which are often agreed at the inception of long-term contracts under which it receives payments throughout the term of the arrangement. Payments for goods and services transferred at a point in time may be at the delivery date, in arrears or part payment in advance.

Where revenue recognised at the year end date is more than amounts invoiced, the Company recognises accrued income for the difference. Where revenue recognised at the year end date is less than amounts invoiced, the Company recognises deferred income for the difference.

Where price step-downs are required in a contract and output is not decreasing, revenue is deferred from initial periods to subsequent periods in order for revenue to be recognised on a consistent basis.

Providing the option for a customer to obtain extension periods or other services at a significant discount may lead to a separate performance obligation where a material right exists. Where this is the case, the Company allocates part of the transaction price from the original contract to deferred income which is then amortised over the discounted extension period or recognised immediately when the extension right expires.

Taxation

Tax in the income statement represents the sum of current tax and deferred tax.

Current tax is based on taxable profit or loss for the year. Taxable profit or loss differs from the accounting profit or loss as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. Current tax is calculated using tax rates that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are generally recognised for all taxable temporary differences and deferred tax assets are recognised to the extent that it is probable that taxable profits will be available against which deductible temporary differences can be utilised. Such assets and liabilities are not recognised if the temporary difference arises from goodwill or from the initial recognition (other than in a business combination) of other assets and liabilities in a transaction that affects neither the taxable profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each balance sheet date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered.

Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised, based upon tax rates and legislation that have been enacted or substantively enacted at the balance sheet date. Deferred tax is charged or credited in the income statement, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities, when they relate to income taxes levied by the same taxation authority and the Company intends to settle its current tax assets and liabilities on a net basis.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Finance costs

Finance costs consist of interest and other costs that are incurred in connection with the borrowing of funds. Finance costs are recognised in the income statement in the year in which they are incurred.

Goodwill

Goodwill is initially recognised as an asset at cost and is subsequently measured at cost less accumulated impairment losses. It is reviewed for impairment at least annually. Any impairment is recognised immediately in the income statement for the period and is not subsequently reversed.

Other intangible assets

Software and development expenditure is capitalised as an intangible asset if the asset created can be identified, if it is probable that the asset created will generate future economic benefits and if the development cost of the asset can be measured reliably.

Following initial recognition, the carrying amount of an intangible asset is its cost less any accumulated amortisation and any accumulated impairment losses. Intangible assets are reviewed for impairment annually, or more frequently when there is an indication that they may be impaired. Amortisation expense is charged to the income statement on a straight-line basis over its useful life.

Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and any impairment in value. Depreciation is charged so as to write off the cost less expected residual value of the assets over their estimated useful lives and is calculated on a straight-line basis as follows:

Plant and vehicles:	3-10 years
---------------------	------------

The Company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of any impairment loss.

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

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised as an expense immediately.

Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised as income immediately.

Investments in subsidiaries

Investments in subsidiaries are shown at cost less any provision for impairment. Investments in subsidiaries are reviewed on an ongoing basis for any indication of impairment and, if any such indication exists, the investment's recoverable amount is estimated. An impairment loss is recognised in the income statement whenever the carrying value of an asset exceeds its recoverable amount.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Financial instruments

Classification and measurement

Financial assets and financial liabilities are recognised on the Company's balance sheet when the Company becomes party to the contractual provisions of the instrument. The Company derecognises financial assets and liabilities only when the contractual rights and obligations are transferred, discharged or expire.

Financial assets comprise cash and cash equivalents, and trade and other receivables. The classification of financial assets is generally based on the business model in which a financial asset is managed and its contractual cash flow characteristics.

Cash and cash equivalents include cash in hand, demand deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value. Cash where access is constrained is classified as restricted cash. All of the Company's cash flows from customers are solely payments of principal and interest, and do not contain a significant financing component. Financial assets generated from all of the Company's revenue streams are therefore initially measured at their transaction price and are subsequently remeasured at amortised cost.

Financial liabilities comprise trade and other payables, and financing liabilities. These are measured at initial recognition at fair value and subsequently at amortised cost. Finance charges are accounted for on an accruals basis in the income statement.

Equity instruments issued by the Company are recorded at the proceeds received, net of direct issue costs.

Invoice discounting

The Company used a non-recourse customer invoice discounting facility ("CID") under which certain trade receivable balances were sold to the Company's relationship banks. The arrangement with the banks was such that customers remit cash directly to the Company and the Company transfers the collected amounts to the banks. The trade receivables were sold without recourse to the Company, and therefore the trade receivable balance was derecognised from the Company's balance sheet at the point of sale to the bank. The facility was closed during the year ended 31 March 2023 and all amounts have been settled.

Impairment of financial assets

The Company recognises a loss allowance for expected credit losses ("ECLs") on all receivable balances from customers subsequently measured at amortised cost, using the simplified approach. Under this approach, the Company recognises a loss allowance based on lifetime ECLs at each reporting date. ECLs are calculated on the basis of historic credit loss experience, adjusted for forward-looking factors that incorporate macroeconomic conditions, for example changes in interest rates and inflation, and is applied to customers with common risk characteristics such as sector type.

Intra-group financial instruments

Where the Company enters into financial guarantee contracts, to guarantee the indebtedness of other companies within its group, the Company considers these to be insurance arrangements and accounts for them as such. In this respect, the Company treats the guarantee contract as a contingent liability until such time as it becomes probable that the Company will be required to make a payment under the guarantee.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Provisions and contingent liabilities

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Where management expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the income statement net of any reimbursement.

If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability. Where discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

No provisions are recognised and only a disclosure in the financial statements is made for contingent liabilities. Contingent liabilities are possible obligations dependent on whether some uncertain future event occurs, or where a present obligation exists but payment is not probable, or the amount of payment cannot be measured reliably.

Leases

The Company has various lease arrangements. At inception of a lease contract, the Company assesses whether the contract conveys the right to control the use of an identified asset for a certain period of time and whether it obtains substantially all the economic benefits from the use of that asset, in exchange for consideration. The Company recognises a lease liability and a corresponding right-of-use asset with respect to all lease arrangements in which it is a lessee, except low-value leases and short-term leases of 12 months or less, costs for which are recognised as an operating expense within the income statement as they are incurred.

A right-of-use asset is capitalised on the balance sheet at cost which comprises the present value of future lease payments determined at the inception of the lease adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred in addition to an estimate of costs to remove or restore the underlying asset. Where a lease incentive is receivable, the amount is offset against the right-of-use asset at inception. Right-of-use assets are depreciated using the straight-line method over the shorter of the estimated life of the asset or the lease term and are reviewed for impairment to account for any loss when events or changes in circumstances indicate the carrying value may not be fully recoverable.

The lease liability is initially measured at amortised cost using the effective interest method to calculate the present value of future lease payments and is subsequently increased by the associated interest cost and decreased by lease payments made. The effective interest rate is based on the rate implicit in the lease or, where not available, estimates of relevant incremental borrowing costs. Lease payments made are apportioned between an interest charge and a capital repayment amount. Lease payments comprise fixed lease rental payments only, with the exception of property leases for which the associated fixed service charge is also included. Lease liabilities are classified between current and non-current on the balance sheet.

The lease term comprises the non-cancellable period in addition to the determination of the enforceable period which is covered by an option to extend the lease, where it is reasonably certain that the option will be exercised, and the period covered by the option to terminate the lease to a point in time where no more than an 'insignificant penalty' is incurred. The Company assesses an insignificant penalty with reference to the wider economics of the lease including any investment in non-transferable leasehold improvements which may result in an impairment charge should the lease be terminated.

A modification to a lease which changes the lease payment amount (e.g. due to a renegotiation or market rent review) or amends the term of the lease, results in a reassessment of the lease liability with a corresponding adjustment to the right-of-use asset.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Retirement benefit costs

The Company operates a number of defined contribution retirement benefit schemes for all qualifying employees. Payments to the defined contribution and stakeholder pension schemes are charged as an expense as the related service is provided.

In addition, the Company participates in defined benefit schemes. The Company accounts for its legal and constructive obligations over the period of its participation which is for a fixed period only.

For the defined benefit pension schemes, the cost of providing benefits is determined using the projected unit credit method, with actuarial valuations being carried out at each balance sheet date by qualified actuaries. Actuarial gains and losses on obligations, the return on scheme assets (excluding interest) and the effect of the asset ceiling (if applicable, excluding interest) are recognised in the statement of comprehensive income in the period in which they occur.

Defined benefit pension costs (including curtailments) are recognised in the income statement, in administrative expenses, whilst the net interest cost is recognised in finance costs. The retirement benefit obligation recognised in the balance sheet represents the present value of the defined benefit obligation, as reduced by the fair value of scheme assets. Any asset resulting from this calculation is limited to the present value of available refunds and reductions in future contributions to the plan.

The Company's net obligation in respect of defined benefit schemes is calculated separately for each scheme by estimating the amount of future benefit that employees have earned in the current and prior periods, discounting that amount using market yield on a high-quality corporate bond and deducting the fair value of any scheme assets. When the calculation results in a potential asset for the Company, the recognised asset is limited to the present value of economic benefits available in the form of any future refunds from the plan, where the Company has the unconditional right to the surplus, or reductions in future contributions to the plan. Any asset recognised is net of tax as the associated tax is not considered to be an income tax.

Share-based payments

The Company participates in a number of Group executive and employee share option schemes. Equity-settled share-based payments to employees are measured at the fair value of the equity instruments at the grant date. The fair value excludes the effect of non-market based vesting conditions. For grants of share options and awards, the fair value as at the date of grant is calculated using the Black-Scholes model or the share price at grant date, and the corresponding expense is recognised on a straight-line basis over the vesting period based on the Company's estimate of shares that will eventually vest. Further details of the Group's share option schemes are contained in the Mitie Group plc annual report and accounts.

Dividends

Dividends are recognised in the financial statements in the year in which the shareholder's right to receive payment of the dividend becomes unconditional.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

e) Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements under FRS 101 requires management to make judgements, estimates and assumptions that affect amounts recognised for assets and liabilities at the reporting date and the amounts of revenue and expenses incurred during the reporting period. Actual results may differ from these judgements, estimates and assumptions.

Critical judgements in applying the Company's accounting policies

The following are the critical judgements, made by management in the process of applying the Company's accounting policies, that have the most significant effect on the amounts recognised in the Company's financial statements.

Revenue recognition

The Company's revenue recognition policies, which are set out under Revenue recognition in Note 1d, are central to how the Company measures the work it has performed in each financial year.

Due to the size and complexity of the Company's contracts, management is required to form a number of key judgements in the determination of the amount of revenue and profits to record, and related balance sheet items such as contract assets, accrued income and deferred income to recognise. This includes an assessment of the costs the Company incurs to deliver the contractual commitments and whether such costs should be expensed as incurred or capitalised. These judgements are inherently subjective and may cover future events such as the achievement of contractual performance targets and planned cost savings or discounts.

Some of the Company's contracts include variable consideration where management assesses the extent to which revenue is recognised. For certain contracts, key judgements were made on whether it is considered highly probable that a significant reversal of revenue will not occur when the associated uncertainty with the variable consideration is subsequently resolved.

Other items

'Other items' are items of financial performance which management believes should be separately identified on the face of the income statement to assist in understanding the underlying financial performance achieved by the Company. Determining whether an item should be classified within Other items requires judgement as to whether an item is or is not part of the underlying performance of the Company. An analysis of the amounts included in Other items is detailed in Note 3.

Recoverability of trade receivables and accrued income

The Company has material amounts of billed and unbilled work outstanding at 31 March 2023. Receivables are recognised initially at cost (being the same as fair value) and subsequently at amortised cost less any allowance for impairment, to ensure that amounts recognised represent the recoverable amount. The Company recognises a loss allowance for ECLs on all receivable balances from customers using a lifetime credit loss approach and includes specific allowance for impairment where there is evidence that the Company will not be able to collect amounts due from customers, subsequent to initial recognition. Management applies judgement on specific allowances for impairment based on the information available at each reporting date which includes information about past events, current conditions and forecasts of the future economic condition of customers.

IFRS 16 – Determining the lease term of contracts with renewal and termination options

The Company determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any period covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Company has several lease contracts that include extension and termination options. Management applies judgement in evaluating whether it is reasonably certain whether or not to exercise the option to renew or terminate the lease. That is, it considers all relevant factors that create an economic incentive for the Company to exercise either the renewal or termination option. After the commencement date, the Company reassesses the lease term if there is a significant event or change in circumstances that is within its control and affects its ability to exercise or not to exercise the option to renew or to terminate the lease.

Notes to the financial statements (continued)

1 Accounting policies, judgements and estimates (continued)

Key sources of estimation uncertainty

The key assumptions concerning the future, and other key sources of estimation uncertainty at the balance sheet date, that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Provisions and contingent liabilities

The Company is, from time to time, party to legal proceedings and claims that are in the ordinary course of business. Judgements are required in order to assess whether these legal proceedings and claims are probable, and the liability can be reasonably estimated, resulting in a provision or, alternatively, whether the items meet the definition of contingent liabilities.

Provisions are liabilities of uncertain timing or amount and therefore in making a reliable estimate of the quantum and timing of liabilities, judgement is applied and re-evaluated at each reporting date. The Company recognised provisions at 31 March 2023 of £1,794,000 (2022: £2,525,000). Further details are included in Note 18.

Investments

The Company has investments in subsidiaries of £255,439,000 (2022: £345,641,000) at the balance sheet date (see Note 13). Determining whether an investment is impaired requires an estimation of its recoverable amount. The recoverable amount involves an estimation of the future cash flows and the selection of appropriate discount rates to use in order to calculate the present values.

Measurement of defined benefit pension obligations

The net pension balance as at 31 March 2023 was £nil (2022: £nil), which includes a retirement benefit asset of £765,000 (2022: £1,005,000). The measurement of defined benefit obligations requires judgement. It is dependent on material key assumptions including discount rates, life expectancy rates and future contribution rates. See Note 19 for further details and a sensitivity analysis for the key assumptions.

Deferred tax assets

The Company has recognised deferred tax assets of £14,970,000 (2022: £14,560,000), refer to Note 17. Management has assessed recovery of these assets with reference to the Group's medium-term forecasts. Recovery of these assets is subject to the generation of taxable profits by the Group in future years.

Notes to the financial statements (continued)

2 Revenue

The Company derives all of its revenue from the provision of services to customers based in the United Kingdom.

3 Operating (loss)/profit

Operating (loss)/profit is stated after charging/(crediting):

	2023 £000	2022 £000
Loss/(gain) on disposal of investments in subsidiaries	386	(12,007)
Restructuring costs	2,925	5,713
Contract provisions and commercial settlements	(6)	-
Other items	<u>3,305</u>	<u>(6,294)</u>
Amortisation of intangible assets (Note 11)	147	366
Depreciation of property, plant and equipment (Note 12 and Note 20)	3,715	1,548
Amortisation of contract assets (Note 15)	-	766
Other operating income	-	(115)

During the year ended 31 March 2023, the Company incurred additional costs of £386,000 in relation to the disposal of Mitie Business Services Limited. During the year ended 31 March 2022, a gain on disposal of £12,007,000 was generated from the disposal of Mitie Business Services Limited.

Restructuring costs were incurred to deliver various transformation projects. These costs include, but are not limited to, employee termination payments, costs of employees and contractors, legal costs and external vendors' costs.

For the year ended 31 March 2023, a net amount of £nil (2022: £115,000) was received, which represents UK Government grants received under the Coronavirus Job Retention Scheme relation to furloughed employees working directly for the Company.

4 Auditor's remuneration

The auditor's remuneration was borne by Mitie Group plc (2022: Mitie Group plc) and no allocation or recharge (2022: £nil) was made to the Company.

Fees paid to the Company's auditor and its associates in respect of services other than the statutory audit of the Company have not been disclosed as the information is required to be disclosed on a consolidated basis in the consolidated financial statements of the Company's ultimate parent, Mitie Group plc.

Notes to the financial statements (continued)**5 Staff numbers and costs**

In the current year an average of 51,160 (2022: 50,178) employees (including Directors) were employed by the Company, which includes 49,911 (2022: 48,931) employees who worked for other Group companies.

The average number of persons employed by the Company (including Directors) during the year, analysed by category, was as follows.

	Number of employees	
	2023	2022
Operations	959	820
Administration	290	427
	1,249	1,247
	1,249	1,247

The aggregate payroll costs for employees who worked for other Group companies have been recharged by the Company to the other Group companies. The aggregate payroll costs incurred by the Company, net of recharged amounts, were as follows.

	2023	2022 ¹
	£000	£000
Wages and salaries	35,881	40,818
Share-based payments	1,042	1,619
Social security costs	6,388	4,542
Pension costs	1,366	2,869
	44,677	49,848
	44,677	49,848

Note:

1. Certain balances for the year ended 31 March 2022 have been re-presented to be consistent with current year disclosures.

Notes to the financial statements (continued)**6 Directors' remuneration**

	2023	2022
	£000	£000
Directors' emoluments	1,093	1,536
Amounts receivable under long term incentive schemes	904	1,758
Company contributions to money purchase pension plans	87	81

In respect of the highest paid Director:

	2023	2022
	£000	£000
Emoluments and amounts receivable under long term incentive schemes	1,668	2,665
Company contributions to money purchase pension plans	71	49

Number of Directors

	2023	2022
Retirement benefits are accruing to the following number of Directors under:		
Money purchase schemes	2	2

7 Finance income

	2023	2022
	£000	£000
Interest receivable from Group undertakings	4,747	4,585
	4,747	4,585

Notes to the financial statements (continued)**8 Finance costs**

	2023 £000	2022 £000
Interest on bank loans and overdrafts	269	-
Interest on working capital facility	136	256
Interest on lease liabilities (Note 20)	400	411
Unwinding of discounts on provisions (Note 18)	34	58
	<u>839</u>	<u>725</u>

9 Tax

	2023 £000	2022 £000
<i>Analysis of (credit)/charge in the year</i>		
<i>UK corporation tax at 19% (2022: 19%)</i>		
Current tax on profit for the year	(1,419)	(2,147)
Adjustments in respect of prior periods	99	843
Total current tax credit	<u>(1,320)</u>	<u>(1,304)</u>
<i>Deferred tax (see Note 17)</i>		
Origination and reversal of temporary timing differences	(271)	112
Change in statutory tax rate	(70)	(3,524)
Adjustments in respect of prior periods	695	74
Total deferred tax charge/(credit)	<u>354</u>	<u>(3,338)</u>
Total credit for the year	<u>(966)</u>	<u>(4,642)</u>

Tax recognised directly in other comprehensive income and equity

Current tax	(254)	-
Deferred tax	(764)	(158)
	<u>(1,018)</u>	<u>(158)</u>

Notes to the financial statements (continued)**9 Tax (continued)*****Tax reconciliation***

	2023	2022
	£000	£000
Profit before tax	1,318	16,428
Tax using the UK corporation tax rate of 19% (2022: 19%)	250	3,121
Items not deductible/(taxable) for tax purposes	66	(43)
Non-taxable income from shares in Group undertakings	(309)	(1,463)
Adjustments in respect of employee share options	(679)	(1,234)
Capital allowances super deduction	-	(135)
Profit on disposal of investments	-	(2,281)
Change in statutory tax rate	(70)	(3,524)
Recognition of previously unrecognised tax losses	(1,018)	-
Adjustments in respect of prior periods	794	917
Total tax credit	(966)	(4,642)

The UK corporation tax rate has increased from 19% to 25% from 1 April 2023. This change has been substantively enacted at the balance sheet date and has therefore been incorporated into the deferred tax balances contained in these financial statements.

10 Goodwill

	£000
Cost	
At 1 April 2022	1,312
At 31 March 2023	1,312
Amortisation and impairment	
At 1 April 2022	-
At 31 March 2023	-
Net book value	
At 1 April 2022	1,312
At 31 March 2023	1,312

Notes to the financial statements (continued)**11 Other intangible assets**

	Software £000
Cost	
At 1 April 2022	1,807
Disposals	(256)
At 31 March 2023	1,551
Amortisation	
At 1 April 2022	914
Charge for the year	147
At 31 March 2023	1,061
Net book value	
At 1 April 2022	893
At 31 March 2023	490

Software are amortised over their useful lives of 5 years.

12 Property, plant and equipment

Property, plant and equipment comprises owned and leased assets.

	2023 £000	2022 £000
Owned property, plant and equipment	1,938	2,264
Right-of-use assets (Note 20)	9,226	13,051
	11,164	15,315

Notes to the financial statements (continued)**12 Property, plant and equipment (continued)**

The table below relates to owned property, plant and equipment.

	Plant and vehicles £000
Cost	
At 1 April 2022	2,372
Additions	1,843
	<hr/>
At 31 March 2023	4,215
	<hr/> <hr/>
Accumulated depreciation and impairment	
At 1 April 2022	108
Charge for the year	2,169
	<hr/>
At 31 March 2023	2,277
	<hr/> <hr/>
Net book value	
At 1 April 2022	2,264
	<hr/> <hr/>
At 31 March 2023	1,938
	<hr/> <hr/>

13 Investment in subsidiaries

	£000
Cost	
At 1 April 2021	388,396
Disposals	(13,051)
	<hr/>
At 31 March 2022	375,345
Additions	98,857
	<hr/>
At 31 March 2023	474,202
	<hr/> <hr/>
Provision for impairment	
At 1 April 2021	29,704
	<hr/>
At 31 March 2022	29,704
Charge for the year	189,059
	<hr/>
At 31 March 2023	218,763
	<hr/> <hr/>
Net book value	
At 31 March 2022	345,641
	<hr/> <hr/>
At 31 March 2023	255,439
	<hr/> <hr/>

As part of the liquidations of Mitie Security Holdings Limited and Global Aware International Group Limited, the investments that they held in Mitie Security Limited and Global Aware International Ltd, respectively, were acquired by the Company. The Company received dividends from, and impaired its investments in, Mitie Client Services Limited, Mitie Dormant (No.1) Limited, Mitie Security Holdings Limited and Mitie T S 2 Limited. Mitie Client Services Limited, Mitie Dormant (No.1) Limited and Mitie T S 2 Limited were subsequently placed in liquidation. Mitie Services (Retail) Limited and Mitie Transport Services Limited were also placed in liquidation during the year. As a result of these transactions, the Company recognised net dividends receivable of £1,626,000 in the income statement and £12,683,000 in equity.

Notes to the financial statements (continued)**13 Investment in subsidiaries (continued)**

Details of all investments in subsidiary undertakings have been provided below. Investments held directly by the Company have been indicated.

Company	Country of incorporation	Class of shares held	Proportion of nominal value of class
Biotechure Limited	United Kingdom	Ordinary	100%
Esoteric Limited	United Kingdom	Ordinary	100%
Global Aware International Group Limited ²	United Kingdom	Ordinary	100%
Global Aware International Ltd ¹	United Kingdom	Ordinary	100%
Green Planet Design Ltd ²	United Kingdom	Ordinary	100%
Mitie Aviation Security Limited	United Kingdom	Ordinary	99.9%
Mitie Care and Custody Limited ¹	United Kingdom	A Ordinary	100%
Mitie Cleaning & Environmental Services Limited	United Kingdom	Ordinary	100%
Mitie Cleaning Services Limited ¹	United Kingdom	Ordinary (all classes)	100%
Mitie Client Services Limited ^{1,2}	United Kingdom	Ordinary (all classes)	100%
Mitie Dormant (No.1) Limited ^{1,2}	United Kingdom	Ordinary (all classes)	100%
Mitie Landscapes Limited ¹	United Kingdom	Ordinary (all classes)	100%
Mitie Managed Services Limited ¹	United Kingdom	Ordinary, Deferred	100%
Mitie PFI Limited ¹	United Kingdom	Ordinary (all classes)	100%
Mitie Security Holdings Limited ^{1,2}	United Kingdom	Ordinary (all classes)	100%
Mitie Security Limited ¹	United Kingdom	Ordinary	100%
Mitie Services (Retail) Limited ^{1,2}	United Kingdom	Ordinary (all classes)	100%
Mitie T S 2 Limited ^{1,2}	United Kingdom	Ordinary-B	100%
Mitie Transport Services Limited ^{1,2}	United Kingdom	Ordinary (all classes)	100%
Procius Limited	United Kingdom	Ordinary (all classes)	100%
UK CRBS Limited	United Kingdom	Ordinary (all classes)	100%

Notes:

1. Held directly by the Company.

2. These subsidiaries were in liquidation as at 31 March 2023.

The registered office of all undertakings is Level 12, The Shard, 32 London Bridge Street, London, SE1 9SG.

14 Trade and other receivables

	2023 £000	2022 £000
Trade receivables	85,209	81,383
Amounts owed by Group undertakings	240,058	162,483
Prepayments	814	1,309
Accrued income	25,247	9,105
Other receivables	3,578	3,259
	354,906	257,539
Current	354,906	257,087
Non-current	-	452

Notes to the financial statements (continued)**14 Trade and other receivables (continued)**

Management considers that the carrying amount of trade and other receivables approximates their fair value. Trade and other receivables are interest-free except as noted below.

Amounts owed by Group undertakings are repayable on demand. Included within these amounts are £188,392,000 (2022: £137,000,000) relating to interest-bearing loans at 5% per annum (2022: 5% per annum).

15 Contract assets

	Pre-contract costs £000
At 1 April 2021	766
Amortisation	(766)
At 31 March 2022	-
At 31 March 2023	-

Contract assets are amortised on a straight-line basis over the contract life which is consistent with the transfer of services to the customer to which the asset relates.

16 Trade and other payables

	2023 £000	2022 £000
Trade payables	15,174	10,753
Amounts owed to Group undertakings	86,735	99,563
Other payables	653	1,468
Other taxes and social security	40,717	47,728
Accruals	34,288	30,278
	<u>177,567</u>	<u>189,790</u>

Trade and other payables are interest-free.

Amounts owed to Group undertakings are repayable on demand.

Notes to the financial statements (continued)**17 Deferred tax assets/(liabilities)**

	Losses	Accelerated capital allowances	Share options	Short-term timing differences	Total
	£000	£000	£000	£000	£000
At 1 April 2021	10,589	160	273	42	11,064
Recognised in income statement	3,303	(539)	584	(10)	3,338
Recognised in other comprehensive income and equity	-	-	158	-	158
At 31 March 2022	13,892	(379)	1,015	32	14,560
Recognised in income statement	1,340	(162)	(1,549)	17	(354)
Recognised in other comprehensive income and equity	-	-	769	(5)	764
At 31 March 2023	15,232	(541)	235	44	14,970

The Company has not recognised a deferred tax asset in respect of unutilised tax losses of £nil (2022: £5,360,000). Deferred tax has been calculated using tax rates that were substantively enacted at the balance sheet date (see Note 9).

18 Provisions

	Insurance reserve	Dilapidations provision	Total
	£000	£000	£000
At 1 April 2022	1,024	1,501	2,525
Charged to the income statement	-	205	205
Utilised in the year	(808)	-	(808)
Released to the income statement	-	(162)	(162)
Unwinding of discount	-	34	34
At 31 March 2023	216	1,578	1,794
Current	86	85	171
Non-current	130	1,493	1,623

The insurance reserve provides for fleet and liability claims and a claim typically settles over three to five years. This includes a provision for claims incurred but not yet reported and is based on information available at the balance sheet date.

The dilapidations provision relates to the legal obligation for leased properties to be returned to the landlord in the contracted condition at the end of the lease period. This cost would include repairs of any damage and wear and tear and is expected to be utilised in the next five years.

Notes to the financial statements (continued)

19 Retirement benefit schemes

The Railway Scheme

The Company's employees are eligible to participate in either the Group's defined contribution schemes or, for certain employees transferred under Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE"), Admitted Body Schemes (the Railway Scheme).

The Company's contractual arrangements mean that it only participates in the Railway Scheme for a finite period up to the end of the contract. For this period this scheme is accounted for as a defined benefit scheme and further information is disclosed below.

The information disclosed below is in respect of the whole of the plans for which the Company is either the sponsoring employer or has been allocated a share of cost under an agreed Group policy throughout the periods shown.

The Company did not make any contributions in the year and does not expect to make any contributions for the year ending 31 March 2024. The weighted average duration of the defined benefit obligation at the end of the reporting period is around 17 years (2022: 20 years).

Risk management

This risk of the scheme are as follows.

Asset volatility

The plan liabilities are calculated using a discount rate set with reference to corporate bond yields; if plan assets underperform this yield, this will create a deficit. The plan holds a significant proportion of equities, which are expected to outperform corporate bonds in the long term while providing volatility and risk in the short term.

Changes in bond yields

Falling bond yields tend to increase the funding and accounting obligations.

Life expectancy

The majority of the plan's obligations are to provide benefits for the life of the member, so increases in life expectancy will result in an increase in the plan's liabilities.

Inflation risk

The pension obligations are linked to inflation, and higher inflation will lead to higher liabilities (although, in most cases, caps on the level of inflationary increases are in place to protect the plan against extreme inflation).

Principal accounting assumptions at the balance sheet date

<i>Key assumptions used for IAS 19 valuation</i>	2023	2022
	%	%
Discount rate	4.75	2.75
CPI price inflation	2.50	2.85
RPI price inflation	3.25	3.60
General salary increases	3.25	3.60
Pension increase assumptions	3.25	3.60
<i>Post-retirement life expectancy</i>	2023	2022
	Years	Years
Male currently aged 65	84.7	84.6
Female currently aged 65	87.5	87.4
Male aged 65 in 20 years time	86.5	86.4
Female aged 65 in 20 years time	89.4	89.3

Notes to the financial statements (continued)**19 Retirement benefit schemes (continued)****Sensitivity of defined benefit obligations to key assumptions**

The sensitivity of defined benefit obligations to changes in principal actuarial assumptions is shown below.

<i>Change in assumption</i>	2023 Increase/ (decrease) £000	2022 Increase/ (decrease) £000
0.1% increase in discount rate	(9)	(13)
0.1% increase in RPI inflation*	9	13
0.1% increase in CPI inflation (excluding pay)	9	13
1 year increase in life expectancy	22	31

* Including other inflation-linked assumptions (CPI inflation, pension increases, salary growth).

Amounts recognised in the financial statements***Statement of comprehensive income before tax***

	2023 £000	2022 £000
Actuarial gains arising from change in financial assumptions	254	40
Losses on scheme assets, excluding interest income	(235)	(3)
Movement in asset ceiling	(19)	(37)
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

Balance sheet

	2023 £000	2022 ¹ £000
Fair value of scheme assets	765	1,005
Present value of defined benefit obligations	(638)	(898)
	<u>127</u>	<u>107</u>
Surplus without restriction	127	107
Impact of asset ceiling	(127)	(107)
	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>-</u></u>

Note:

1. Certain balances as at 31 March 2022 have been re-presented to be consistent with current year disclosures.

Notes to the financial statements (continued)**19 Retirement benefit schemes (continued)*****Movements in the present value of defined benefit obligations***

	£000	£000 ¹
At 1 April 2022/2021	898	955
Interest cost	13	20
Actuarial gains arising due to changes in financial assumptions	(254)	(40)
Benefits paid	(19)	(37)
	<u>638</u>	<u>898</u>
At 31 March 2023/2022	<u>638</u>	<u>898</u>

Note:

1. Certain balances for the year ended 31 March 2022 have been re-presented to be consistent with current year disclosures.

Movements in the fair value of scheme assets

	£000	£000
At 1 April 2022/2021	1,005	1,025
Interest income	14	20
Actuarial losses on assets	(235)	(3)
Benefits paid	(19)	(37)
	<u>765</u>	<u>1,005</u>
At 31 March 2023/2022	<u>765</u>	<u>1,005</u>

Movements in the asset ceiling

	£000	£000
At 1 April 2022/2021	107	70
Interest cost on asset ceiling	1	-
Change in asset ceiling excluding interest	19	37
	<u>127</u>	<u>107</u>
At 31 March 2023/2022	<u>127</u>	<u>107</u>

Fair values of assets

	2023 £000	2022 £000
Equities	327	359
Corporate bonds	416	613
Property	22	33
	<u>765</u>	<u>1,005</u>

Notes to the financial statements (continued)**20 Leases**

Right-of-use assets	Properties	
	£000	
At 1 April 2021		7,427
Additions		7,181
Modifications to lease terms		(117)
Depreciation		(1,440)
		<u>13,051</u>
At 31 March 2022		634
Additions		(2,913)
Modifications to lease terms		(1,546)
Depreciation		<u>(1,546)</u>
At 31 March 2023		<u>9,226</u>
Lease liabilities	£000	£000
At 1 April 2022/2021	14,219	8,550
Additions	440	6,688
Modifications to lease terms	(4,188)	(109)
Interest on lease liabilities	400	411
Repayment of lease liabilities (including interest)	(964)	(1,321)
	<u>9,907</u>	<u>14,219</u>
At 31 March 2023/2022	<u>9,907</u>	<u>14,219</u>
Current	1,284	1,138
Non-current	8,623	13,081
	2023	2022
	£000	£000
Maturity analysis-contractual undiscounted cash flows		
Less than one year	1,609	1,614
One to five years	6,168	8,017
More than five years	3,454	6,861
	<u>11,231</u>	<u>16,492</u>

Notes to the financial statements (continued)**20 Leases (continued)**

	2023	2022
	£000	£000
Amounts recognised in the income statement		
Depreciation	(1,546)	(1,440)
Operating loss impact	(1,546)	(1,440)
Interest on lease liabilities	(400)	(411)
Profit before tax impact	(1,946)	(1,851)

21 Deferred income

£17,331,000 of revenue was included in the deferred income balance at the start of the year (2022: £15,536,000).

22 Equity

Share capital	2023	2022	2023	2022
	Number	Number	£000	£000
Ordinary shares of £1 each	38,750,002	38,750,002	38,750	38,750

The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the Company.

Share premium

Share premium represents the premium arising on the issue of equity shares.

Retained earnings

This comprises the retained profits and losses of the Company, less amounts distributed to the Company's shareholder.

Notes to the financial statements (continued)

23 Contingent liabilities

The Company is party with other Group undertakings to cross-guarantees of certain of each other's liabilities.

	2023 £000	2022 £000
Private placement notes and revolving credit facility	158,351	179,827
Performance bonds	-	3,590

24 Related parties

The Company has taken advantage of the exemption under paragraph 8(k) of FRS 101 not to disclose transactions with fellow wholly owned subsidiaries within the Group.

25 Subsequent events

On 6 April 2023, the Company announced that it had acquired the entire issued share capital of Linx International Group Limited, Arc Training International Limited, Perpetuity Training Limited and Tavcom Limited (collectively Linx International Group), a highly respected risk management consulting business which provides technical and management training to the security industry. Total transaction consideration was £1.8m and the acquisition was funded from the Group's existing facilities.

On 2 May 2023, the Company announced that it had acquired the entire issued share capital of RHI Industrials Limited (formerly R H Irving Industrials Limited), a specialist in security services. Total transaction consideration was £19.1m and the acquisition was funded from the Group's existing facilities.

26 Ultimate parent company and parent company of larger group

The Company is a subsidiary undertaking of Mitie Holdings Limited which is the immediate parent company incorporated in the United Kingdom. The ultimate controlling party is Mitie Group plc, a company incorporated in the United Kingdom with its registered office at 35 Duchess Road, Rutherglen, Glasgow, G73 1AU. Mitie Group plc is the parent company of the largest and smallest groups into which the accounts of the Company are consolidated. The consolidated financial statements of Mitie Group plc are available to the public and may be obtained from the Company Secretary at Level 12, The Shard, 32 London Bridge Street, London, SE1 9SG or from www.mitie.com.