

Company Registration No. 3391110

DH Employment Services Limited

Report and Financial Statements

30 April 2011



DH Employment Services Limited
Report and financial statements 2011

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DH Employment Services Limited

Report and financial statements 2011

Officers and professional advisors

DIRECTORS

Andrew David Harris
SNR Denton Directors Limited (formerly DWS Directors Limited)
SNR Denton Managers Limited (formerly DWS Managers Limited)

SECRETARY

Gray's Inn Secretaries Limited

REGISTERED OFFICE

One Fleet Place
London EC4M 7WS

AUDITORS

Ernst & Young LLP
1 More London Place
London SE1 2AF

DH Employment Services Limited

Directors' report

Registered No 3391110

The directors present their annual report and the audited financial statements for the year ended 30 April 2011

Principal activity

The principal activity of the company is the provision of employment services for SNR Denton Kazakhstan Limited (formerly Denton Wilde Sapte Kazakhstan Limited)

Results

The profit for the year amounted to £54,112 (2010 – loss of £132,514)

Going Concern

The company is financed by SNR Denton UK LLP (formerly Denton Wilde Sapte LLP) and therefore has considerable financial resources and is expected to generate positive cash flows for the foreseeable future. As a consequence, the directors believe that the company is well placed to manage its business risks successfully despite the uncertain economic outlook.

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Directors

The directors who served throughout the year were as follows

Andrew David Harris

SNR Denton Directors Limited (formerly DWS Directors Limited)

SNR Denton Managers Limited (formerly DWS Managers Limited)

Directors' statement as to disclosure of information to auditors

So far as each person or company who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report of which the auditor is unaware. Having made enquiries of fellow directors and the company's auditor each director has taken all the steps that they are obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

DH Employment Services Limited

Directors' report

(continued)

Small companies exemption

In preparing the Directors' Report, the directors have taken advantage of the small companies exemption under section 415(A) of the Companies Act 2006

Auditors

In accordance with s 485 of the Companies Act 2006, a resolution is to be proposed at the Annual General Meeting for the re-appointment of Ernst & Young LLP as auditor of the Company

Approved by the Board of Directors
Signed for and on behalf of the Board of Directors by



Andrew David Harris
Director

07/12/ 2011

DH Employment Services Limited

Statement of directors' responsibilities

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

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 judgments and accounting estimates that are reasonable and prudent,
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent auditors' report to the members of DH Employment Services Limited

We have audited the financial statements of DH Employment Services Limited for the year ended 30 April 2011 which comprise the Profit and Loss Account, the Balance Sheet, the Reconciliation of Movements in Shareholders' Funds and the related notes 1 to 11. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 4, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the directors, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the financial statements to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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 30 April 2011 and of its profit after taxation 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

Independent auditors' report to the members of DH Employment Services Limited (continued)

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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
- the directors were not entitled to prepare the financial statements and the directors' report in accordance with the small companies regime



David Wilkinson (Senior Statutory Auditor)
For and on behalf of Ernst & Young LLP, Statutory Auditor
London

7 December 2011

DH Employment Services Limited

Profit and loss account Year ended 30 April 2011

	Note	2011 £	2010 £
Turnover	1	280,320	252,876
Administrative expenses		<u>(197,714)</u>	<u>(427,303)</u>
Profit/(loss) on ordinary activities before taxation	2	82,606	(174,427)
Tax on profit/(loss) on ordinary activities	3	<u>(28,494)</u>	<u>41,913</u>
Profit/(loss) on ordinary activities after taxation		<u><u>54,112</u></u>	<u><u>(132,514)</u></u>

All activities derive from continuing operations

There are no recognised gains or losses other than as stated above in either year

DH Employment Services Limited

Balance sheet 30 April 2011

	Note	2011 £	2010 £
Current assets			
Debtors	5	5,180,449	4,929,011
Called up share capital not paid		2	2
		<u>5,180,451</u>	<u>4,929,013</u>
Creditors, amounts falling due within one year	6	<u>(5,264,184)</u>	<u>(5,066,858)</u>
Net liabilities		<u>(83,733)</u>	<u>(137,845)</u>
Capital and reserves			
Called up share capital	7	2	2
Profit and loss account	10	<u>(83,735)</u>	<u>(137,847)</u>
Equity shareholders' deficit		<u>(83,733)</u>	<u>(137,845)</u>

These financial statements were approved by the Board of Directors on
Signed for and on behalf of the Board of Directors by

07/12/ 2011



Andrew David Harris
Director

DH Employment Services Limited

Reconciliation of movements in equity shareholders' funds Year ended 30 April 2011

	2011 £	2010 £
Profit/(loss) for the year	54,112	(132,514)
Net increase/(decrease) in shareholders' funds	<u>54,112</u>	<u>(132,514)</u>
Opening equity shareholders' deficit	(137,845)	(5,331)
Closing equity shareholders' deficit	<u><u>(83,733)</u></u>	<u><u>(137,845)</u></u>

DH Employment Services Limited

Notes to the financial statements Year ended 30 April 2011

1. Accounting policies

The financial statements are prepared in accordance with applicable United Kingdom law and accounting standards. The particular accounting policies adopted are described below and have been consistently applied in the current and previous year.

Going Concern

The company is financed by SNR Denton UK LLP (formerly Denton Wilde Sapte LLP) and therefore has considerable financial resources and is expected to generate positive cash flows for the foreseeable future. As a consequence, the directors believe that the company is well placed to manage its business risks successfully despite the uncertain economic outlook.

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Statement of cash flows

The company has taken advantage of the exemption available under Financial Reporting Standard No 1 not to prepare a statement of cash flows on the grounds that the parent undertaking includes the company in its own published financial statements.

Accounting convention

The financial statements are prepared under the historical cost convention and stated in pounds sterling.

Taxation

Current tax, including UK corporation tax and foreign tax, is provided at amounts expected to be paid (or recovered) using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred taxation

Deferred taxation is provided in full on timing differences which result in an obligation at the balance sheet date to pay more tax, or a right to pay less tax, at a future date, at rates expected to apply when they crystallise based on current tax rates and law. Timing differences arise from the inclusion of items of income and expenditure in taxation computations in periods different from those in which they are included in financial statements. Deferred tax assets are recognised to the extent that it is regarded as more likely than not that they will be recovered. Deferred tax assets and liabilities are not discounted.

Turnover

Turnover comprises the amount receivable for employment services provided to SNR Denton Kazakhstan Limited (formerly Denton Wilde Sapte Kazakhstan Limited) and Denton Wilde Sapte Danismanlik Limited. St

Foreign exchange

Transactions denominated in currencies other than pounds sterling are translated into sterling at the rates ruling at the dates of the transactions. Monetary assets and liabilities denominated in currencies other than pounds sterling at the balance sheet date are translated at the rates ruling at that date. These translation differences are dealt with in the profit and loss account.

DH Employment Services Limited

Notes to the financial statements Year ended 30 April 2011

2. Profit/(loss) on ordinary activities before taxation

	2011	2010
	£	£
Profit/(loss) is stated after charging		
Auditors' remuneration – audit services	5,000	2,756
Foreign Exchange	(15,769)	(2,582)
	<u> </u>	<u> </u>

3. Tax on profit/(loss) on ordinary activities

	2011	2010
	£	£
UK corporation tax at 21/20% (2010 – 28%)		
Current year	4,607	(1,548)
Prior year	-	(8,329)
	<u> </u>	<u> </u>
	4,607	(9,877)
Deferred tax		
Timing difference (note 8)	23,887	(32,036)
	<u> </u>	<u> </u>
Total tax on profit/(loss) on ordinary activities	<u> </u>	<u> </u>
	28,494	(41,913)

The standard rate of tax for the year based on the UK standard rate of corporation tax is 21/20% (2010 – 28%). The actual tax charge for the current and the previous year differs from the standard rate for the reasons set out in the following reconciliation

	2011	2010
	£	£
Profit/(loss) on ordinary activities before tax	82,606	(174,427)
	<u> </u>	<u> </u>
Tax on profit/(loss) on ordinary activities at 21/20%	17,280	(48,840)
Factors affecting charge for the year		
Adjustments in respect of prior periods	-	(8,329)
Other timing differences	(12,673)	4,746
Disallowable expenses	-	42,030
Difference in tax rates on loss utilisation	-	516
Other	-	-
	<u> </u>	<u> </u>
Current tax charge on profit/(loss) on ordinary activities	<u> </u>	<u> </u>
	4,607	(9,877)

It was announced in the Budget on 23 March 2011 that the UK corporation tax rate would decrease from 28% to 26% from 1 April 2011 and this was substantively enacted on 29 March 2011. The UK Government also announced further corporate tax rate reductions, which were still to be enacted by Parliament at the balance sheet date, of 1% each year thereafter until 1 April 2014 when the corporation tax rate will be 23%. As a result of these changes, the estimated reduction in the company's deferred tax asset will be less than £2,000.

DH Employment Services Limited

Notes to the financial statements Year ended 30 April 2011

4. Employees and directors

	2011 No.	2010 No.
The average monthly number of employees during the year was	<u>1</u>	<u>1</u>
The costs incurred in respect of those employees were	£	£
– wages and salaries	175,918	401,097
– other costs	27,355	26,031
	<u>203,273</u>	<u>427,128</u>

No remuneration was paid to the directors in respect of their services to the company for the year (2010 – £nil)

5. Debtors

	2011 £	2010 £
Amounts owed by group undertakings	5,088,920	4,808,601
Corporation Tax	-	4,994
Deferred tax (note 8)	90,019	113,906
Prepayments and accrued income	1,510	1,510
	<u>5,180,449</u>	<u>4,929,011</u>

6. Creditors: amounts falling due within one year

	2011 £	2010 £
Amounts owed to group undertakings	4,907,140	4,595,573
Accruals	353,985	471,285
Corporation tax creditor	3,059	-
	<u>5,264,184</u>	<u>5,066,858</u>

7. Issued share capital

	2011 £	2010 £
Called up, allotted and unpaid:		
2 ordinary shares of £1 each	<u>2</u>	<u>2</u>

DH Employment Services Limited

Notes to the financial statements Year ended 30 April 2011

8. Deferred taxation

The amount of deferred tax asset recognised in the financial statements is

	2011 £	2010 £
Timing difference	90,019	113,906
	<u>90,019</u>	<u>113,906</u>

The movements in the deferred tax asset is as follows

	£
At 1 May 2010	113,906
Profit and loss account credit (note 3)	<u>(23,887)</u>
At 30 April 2011	<u>90,019</u>

9. Related party transactions

The company has taken advantage of the exemption in FRS 8, paragraph 3c not to disclose transactions with other group companies which meet the criteria that all subsidiary undertakings which are party to the transactions are wholly owned by the ultimate controlling parent, SNR Denton UK LLP

10. Profit and loss account

	£
At 1 May 2010	(137,847)
Profit for the year	<u>54,112</u>
At 30 April 2011	<u>(83,735)</u>

11 Immediate and ultimate parent undertaking

The directors consider SNR Denton UK LLP (formerly Denton Wilde Sapte LLP) to be the ultimate and immediate parent entity and controlling party. SNR Denton UK LLP is the parent of the largest and smallest group in which DH Employment Services Limited is consolidated. Copies of the financial statements can be obtained from 1 Fleet Place, London, EC4M 7WS