INTERNATIONAL REGULATOR OF COACHING AND MENTORING CIC
Registered Number: 07861572

Micro-entity Balance Sheet as at 31st December, 2017

<table>
<thead>
<tr>
<th>BALANCE SHEET</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>-£12,311.97</td>
<td>£ 0</td>
</tr>
<tr>
<td>Other Creditors</td>
<td>-£98,562.50</td>
<td></td>
</tr>
<tr>
<td><strong>Total Creditors</strong></td>
<td><strong>-£110,874.47</strong></td>
<td><strong>£0.00</strong></td>
</tr>
<tr>
<td>Profit and Loss</td>
<td></td>
<td></td>
</tr>
<tr>
<td>brought forward</td>
<td>-£110,874.47</td>
<td>-</td>
</tr>
<tr>
<td>current year</td>
<td>£0.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total Profit and Loss</strong></td>
<td><strong>-£110,874.47</strong></td>
<td><strong>£0.00</strong></td>
</tr>
</tbody>
</table>

1. For the year ending 30 June 2016 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.
2. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.
3. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.
4. The accounts have been prepared in accordance with the microentity provisions and delivered in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Board on 5th January, 2018

Signed on their behalf
G.D.F. O’Donovan, Director
CIC 34
Community Interest Company Report

For official use
(Please leave blank)

Company Name in full
International Regulator of Coaching and Mentoring CIC

Company Number
7861572

Year Ending
31st December, 2017

PART 1 - GENERAL DESCRIPTION OF THE COMPANY’S ACTIVITIES AND IMPACT

The IRCM remains a voluntary regulatory organisation allowing each coach/mentor/organisation to either retain their information as currently displayed or enhance it, to demonstrate their agreement to abide by the unified Code of Ethics and Disciplinary Procedures, and/or Accreditation.

The International Regulator of Coaching and Mentoring (IRCM) continues to create the largest register of coaches and mentors worldwide, sourced through the internet and working with the known accreditation, training and trade/membership bodies; and associations.

For its continued work within the Coaching and Mentoring Industry, the IRCM remains recognised by:
- European Commission Transparency Register
- United Nations Department of Economic and Social Affairs, NGO branch
- The World Association of Non-Governmental Organizations
- NCVO – championing volunteering and civil society

Continuing the Ombudsman service launched in 2016. In each case providing assistance where an unresolved dispute arises between the consumer and service provider; supporting the principles of Independence, Neutrality and Fairness in dealing with complaints.

Following the untimely death of Gordon Piggott and the resignation of Scott Milway, Gerard O’Donovan has stepped into the role of Director to continue the work of the IRCM by interviewing and starting to appoint new Directors with specific remits to continue building the industry registers for coaches, mentors, training organisations, professional organisations, and all corporates.

The focus remains to provide a single organisation which incorporates the information of each person and organisation in the coaching and mentoring industry.

(Please continue on separate continuation sheet if necessary.)
PART 2 – CONSULTATION WITH

The IRCMs stakeholders remain the buying public:

- Individuals and organisations who are the consumers for coaching and mentoring services.
- Individuals and organisations who gain recognition and support from Professional Organisations – Accreditation, Trade/Membership, Associations in the coaching and mentoring industry.
- Students (individuals and organisations) who benefit from the training provided by the various types of Training Organisations – Universities, Colleges, and Commercial.

Each year the IRCM consults with the buying public in relation to their satisfaction with the services provided by the individuals and organisations in the coaching and mentoring industry. Feedback and recommendations is discussed, resolved, and progressed through the IRCMs Steering Committee. Covering the international focus of the coaching and mentoring industry, the IRCM will invite a larger range of individuals and organisations both from within the industry and as consumer representatives to join the IRCMs Steering Committee. Working with the IRCMs Steering Committee, a new Compliance and Verification Department is to be created to continue to review and define the unified Code of Ethics and Disciplinary Procedures.

The reason for choosing this route was and remains:

- The House of Lords Select Committee on Science and Technology ruling in November, 2000 where they identified the need for public protection by regulating practitioners.
- A huge amount of work has been completed by a number of internationally recognised Accreditation Bodies, Trade/Membership Bodies, and Associations since the mid 1990’s.
- The recognition that there is no regulator who will maintain a register, detailed information and work closely with these Bodies/Associations to ensure that standardisation of all standards and ethics of coaching and mentoring.
- The work completed by the internationally recognised Accreditation, Bodies, Trade/Membership Bodies, and Associations to maintain their own defined standards and ethics of coaching and mentoring. The stakeholders of these bodies are the coaches, mentors, and training organisations who are also the IRCMs Stakeholders.

PART 3 – DIRECTORS’ REMUNERATION

In line with Clause 24.4 in the Articles of Association, the accounts include accruals for Directors Remunerations:

Scott Milway - £11,000
Gordon Piggott - £10,000
Gerard O’Donovan - £3,000

The accounts recognise the professional services provided.
PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION

No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed

\[ Signature \]

Date 11-3-2018

Office held (delete as appropriate) Director/Secretary

GIRARD O’DONOVAN

5 ALL BERRY CARDENS, WAYSIDE

DORSET DT3 6SQ

Tel 07831 726 878

DX Number

DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38 Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 cannot be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)