

Company Number: 371490
Charity Number: CHY 15710
Charities Regulatory Authority Number: 20054878

3T'S COMPANY LIMITED BY GUARANTEE
ANNUAL REPORT AND AUDITED FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

Kieran Ryan & Co.
Chartered Accountants and Statutory Audit Firm
20 Upper Mount Street
Dublin 2

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**3T'S COMPANY LIMITED BY GUARANTEE
REFERENCE AND ADMINISTRATIVE INFORMATION**

Directors	Noel Smyth Bryan Lawlor Nigel Kinnaird Alannah Smyth
Company Secretary	Alannah Smyth
Charity Number	CHY 15710
Charities Regulatory Authority Number	20054878
Company Number	371490
Registered Office and Principal Address	Second Floor Elm House Leopardstown Office Park Sandyford Dublin 18
Auditors	Kieran Ryan & Co. Chartered Accountants and Statutory Audit Firm 20 Upper Mount Street Dublin 2
Bankers	Bank of Ireland Lower Baggot Street Dublin 2
Solicitors	HBMO Solicitors 12 Ely Place Dublin 2

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 30 June 2022.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice charities SORP (effective January 2015) in accordance with FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is Limited by Guarantee not having a share capital.

Mission, Objectives and Strategy

Mission Statement

The mission of 3Ts (Turn the Tide of Suicide) is to raise awareness of the issue of suicide and mental health through research, education and support. The principal activities of the company are:

- Awareness: raising awareness of the issues of mental health, suicide and self-harm and of the crisis and specialist supports help available;
- Research: funding innovative research projects to help fill the knowledge gap around suicide and self-harm and help inform national policy.
- Education: 3Ts provides:
 - Suicide prevention training workshops free of charge to interested groups & organisations;
 - Mental health & suicide prevention literature, videos & online resources
 - Signposting to services
 - We work closely with Student Unions at some of Ireland's leading third level colleges to bring training and to raise awareness amongst the student body.
- Support: 3Ts partners and collaborates with other groups and organisations on mental health and suicide prevention activities and also provides funding support to organisations and groups working in the fields of suicide prevention and mental health;
- Campaigning: 3Ts campaign for adequate funding to resource suicide prevention strategies calling on Government to establish a Suicide Prevention Authority and for the establishment of 24/7 Crisis Centres to meet the needs of those in crisis through self-harm or suicidal behaviours. 3Ts participates in campaigns co-ordinated by other organisations such as See Change / Green Ribbon, Men's Health Network and Mental Health Reform. The charity also initiates suicide and mental health awareness campaigns aimed at the general public, in the workplace and also in partnership with third level colleges.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Structure, Governance and Management

Structure

- 3Ts is constituted as a company limited by guarantee without a share capital. The purpose and objectives and how it conducts business are set out in its Constitution. This combined document is available upon request and is publicly available from the Companies Registration Office website (www.cro.ie).
- 3Ts is registered with the Charities Regulator (registered charity no. 20054878) and meets the Regulator's annual reporting and other requirements.
- 3Ts is committed to adopting the Charities Governance Code to ensure the effective management and control of our charity. 3Ts has adopted the journey to compliance to ensure full accountability and transparency for the charity going into the future.
- 3Ts is committed to best practice in fundraising and is fully committed to achieving the standards contained within the Charities Regulator's Guidance for Charitable Organisations on Fundraising from the Public (the 'Guidelines').

The Guidelines exist to:

- improve fundraising practice;
- promote high levels of accountability and transparency by organisations fundraising from the public;
- provide clarity and assurances to donor and prospective donors about the organisations they support.

We, the directors of 3T's, have considered the guidelines and believe we meet the standards it sets out.

The following related documents are available to view or download on our website www.3ts.ie or can be obtained upon request from our office via email info@3ts.ie or telephone 01-2139905.

- Resolutions of 3T's board to adopt the Charities Regulator Guidelines for charitable organisations on fundraising from the public
- Donor Charter
- Public Compliance Statement
- Complaints and Feedback Procedures

For the year ended 30 June 2022, 3T's was registered with the following organisations:

- The Governance Code Registry
- Irish Charities Regulatory Authority (no.20054878)
- Charities Institute Ireland
- www.lobbying.ie
- The Wheel

Board and Staff

The Board of Directors is made up of four people comprising Noel Smyth, Nigel Kinnaird, Bryan Lawlor and Alannah Smyth. Chairperson of the Board is Noel Smyth. Company secretary is Alannah Smyth.

The directors and secretary of 3T's are all voluntary and do not receive a salary for their work.

Decisions reserved for the board to make include:

- The company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Litigation;
- Appointment/removal of committee chairs and members;
- Appointment/removal of staff and approval of new staff positions;
- Appointment/removal of auditors;
- Approval of contracts with term exceeding one year or a financial liability on 3Ts exceeding €5,000; and
- Annual review of risk and internal control.

Financial Results

At the end of the financial year the charity has assets of €170,639 (2021 - €191,462) and liabilities of €12,221 (2021 - €21,171). The net assets of the charity have decreased by €(11,873).

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Principal Risks and Uncertainties

In the opinion of the directors, there are no significant risks or uncertainties impacting the company.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Noel Smyth
Bryan Lawlor
Nigel Kinnaird
Alannah Smyth

The secretary who served throughout the financial year was Alannah Smyth.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. 3T's Company Limited by Guarantee subscribes to and is compliant with the following:

- GDPR (General Data Protection Regulations)
- The Charities Act 2009
- The Companies Act 2014
- The Charities SORP (FRS 102)

GDPR (General Data Protection Regulations)

3Ts are committed to the principles inherent in the GDPR and particularly to the concepts of privacy by design, the right to be forgotten, consent and a risk-based approach. In addition, we aim to ensure:

- transparency with regard to the use of data;
- that any processing is lawful, fair, transparent and necessary for a specific purpose;
- that data is accurate, kept up to date and removed when no longer necessary; and
- that data is kept safely and securely.

Our privacy policy is available to view on www.3ts.ie or on request by email to info@3ts.ie.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Chairperson's Report - Noel Smyth

Background

3Ts was co-founded in 2003 by lawyer and businessman, Noel Smyth, psychiatrist Professor Kevin Malone of SVUH and UCD and Joseph McAvin of the Mater Foundation. At the time, suicide was a taboo subject, so 3Ts set out to raise awareness of the issue and to help prevent future suicide deaths through a programme of research, education and support.

In recent years, the conversation around mental health has opened up. Stigma has been reduced, yet it can still be a barrier to seeking help for mental health issues. The coronavirus pandemic broadened awareness of mental health as lockdown brought unique challenges and more people than ever before became aware of the importance of safeguarding our mental health. We welcome increased funding by Government into mental health. However, mental health services remain an under-resourced area of an already struggling health service. Waitlists are long, services are inappropriate, insufficient or non-existent. Government relies on voluntary services to bridge gaps in service provision but a lack of political will, along with the lack of resources and lack of knowledge remain major obstacles to change.

More people die by suicide in Ireland than die on our roads, yet only a fraction of the funding spent on road safety is spent on suicide prevention. Over the years, 3Ts has been proactive and vocal, reflecting concerns about the impact of suicide on Irish society and the need for change in policy and resources at both national and community levels. We have campaigned for many years for the establishment of a Suicide Prevention Authority to adequately address the issue and more recently for the need for a 24/7 crisis centre for those in mental health crisis, an alternative the existing option of A&E.

An ever-changing world, the impact of the coronavirus pandemic and the war in the Ukraine, the cost-of-living crisis and the issue of global warming all bring different challenges to our everyday lives and to our mental health. The demand for services has surged and waitlists have become unacceptably long, both for adults and for children. An investment in mental health has a positive impact not just on future demands on our health service but also for people themselves, their families, communities and society as a whole.

Results

In the year ended 30 June 2022, 3T's had core income of €43,860 (2021, €41,381) and spent €55,733 (2021, €47,741). Income was generated solely through donations, charity partnerships, third party fundraising activities, dedicated 3Ts activities and government wage supports. €34,981 was spent on staff salaries, €309 on administration, €1,538 on advertising and €10,822 on software maintenance. The organisation availed of government wages supports totalling €1,938. The offices are rent free and other overheads are kept to a minimum.

Full results for the year are set out on page 18.

Reserves carried over from the previous year have enabled the development and delivery of innovative activities and educational programmes during the course of this accounting year.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

The board of directors is made up of four people, comprising Noel Smyth, Nigel Kinnaird, Bryan Lawlor and Alannah Smyth. Chairperson of the board is Noel Smyth. Company Secretary is Alannah Smyth.

The Directors and Secretary of 3T's are all voluntary and do not receive a salary for their work.

Decisions reserved for the board to make include:

- The company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Litigation;
- Appointment/removal of committee chairs and members;
- Appointment/removal of staff and approval of new staff positions;
- Appointment/removal of auditors;
- Approval of contracts with terms exceeding one year or financial liability on 3Ts exceeding €5,000;
- Annual review of risk and internal control.

Whilst the board of directors is ultimately responsible for 3T's and for the above list, certain duties and responsibilities are delegated from the board of directors to the manager or to a sub-committee and onward to staff. This includes implementation of the strategic plan, co-ordination of staff and volunteer resources, implementation of programmes, projects and supporting materials, liaison with service and other suppliers and other administrative duties. The manager is also responsible for the provision of regular reports and documents for consideration to the 3T's board and 3T's committee. From time to time, 3T's enters into partnerships and collaborations with other organisations on specific projects or specific work areas. These agreements are determined by a Memorandum of Understanding which is approved by the board of directors. If 3T's agrees to provide funding to any other charitable organisation, it first considers a detailed submission by the organisation and monitors funding and project progress thereafter. The charity first secures (often on a pro bono basis) tax, accountancy and legal advice prior to any contract or agreement being entered into by the charity.

Staff

The 3T's team is headed up by the Chairperson, Noel Smyth, who also carries out an executive function on the day-to-day operation of the charity. 3T's has one permanent employee based in an office in Dublin 18: manager, Lise Alford. Lise reports directly to the Chairperson with certain decisions reserved for the board. She is further supported by a small team of volunteers and third-party contractors, whom we thank sincerely for their input and their hard work on our behalf.

Together we're stronger

3Ts enjoys the support of organisations and individuals, including charity partners, and the tireless efforts of the many wonderful individual fundraisers who inspire us with their innovative approach to fundraising in support of 3Ts.

We believe in collaboration and work closely with organisations in the voluntary sector, the business community and third level colleges. We are partners in Connecting for Life, the National Suicide Prevention Strategy. We are members of Mental Health Reform and support ongoing campaign activities. We are members of the Men's Health Week Planning Group.

We identify research partners and fund innovative research. Our aim remains to help prevent future suicide deaths, through research, education and support.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Activities

Return to Face-to-Face Activities:

Much of 3Ts activities are face-to-face in nature, such as our Share the Load initiative with Schools & colleges and our safeTALK Suicide Alertness for Everyone training. Since early 2020, these had been restricted with the exception of our 3Ts Golf Tournament which took place with great success. In early 2022, we welcomed the return to face-to-face SafeTALK training delivery and a resumption of more of our awareness-raising activities such as Share the Load.

Meanwhile, we continued to adapt communication methods and activities to accommodate remaining restrictions and meet increasing demand for online information and resources. We continued to focus on messaging and communication. We worked to provide up to date and relevant information and content on suicide and mental health across our online channels, our website, and social media. We support our evidence-based messaging with quality graphics generated in-house, in order to bring 3Ts message to an ever-growing audience. We launched our own YouTube Channel to provide practical information videos along with campaign related work.

Research and Support:

During 2021, we commenced preparation for Phase 2 of our research “Accessing Help for Self-Harm & Suicidal Behaviour in the Emergency Dept”. This research is in partnership with Trinity College School of Nursing and Midwifery. Phase 1 (report published July 2020) studied the service-user experience of the ED and Phase 2 will study the experience of companions / family members / carers attending the ED with someone with suicidal behaviours, a suicide attempt or self-harm.

In 2020, Phase 1 of the study had identified shortcomings in suitability of ED for individuals presenting with self-harm or suicidal behaviour and has since helped inform the National Clinical Programme for Self-Harm & Suicide-related Ideation (February 2022). Our research recommendations adopted in the NCPSH include:

- Tick box & checklist approach to assessment ineffective for clinicians & unsatisfactory for patient.
- Need to deal with emotional needs as well as physical.
- Important that assessor gives perception of being relaxed, unhurried & has a good understanding of patient's needs.
- ED unsuitable for suicidal ideation - noisy, stressful, long delays between registering & assessment are especially difficult.
- Feeling of being in the wrong place, yet unaware of any suitable alternatives

Our research also demonstrated where the specialist nurses (SCAN) are available, the outcome improves. It is evident from this that where NCP recommendations and policies are implemented, outcomes improve.

These findings inform two priorities for 3Ts i.e. the need for dedicated 24/7 mental health crisis centre instead of the ED, plus the need to implement training for all existing ED staff from receptionists to consultants, on the unique needs for those presenting with a mental health crisis and how best to manage these. Ideally, we'd like to see specialist centres replace ED but, in the meantime, we'd like to see the NCPSH recommendations implemented in all EDs.

In late 2021, Phase 2 of this research was awarded a New Foundations grant from the Irish Research Council. Participant recruitment will start Summer 2022. Through our research, 3Ts aim to fill knowledge gaps and help inform future policies. So, we hope that Phase 2 of this study will further inform how the emergency department experience can be improved for these service users.

Education:

Our safeTALK (Suicide Alertness for Everyone) Training takes place in a group setting and was therefore prohibited under covid restrictions. Happily, January 2022 saw a return by 3Ts to SafeTALK training. During the restricted period, 3Ts took steps to meet the continued demand for suicide prevention training and liaised with the National Office for Suicide Prevention to provide START Training to interested groups and individuals. START is part of the safeTALK suite of suicide alertness training developed by Living Works. We also promoted Ohana.ie which provides a 20-minute introductory online training programme.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Website:

Website development specialists, Arekibo, commenced development of a new 3Ts website as part of their CSR programme. The purpose of the newly developed site is to provide an improved user-experience and a one-stop shop for information & resources on common mental health issues, with sign-posting to supports through a comprehensive crisis helpline and specialist support services directory along with news, events and Blog. We commissioned original illustrations from upcoming artist, Ciara Mohan which give the site a unique appeal. The website address remains unchanged i.e. www.3ts.ie. Our thanks to Arekibo for their expertise and their generous support on this project.

Awareness Raising Activities:

- Share the Load: In January 2022, 3Ts returned to Waterford IT for our first Share the Load since pandemic restrictions were lifted. This collaboration between 3Ts, the Student Union Welfare Officers and the College Counselling Department was a great success and our thanks to all involved. We found on-campus that the impact of the pandemic on students and their experience of attending university from home varied greatly from person to person. However, mental health awareness was high and their willingness to speak about their mental health and suicide. View video on 3ts.ie.

"Coming back from 2 years isolated, it's very important to put the focus back on mental health, on supports available to people, 'cos we all have mental health."

Student, Waterford IT, January 2022

- See Change Green Ribbon Campaign: 3Ts is a See Change partner, dedicated to ending mental health stigma.
- Men's Health week: 3Ts sits on the planning group for Men's Health Week with a focus on health promotion for men, both physical and mental health. Men's Health Week takes place in June annually.
- Connecting for Life: 3Ts are partners in the National Suicide Prevention Strategy

Support

3Ts enjoys the support of organisations and individuals, including charity partners, and the tireless efforts of the many wonderful individual fundraisers who inspire us with their innovative approach to fundraising in support of 3Ts.

We believe in collaboration and work closely with organisations in the voluntary sector, the business community and third level colleges. We are partners in Connecting for Life, the National Suicide Prevention Strategy. We are members of Mental Health Reform and support ongoing campaign activities. We are members of the Men's Health Week Planning Group.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Fundraising

3Ts receives no statutory funding and relies instead on its own fundraising activities and those of its third-party fundraisers and supporters, charity partnerships and corporate and private donations. We are privileged to have the support of a number of organisations and individuals fundraising on our behalf.

We appreciate the time and effort that our supporters put into these events and thank all who fundraised on our behalf over the course of the year.

- **3Ts Annual Golf Tournament:** this tournament is open to all GI Clubs and is a major awareness raising activity for 3Ts. In 2021, we scaled back the tournament to reduce costs, doing away with the two regional rounds and the PGA Prize Fund. Instead, all clubs proceeded straight to finals at Portmarnock GC or the K Club Ryder Cup Course. The result was a hugely successful tournament all round - fundraising, awareness raising, and player satisfaction. However, we would like to acknowledge with thanks that the success of this golf tournament is largely due to our partnership with PGA which spanned 20 years. We would also like to thank management and staff at both the K Club and Portmarnock Golf Club for accommodating our tournament finals at their superb venues.
- **Fundraisers:** our supporters are an innovative bunch. This year saw supporters and charity partners undertake step challenges, hold fundraising events, walk & run marathons & mini-marathon (in one case 15 days in a row) and other challenges. Little things all add up, and one generous couple donated to 3Ts in lieu of wedding favours on their big day. Perhaps our most innovative fundraiser this year was a 24-hour Gaming Stream which was co-ordinated by a couple of keen gamers. This brought 3Ts to a new audience. The organisers had found that their community of gamers online were quite open about their mental health and also very supportive of each other. The purpose of their fundraiser was to build on this and to acknowledge the importance of mental health amongst the group and reinforce the message that it's ok to reach out for help when struggling.

Our thanks to all our supporters who took on online and other challenges for helping keep our charity in funds during a difficult year.

Charity Partnerships

Arekibo: A special mention to Arekibo Digital Consultancy who have continued to support our website as part of its CSR programme, providing expertise and advice which has helped ensure our website www.3ts.ie is a valuable and accessible resource for those in need of information regarding suicide and mental health.

Google Ad Grants: As a charity we are also in receipt of Google Ad Grants which provides advertising free of charge to 3Ts.

Lobbying: Government & Political

Over the years, 3Ts has lobbied Government and actively promotes the necessity for increased funding and better services to help prevent further loss of life through suicide. 3Ts is registered with Lobbying.ie and adheres to its reporting requirements for all lobbying activity. Further details of 3Ts lobbying activity are available in our return for the period on www.lobbying.ie. There was a nil return for this accounting year.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Chairperson's Summary

In Ireland, we have an excellent national suicide prevention strategy in Connecting for Life. The programmes, actions and resources outlined within Connecting for Life, if implemented, would undoubtedly help reduce deaths by suicide.

The concern of 3Ts is that so many of the statutory services and resources required to back up this policy are simply not there. Where services exist, waiting times and waiting lists are unacceptably long. The impact of the global pandemic on Ireland's health system has escalated this issue at a time when the nation's mental health is most severely tested. Unfortunately, for someone in suicidal crisis and their family, a 6-month wait can be 6 months too late. Our A&E's are operating at an over-capacity, with demand far exceeding resources. People presenting to our A&E with self-harm or suicidal behaviours have a different set of requirements to those presenting with physical ailments, no matter how serious. Of those who present in our A&E with Self-Harm, 13% will leave before any treatment recommendations are made. This was borne out in our research with Trinity College referred to above and is not acceptable. It is gratifying for the 3Ts/TCD team to see our study findings have had an input into the development of national policies and practices around care of the person who presents to the ED with self-harm and suicidal behaviour. These recommendations now need to be resourced and implemented.

Statutory services continue to rely heavily on voluntary organisations to meet the shortfall in services. And whilst there is an important role for the voluntary sector to play in suicide prevention, Government has a responsibility to meet the needs of its citizens and to provide alternative options such as a 24/7 Mental Health ED or crisis centre to run alongside every ED in the country.

As we face into the unknown impact of the pandemic on the mental health of the country, along with the wider issues facing Europe and the world, now is the time for the people of Ireland to hold our Politicians to account on their general indifference to the issue of suicide prevention. In both General and Local Elections of recent years, all parties have claimed that suicide prevention, suicide bereavement and all associated issues, are a priority. Now that the pandemic has shone a spotlight on mental health more than ever before, it is time to build on this and to ask our politicians to address this. Despite improvements and innovations, as a country with a reputation for caring for others, Ireland is still failing in the areas of health and mental health.

3Ts are happy to work with any interested groups or organisations to help bring about this change.

Auditors

The auditors, Kieran Ryan & Co., Chartered Accountants and Statutory Audit Firm, have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Taxation Status

The company is a close company within the meaning of the Taxes Consolidation Act, 1997.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' ANNUAL REPORT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

Accounting Records

To ensure that adequate accounting records are kept in accordance with Sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Second Floor, Elm House, Leopardstown Office Park, Sandyford, Dublin 18.

Approved by the Board of Directors on 28 April 2023 and Signed on Its Behalf by:

**Noel Smyth
Director**

**Bryan Lawlor
Director**

**3T'S COMPANY LIMITED BY GUARANTEE
DIRECTORS' RESPONSIBILITIES STATEMENT
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. 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 assets, liabilities and financial position of the charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

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

Approved by the Board of Directors on 28 April 2023 and Signed on Its Behalf by:

**Noel Smyth
Director**

**Bryan Lawlor
Director**

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF 3T'S COMPANY LIMITED BY GUARANTEE**

Report on the Audit of the Financial Statements

Opinion

We have audited the charity financial statements of 3T's Company Limited by Guarantee for the financial year ended 30 June 2022 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 30 June 2022 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 3 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We do not believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for an opinion

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 charity's ability to continue as a going concern for a period of at least twelve months from the date 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 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF 3T'S COMPANY LIMITED BY GUARANTEE**

Opinions on Other Matters Prescribed by the Companies Act 2014

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

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Matters on Which We Are Required to Report by Exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective Responsibilities

Responsibilities of Directors for the Financial Statements

As explained more fully in the Directors' Responsibilities Statement set out on page 14, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 charity's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct an audit of the charity financial statements in accordance with ISAs (Ireland) and to issue an Auditor's Report, however, because of the matters described in the basis for disclaimer of opinion paragraph, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 17, which is to be read as an integral part of our report.

The Purpose of Our Audit Work and to Whom We Owe Our Responsibilities

Our report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the charity'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 any responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Bennett

For and on Behalf of

Kieran Ryan & Co.

Chartered Accountants and Statutory Audit Firm

20 Upper Mount Street

Dublin 2

Date: 28 April 2023

3T'S COMPANY LIMITED BY GUARANTEE
APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further Information Regarding the Scope of Our Responsibilities As Auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

3T'S COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL ACTIVITIES
(incorporating an income and expenditure account)
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

	Notes	Unrestricted Funds 2022 €	Total 2022 €	Unrestricted Funds 2021 €	Total 2021 €
Incoming Resources					
Activities for generating funds	4.1	43,860	43,860	41,381	41,381
Resources Expended					
Raising funds	5.1	55,733	55,733	47,741	47,741
Net Incoming/Outgoing Resources before Transfers		(11,873)	(11,873)	(6,360)	(6,360)
Gross transfers between funds		-	-	-	-
Net Movement in Funds for the Financial Year		(11,873)	(11,873)	(6,360)	(6,360)
Reconciliation of Funds					
Balances brought forward at 1 July 2021		170,291	170,291	176,651	176,651
Balances carried forward at 30 June 2022		158,418	158,418	170,291	170,291

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 28 April 2023 and Signed on Its Behalf by:

Noel Smyth
Director

Bryan Lawlor
Director

3T'S COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 30 JUNE 2022

	Notes	2022 €	2021 €
Fixed Assets			
Tangible assets	10	15,419	7,604
Investments	11	100	100
		<u>15,519</u>	<u>7,704</u>
 Current Assets			
Debtors	12	9,717	39,690
Cash at bank and in hand		145,403	144,068
		<u>155,120</u>	<u>183,758</u>
Creditors: Amounts Falling Due within One Year	13	<u>(12,221)</u>	<u>(21,171)</u>
Net Current Assets		<u>142,899</u>	<u>162,587</u>
 Net Assets		<u>158,418</u>	<u>170,291</u>
 Funds			
Unrestricted designated funds		<u>158,418</u>	<u>170,291</u>
Total Funds		<u>158,418</u>	<u>170,291</u>

Approved by the Board of Directors on 28 April 2023 and Signed on Its Behalf by:

Noel Smyth
Director

Bryan Lawlor
Director

3T'S COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

	Notes	2022 €	2021 €
Cash Flows from Operating Activities			
Net movement in funds		(29,389)	(6,360)
Adjustments for:			
Depreciation		4,177	588
		<u>(25,212)</u>	<u>(5,772)</u>
Movements in working capital:			
Movement in debtors		29,973	(8,731)
Movement in creditors		(8,883)	(144)
		<u>(4,122)</u>	<u>(14,647)</u>
Cash Flows from Investing Activities			
Dividends received from associated undertaking		17,516	-
Payments to acquire tangible assets		(11,992)	(6,458)
		<u>5,524</u>	<u>(6,458)</u>
Net cash generated from investment activities			
Net Increase in Cash and Cash Equivalents		1,402	(21,105)
Cash and Cash Equivalents at 1 July 2021		144,001	165,106
Cash and Cash Equivalents at 30 June 2022	18	<u>145,403</u>	<u>144,001</u>

**3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

1. General Information

3T's Company Limited by Guarantee is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is Second Floor, Elm House, Leopardstown Office Park, Sandyford, Dublin 18 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of Preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102 and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014. They comply with the financial reporting standards of the Accounting Standards Board, as promulgated by Chartered Accountants Ireland. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charitable company's financial statements.

Statement of Compliance

The financial statements of the charity for the financial year ended 30 June 2021 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

**3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

continued

Incoming Resources

Voluntary income or capital is included in the Statement of Financial Activities when the charity is legally entitled to it, its financial value can be quantified with reasonable certainty and there is reasonable certainty of its ultimate receipt. Entitlement to legacies is considered established when the charity has been notified of a distribution to be made by the executors. Income received in advance of due performance under a contract is accounted for as deferred income until earned. Grants for activities are recognised as income when the related conditions for legal entitlement have been met. All other income is accounted for on an accruals basis.

Income from Charitable Activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Resources Expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and grants, support costs and depreciation on related assets. Costs of generating funds similarly include fundraising activities. Non-staff costs not attributed to one category of activity are allocated or apportioned pro-rata to the staffing of the relevant service. Finance, HR, IT and administrative staff costs are directly attributable to individual activities by objective. Governance costs are those associated with constitutional and statutory requirements.

Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	-	33.3% Straight line
Website development	-	33.3% Straight line

Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value. Income from other financial fixed asset investments together with any related withholding tax is recognised in the income and expenditure account in the year in which it is receivable.

3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

continued

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at Bank and in Hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation and Deferred Taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

Grants Receivable

Capital grants received and receivable are treated as deferred income and amortised to the Summary Income and Expenditure Account annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Summary Income and Expenditure Account when received.

Research and Development

Research expenditure is written off to the income and expenditure account in the financial year in which it is incurred.

Research expenditure is written off to the income and expenditure account in the financial year in which it is incurred. Development expenditure is written off in the same financial year unless the directors are satisfied as to the technical, commercial and financial viability of individual projects. In this situation, the expenditure is deferred and amortised over the period from which the charity is expected to benefit.

3. Provisions Available for Audits of Small Entities

In common with many other charitable companies of our size and nature, we use our auditors to assist with the preparation of the financial statements.

4. Income

4.1 Operating Activities	Unrestricted Funds €	Restricted Funds €	2022 €	2021 €
Voluntary income	11,938	-	11,938	41,381
3T's dedicated activities	31,922	-	31,922	-
	<u>43,860</u>	<u>-</u>	<u>43,860</u>	<u>41,381</u>

5. Expenditure

5.1 Raising Funds	Direct Costs €	Other Costs €	Support Costs €	2022 €	2021 €
Charitable activities	-	-	-	-	22,483
Management, administration and governance costs	55,733	-	-	55,733	25,258
	<u>55,733</u>	<u>-</u>	<u>-</u>	<u>55,733</u>	<u>47,741</u>

6. Incoming Resources

During the year ended 30 June 2022, the company availed of Government Covid wage supports made available by the Revenue Commissioners in response to restrictions imposed on activities to combat the spread of Covid-19. The wage supports are included below.

3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

continued

7.	Net Incoming Resources	2022	2021
		€	€
	Net Incoming Resources Are Stated After Charging/(Crediting):		
	Depreciation of tangible assets	4,177	588
	Research and development		
	- expenditure in current financial year	-	22,483
	Grants receivable received	(1,938)	(19,866)
		<u> </u>	<u> </u>
8.	Investment and Other Income	2022	2021
		€	€
	Government Covid wage support	1,938	19,866
	VAT refund - Charity Scheme	-	521
	Dividends from participating interests	17,516	-
		<u> </u>	<u> </u>
		<u>19,454</u>	<u>20,387</u>

9. Employees and Remuneration

Number of Employees

The average number of persons employed during the financial year was as follows:

This does not include directors who volunteer their time and are unpaid as detailed in the Directors Annual Report.

	2022	2021
	Number	Number
Administration	<u> 1</u>	<u> 1</u>
The staff costs comprise:		
	2022	2021
	€	€
Wages and salaries	31,500	30,991
Social welfare costs	3,481	2,909
	<u> </u>	<u> </u>
	<u>34,981</u>	<u>33,900</u>

3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

continued

10. Tangible Fixed Assets

	Fixtures, fittings and equipment €	Website development €	Total €
Cost			
At 1 July 2021	3,663	6,458	10,121
Additions	-	11,992	11,992
	<u>3,663</u>	<u>18,450</u>	<u>22,113</u>
At 30 June 2022	3,663	18,450	22,113
Depreciation			
At 1 July 2021	2,517	-	2,517
Charge for the financial year	588	3,589	4,177
	<u>3,105</u>	<u>3,589</u>	<u>6,694</u>
At 30 June 2022	3,105	3,589	6,694
Net Book Value			
At 30 June 2022	<u>558</u>	<u>14,861</u>	<u>15,419</u>
At 30 June 2021	<u>1,146</u>	<u>6,458</u>	<u>7,604</u>

10.1 Tangible Fixed Assets Prior Financial Year

	Fixtures, fittings and equipment €	Website development €	Total €
Cost			
At 1 July 2020	3,663	-	3,663
Additions	-	6,458	6,458
	<u>3,663</u>	<u>6,458</u>	<u>10,121</u>
At 30 June 2021	3,663	6,458	10,121
Depreciation			
At 1 July 2020	1,929	-	1,929
Charge for the financial year	588	-	588
	<u>2,517</u>	<u>-</u>	<u>2,517</u>
At 30 June 2021	2,517	-	2,517
Net Book Value			
At 30 June 2021	<u>1,146</u>	<u>6,458</u>	<u>7,604</u>
At 30 June 2020	<u>1,734</u>	<u>-</u>	<u>1,734</u>

3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022

continued

11. Investments

Investments	Group and participating undertakings
Cost	€
At 30 June 2022	100
	<hr/>
Net Book Value	
At 30 June 2022	100
	<hr/> <hr/>
At 30 June 2021	100
	<hr/> <hr/>

11.1 Financial Fixed Assets Prior Financial Year Commercial Investments

Investments	Group and participating undertakings
Cost	€
At 30 June 2021	100
	<hr/>
Net Book Value	
At 30 June 2021	100
	<hr/> <hr/>
At 30 June 2020	100
	<hr/> <hr/>

12. Debtors

	2022	2021
	€	€
Trade debtors	3,034	13,655
Sundry debtors	1,437	23,005
Prepayments and accrued income	5,246	3,030
	<hr/>	<hr/>
	9,717	39,690
	<hr/> <hr/>	<hr/> <hr/>

Amounts owed by subsidiary undertakings are interest-free and repayable on demand.

13. Creditors

Amounts Falling Due within One Year	2022	2021
	€	€
Bank overdrafts	-	67
Trade creditors	308	1,119
Amounts owed to group companies	-	17,453
Taxation and social security costs (Note 14)	4,308	2,532
Deferred income	7,605	-
	<hr/>	<hr/>
	12,221	21,171
	<hr/> <hr/>	<hr/> <hr/>

**3T'S COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 JUNE 2022**

continued

14.	Taxation and Social Security	2022 €	2021 €
	Creditors:		
	PAYE / PRSI	4,308	2,532
		4,308	2,532
15.	Reserves	2022 €	2021 €
	Opening balance	170,291	176,651
	Deficit for the financial year	(11,873)	(6,360)
	Closing balance	158,418	170,291

16. Status

The charity is Limited by Guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

17. Related Party Transactions

At 30 June 2022, Corundum Investments Unlimited Company, a related company by way of directors in common owed 3T's Nil (2021: €23,005). Prior year balance was fully repaid during the period.

18.	Cash and Cash Equivalents	2022 €	2021 €
	Cash and bank balances	145,403	144,068
	Bank overdrafts	-	(67)
		145,403	144,001

19. Post-Balance Sheet Events

On 24 February 2022, Russian military invaded Ukraine. The actions in Ukraine and related events have contributed to a worldwide increase in inflation rates and placed additional pressures on businesses and other entities due to there being increased costs across all sectors. These factors have weakened the global post-pandemic recovery and brought new challenges to all.

The directors continually monitor both the financial and non-financial impacts of external events on the company, keeping reasonable safeguards in place as required. The directors are very experienced in their field and believe that the company is well positioned going forward.

20. Approval of Financial Statements

The financial statements were approved and authorised for issue by the Board of Directors on 28 April 2023.