

Speedpak Company Limited By Guarantee
(A company limited by guarantee without a share capital)

Extracts from our audited Financial Statements

for the year ended 31 December 2017



McInerneySaunders

Chartered Accountants, Registered Auditors
& Business Advisers

smart thinking

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**Speedpak Company
Limited By Guarantee**
(A company limited by guarantee,
without a share capital)

**Directors' Report
and Financial Statements**

**for the year ended
31 December 2017**

Company Number: 234022

Speedpak Company Limited By Guarantee

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DIRECTORS AND OTHER INFORMATION

Directors	James Lillis (Chairman) John McGinley William Hartley Marian Vickers (Resigned 31 December 2017) Irene Beare (Resigned 31 December 2017) Adrian Charles Paul Rogers Mary McPhillips (Appointed 25 April 2017)
Company Secretary	William Hartley (Appointed 31 December 2017) John Murphy (Resigned 31 December 2017)
Company Number	234022
Charity Number	CHY11503
Business Address	Units 5-8 Clonshaugh Industrial Estate Clonshaugh Dublin 17
Auditors	McInerney Saunders Chartered Accountants and Statutory Audit Firm 38 Main Street, Swords Co. Dublin
Bankers	Bank of Ireland Coolock Village Branch 60 Malahide Road Coolock Dublin 5 Clann Credo Irish Social Finance Centre 10 Grattan Crescent Inchicore
Solicitors	Byrne Wallace 88 Harcourt Street Dublin 2

Speedpak Company Limited By Guarantee

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DIRECTORS' REPORT

for the year ended 31 December 2017

The directors present their report and the audited financial statements for the year ended 31 December 2017.

Principal Activity

Speedpak Company Limited by Guarantee, trading as the Speedpak Group is a Social Enterprise based in Coolock on Dublin's Northside. A Social Enterprise is defined as "an enterprise that trades for a social/societal purpose, where at least part of its income is earned from its trading activity, is separate from government and where the surplus is primarily reinvested in the social objective". The Company was founded in 1995 by the Northside Partnership in collaboration with the local business community to address the issue of high unemployment in areas that experience greater social and economic disadvantage on Dublin's Northside.

Our principal activities are to provide work opportunities in a viable commercial business environment, to end local long term unemployment - Trading, Training, Transforming™. We improve the employability of long term unemployed people by providing real work experience, accredited training, career planning, mentoring, and supports tailored to the individual. Opportunities are also given to those most distanced from the labour market including early school leavers, ex-offenders, ex-drug misusers and people with disabilities. This provides local unemployed people with a real opportunity to obtain full time employment and reach their potential.

We have two commercial divisions. Speedpak CLG trades as Speedpak Contract Services and Shamrock Rosettes through which work experience and industry led training opportunities are provided to people. This structure delivers accredited training to address the low educational attainment of participants where on average 90% have left school early. The Speedpak Group addresses this lack of educational qualifications which is a major disadvantage to people competing in the job market.

Commercial Divisions

Speedpak Contract Services and E-fulfilment provides manufacturing and logistics support specialising in customised contract packing, finishing and E-fulfilment services to industry and E-tailers www.speedpak.ie. Shamrock Rosettes manufactures a wide range of customised promotional products, including rosettes, sashes and badges and also supply embroidered and printed sports clothing. It also operates as an E-tailer via its online shop www.shamrockrosettes.com.

The Company has a loyal customer base and continues to grow its commercial offering to both B2B and B2C customers. We value our customers and they value our quality products, service and great customer care.

On 1 December 2016, the company's name changed from 'Speedpak Limited' to 'Speedpak Company Limited by Guarantee' in accordance with the transitional provisions of the Companies Act 2014.

Financial Results

The surplus for the year after providing for depreciation amounted to €11,487 (2016 - €57,433).

At the end of the year, the company has assets of €665,480 (2016 - €699,173) and liabilities of €444,449 (2016 - €489,629). The net assets of the company have increased by €11,487.

Principal Risks and Uncertainties

An important customer of Speedpak Contract Services reduced significantly its trading volume with the Company from March 2017 which impacted on the current year's results. We continue to seek replacement business and develop new customers. The full impact of BREXIT has yet to be seen. However we are aware that investment decisions by companies in the manufacturing sector are being postponed until there is greater clarity of the implications of BREXIT. The company has a Risk Register Policy in place that acts as a guide to the business on what risks are foreseen, how they are prioritised and how these risks will be managed. The company reviews the risk register bi-annually.

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DIRECTORS' REPORT

for the year ended 31 December 2017

Directors and Secretary

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

James Lillis (Chairman)
John McGinley
William Hartley
Marian Vickers (Resigned 31 December 2017)
Irene Beare (Resigned 31 December 2017)
Adrian Charles
Paul Rogers
Mary McPhillips (Appointed 25 April 2017)

The secretaries who served during the year were;

William Hartley (Appointed 31 December 2017)
John Murphy (Resigned 31 December 2017)

No directors fees are paid.

Post Balance Sheet Events

There have been no significant events affecting the company since the year-end, which would require disclosure.

Political donations

The company did not make any disclosable political donations in the current year.

Auditors

The auditors, McInerney Saunders, (Chartered Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Social Investment and other supports:

Approximately 50% of the Company's income is generated by its commercial activities, corporate investment and philanthropic donations, with the balance being derived from government investment. Bank facilities are in place to cover capital needs, servicing of which is fully in line with agreed terms. No funds are contributed directly by the general public.

Speedpak Group is contracted to provide labour market and wage subsidy programmes on behalf of the Dept. of Social Protection and POBAL. The Company was a community partner in the Northside Partnership Social Inclusion Community Activation Programme (SICAP) contract with Government and has a service level agreement to provide specialist training and support to people most distanced from the labour market.

Allergan continued to provide financial support to the Company's capital expenditure programme as part of its Corporate Social Responsibility. The Allergan Foundation also provided project funding to support the re-development of an Employability & Distance Travelled measurement system used with training staff. In 2017 we completed our industry led Enhanced Skills Programme developed with grant support from JP Morgan Chase Foundation and in-house support from JP Morgan, Dublin. The programme was completed successfully by year end with 100% accredited training success rate and a 60% progression to employment or further training by programme end. We also received a donation from JP Morgan to further support the social impact we make in the community.

The Company has a number of supporters that offer their help in a variety of ways including providing free expertise or goods or services at reduced rates as part of their Corporate Social Responsibility. Our Directors, who come from business, NGO and community sectors, do so in a voluntary capacity and provide their services pro-bono giving approximately 400 hours of their time in 2017.

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DIRECTORS' REPORT

for the year ended 31 December 2017

Social Impact 2017

The Company provided the following social impact:

- 59 people employed
- 71 work experience and training opportunities to local long term unemployed people (over 1000 since our foundation)
- 72 QQI work related modules were successfully passed.
- 55% average progression rate to Jobs or Further Education & Training.

Governance

The activities of the Company are overseen by a highly experienced Board of Directors. The Board operates to an annual schedule of nine meetings agreed to at the start of each year. The Company is run by a professionally qualified Management Team and core staff of twelve across production, finance, sales and administration, supplemented with contracted services. The financial statements of Speedpak Group are fully audited on an annual basis and are prepared in accordance with accounting standards generally accepted in Ireland and with Irish Statute. The Company's training programmes are also independently audited by both the Department of Employment & Social Protection & POBAL.

The Company having adopted the Good Governance Code is continuing its journey towards full compliance having allocated further resources to support this work programme in 2017. The Code is essentially a code of practice for good governance of community, voluntary and charitable organisations in Ireland. You can see our name on the list of those on this journey here www.governancecode.ie/organisations. The Speedpak Group is committed to the implementation of the requirements of the Charities SORP (Statement of Recommended Practice) applicable to Charities.

Corporate Values

Speedpak Group's corporate values are central to our success as a social enterprise. These are derived from their fundamental belief about what is good for people inside and outside their company. They are:

- Innovation: The Company embraces new ideas, encouraging thinking that produces better processes, products and services.
- Integrity: The Company strives to be fair and transparent and ensure that our products and services are of the highest quality.
- Honesty: The Company promotes honesty, accountability and openness establishing relationships based on trust.
- Respect: The Company treats people with respect, dignity and sensitivity. We recognise and respect diversity and value the contribution of each individual.
- Community: The Company strives to help, support and improve the community where we work.

Statement on Relevant Audit Information

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.

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 Units 5-8, Clonsaugh Industrial Estate, Clonsaugh, Dublin 17.

Signed on behalf of the board

James Lillis (Chairman)
Director

1 June 2018

William Hartley
Director

1 June 2018

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DIRECTORS' RESPONSIBILITIES STATEMENT

for the year ended 31 December 2017

The directors are responsible for preparing the Directors' Report and 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 and promulgated by Chartered Accountants Ireland. 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 company as at the financial year end date and of the surplus or deficit of the company 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 for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, 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 company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy and enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. 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.

In so far as the directors are aware:

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

Signed on behalf of the board

**James Lillis (Chairman)
Director**

1 June 2018

**William Hartley
Director**

1 June 2018

INDEPENDENT AUDITOR'S REPORT

to the Members of Speedpak Company Limited By Guarantee

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Report on the audit of the financial statements

Opinion

We have audited the financial statements of Speedpak Company Limited By Guarantee ("the company") for the year ended 31 December 2017 which comprise the Income Statement, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes to the financial statements, including a 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".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2017 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; 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 further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

In connection with our audit of the financial statements, 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 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.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. 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 company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' 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 made. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

to the Members of Speedpak Company Limited By Guarantee

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Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, 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 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 company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has 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 (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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 company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the 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 company's ability to continue as going concerns. 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 company to cease to continue as going concerns.
- 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.

INDEPENDENT AUDITOR'S REPORT
to the Members of Speedpak Company Limited By Guarantee
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The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company'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 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 any 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.

Donagh Waters
for and on behalf of
MCINERNEY SAUNDERS
Chartered Accountants and Statutory Audit Firm
38 Main Street,
Swords
Co. Dublin

1 June 2018

Speedpak Company Limited By Guarantee

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INCOME STATEMENT

for the year ended 31 December 2017

	Notes	2017 €	2016 €
Income		1,323,288	1,396,569
Expenditure		<u>(1,304,199)</u>	<u>(1,328,495)</u>
Surplus before interest		19,089	68,074
Interest payable and similar expenses	5	<u>(7,602)</u>	<u>(10,641)</u>
Surplus before tax		11,487	57,433
Tax on surplus	8	-	-
Surplus for the year		<u>11,487</u>	<u>57,433</u>
Total Comprehensive Income		<u>11,487</u>	<u>57,433</u>

Approved by the board on 1 June 2018 and signed on its behalf by:

James Lillis (Chairman)
Director

William Hartley
Director

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BALANCE SHEET

as at 31 December 2017

		2017	2016
	Notes	€	€
Fixed Assets			
Tangible assets	9	<u>373,389</u>	<u>376,409</u>
Current Assets			
Stocks	10	35,597	27,010
Debtors	11	119,262	211,150
Cash and cash equivalents		<u>137,232</u>	<u>84,604</u>
		<u>292,091</u>	<u>322,764</u>
Creditors: Amounts falling due within one year	12	<u>(222,174)</u>	<u>(243,406)</u>
Net Current Assets		<u>69,917</u>	<u>79,358</u>
Total Assets less Current Liabilities		<u>443,306</u>	<u>455,767</u>
Creditors			
Amounts falling due after more than one year	13	<u>(222,275)</u>	<u>(246,223)</u>
Net Assets		<u>221,031</u>	<u>209,544</u>
Reserves			
Income statement		<u>221,031</u>	<u>209,544</u>
Members' Funds		<u>221,031</u>	<u>209,544</u>

The financial statements have been prepared in accordance with the small companies' regime.

Approved by the board on 1 June 2018 and signed on its behalf by:

James Lillis (Chairman)
Director

William Hartley
Director

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STATEMENT OF CHANGES IN EQUITY
as at 31 December 2017

	Retained surplus	Total
	€	€
At 1 January 2016	152,111	152,111
Surplus for the year	57,433	57,433
At 31 December 2016	209,544	209,544
Surplus for the year	11,487	11,487
At 31 December 2017	<u>221,031</u>	<u>221,031</u>