

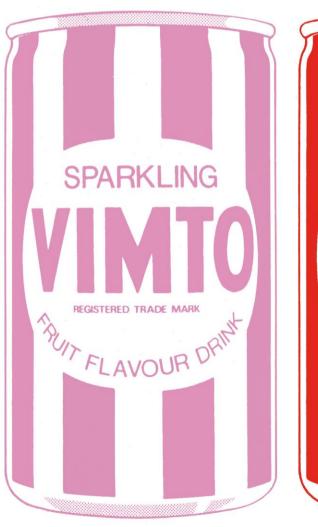


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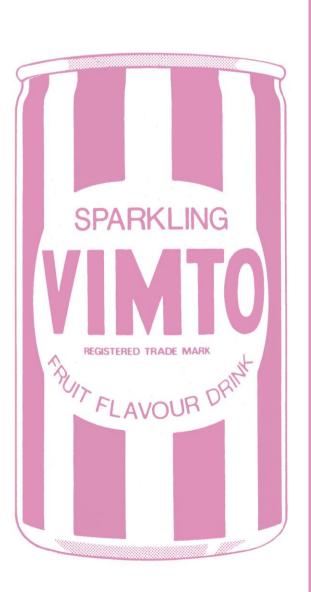
**YEAR END 2021** 

PRESENTED MARCH 2022

# OUR PURPOSE







# AGENDA



ANDREW MILNE

Chief Executive Officer





DAVID RATTIGAN

Chief Financial Officer

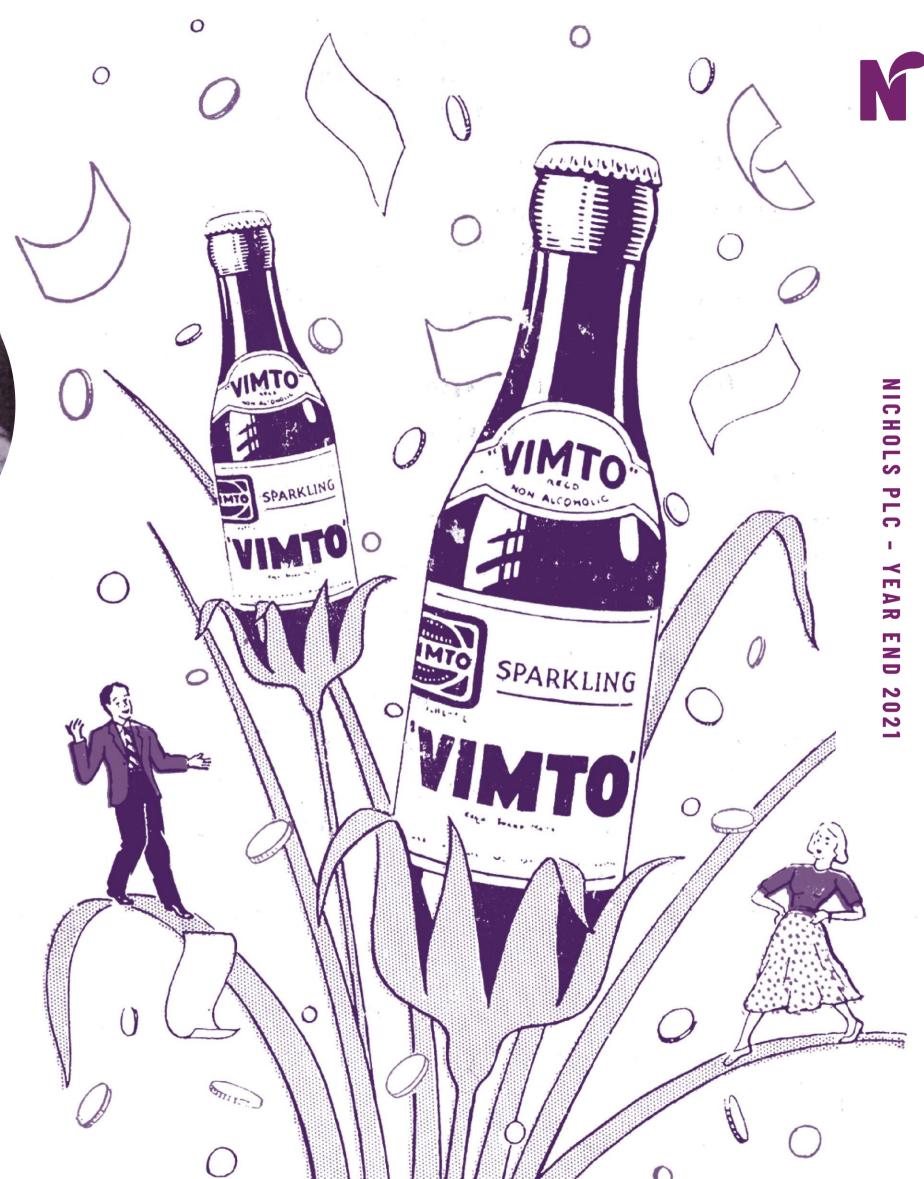
FINANCIAL REVIEW AND OUTLOOK



ANDREW MILNE

Chief Executive Officer

LOOKING FORWARD - A CLEAR FOCUS



# 2021 HIGHLIGHTS

M

- Strong revenue growth on Vimto in UK and Internationally
- Accelerated growth delivered across Africa
- Resilient performance across the Middle East
- Strong investment in the Vimto brand
- Continued progress against our Happier Future ESG strategy
- Excellent progress on our operational change programme
- Impairment review in Out of Home (OoH), strategic review commenced
- Maintained a strong cash position
- Plans in place to help mitigate significant inflation costs





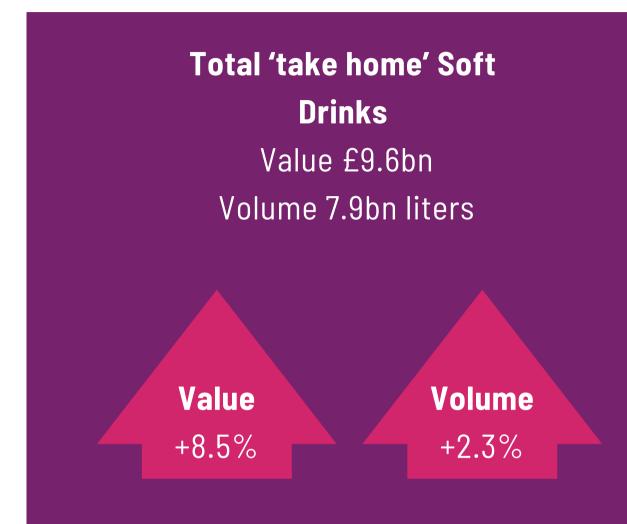
# **UK SOFT DRINKS MARKET**

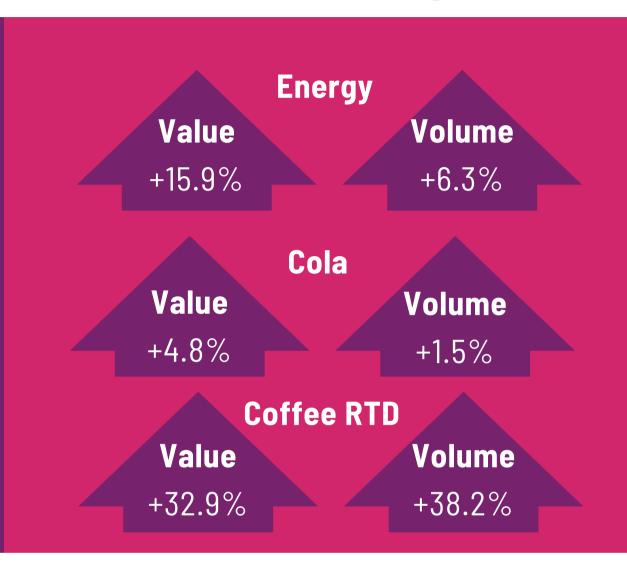
# M

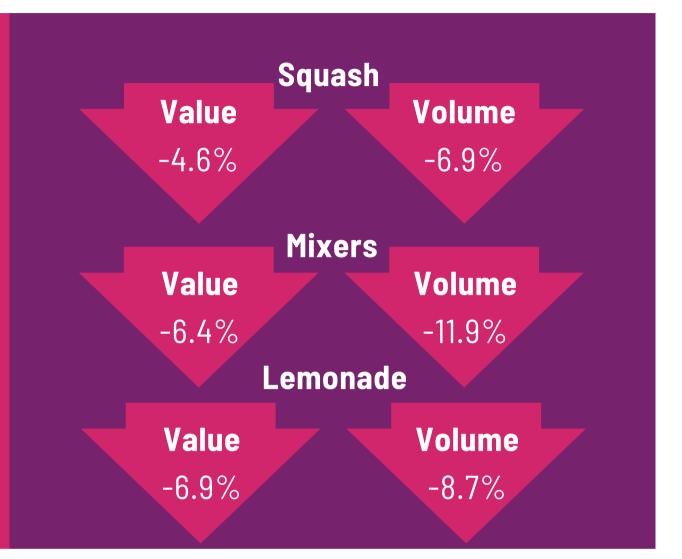
# **PERFORMANCE**

# WINNERS

# **LOSERS**



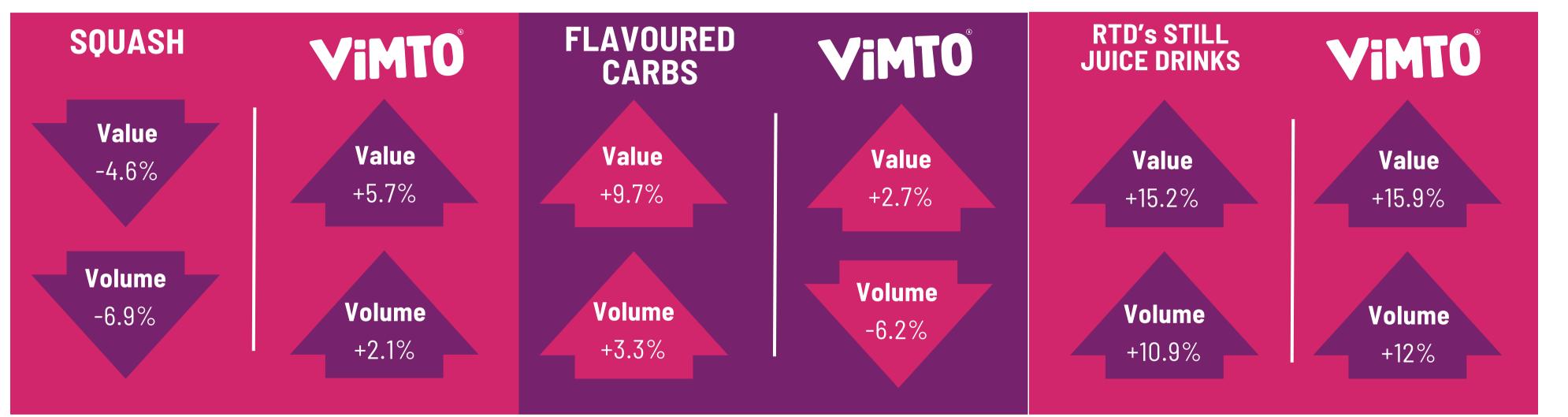




- A resilient soft drinks market driving value and volume
- Shoppers buying soft drinks more often at a higher price
- Energy and cola consistently performing well, both attracting new shoppers
  - Squash lapping the outstanding performance of 2020
  - Mixers suffering due to recovering OoH sector trade sector

# VIMTO IN GROWTH ACROSS ALL 3 SUB-CATEGORIES





- Brand Value £102.5m Value +6.3%, Volume +0.1%
  - Value over volume
- Driving household penetration +900,000 in 5 years
  - Number 2 squash brand
  - Fastest growing squash brand in category<sup>1</sup>

# UKPACKAGED

# STRONG PERFORMANCE ACROSS ALL CHANNELS





Fortified squash & our broadest flavour range ever!



Driving visibility at the point of purchase



Focus on driving points of distribution across Impulse



Bigger packs drove share & customer/consumer engagement



Power brand partnership MyProtein

# NEW & EXCITING MARKETING CAMPAIGN



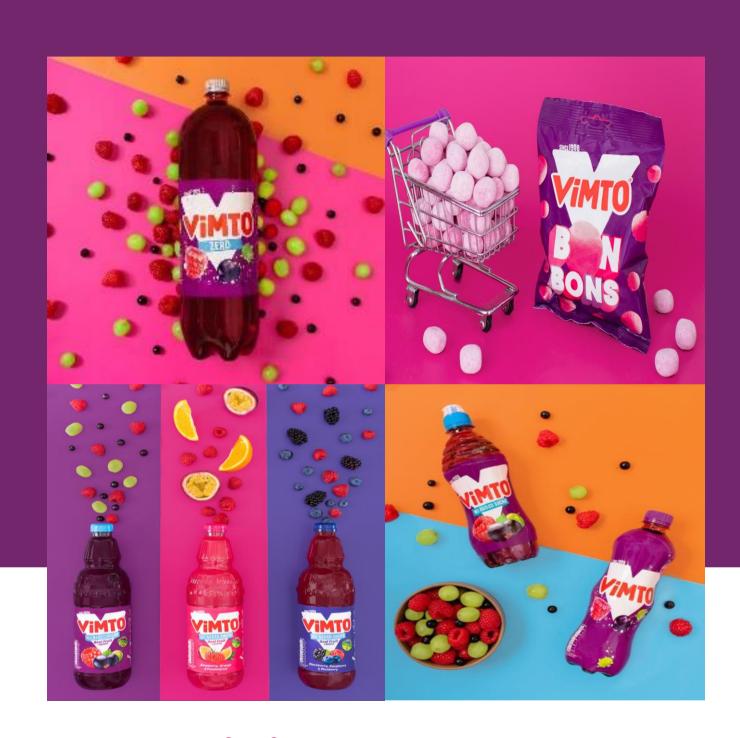




National above the line campaign reaching 81% of mums 5+ times



New creative aired April-Sept across TV, VOD, Outdoor & In-store



**Digital**, social & influencer campaign

# NICHOLS PLC - YEAR END 202

# INTERNATIONAL - MIDDLE EAST A RESILIENT PERFORMANCE





Outstanding market execution delivering strong brand visibility and availability achieved across all key channels



Launch of the first no added sugar cordial across the region sweetened with fruit juice



Strong brand investment as 'Sweet Togetherness' campaign is launched with a strong digital focus

# NICHOLS PLC - YEAR END 202

# INTERNATIONAL – AFRICA ACCELERATED GROWTH





Strong marketing campaigns were launched across a number of key occasions throughout 2021



Launch of new branding across a range of countries within the African region



New products and flavours continue to attract new shoppers into the brand

# OUT OF HOME

- Significant impact on the sector due to Covid and the subsequent outlet closures
- Growth delivered in 2021 versus 2020
- 2021 is still behind 2019 levels
- Impairment charge, impairing the entire goodwill
- A strategic review commenced to build the route to market back stronger



# FEEL GYD



Brand with Purpose

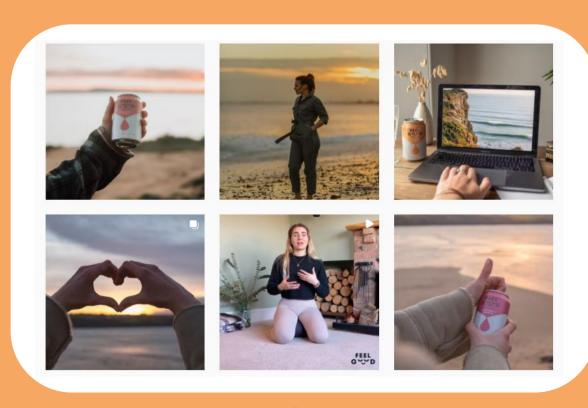
Making the world feel better one sip at a time



**Building a Community**Events and influencers for trial



Climate Control
An ambition to reach net zero by 2030



**Digital First**Amplification partner to increase reach



Consumer Relevance Sustainable programs for consumers

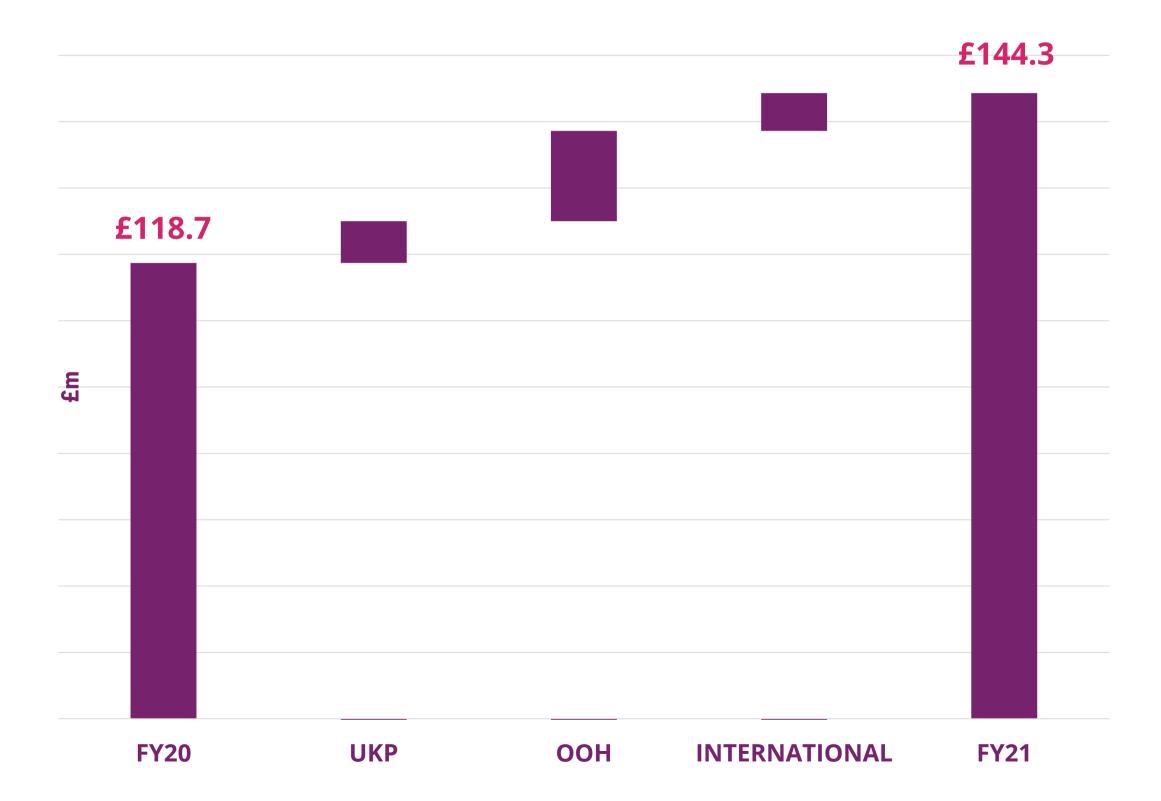


More Cans on Shelves
Grow numeric distribution in existing and new



# REVENUE

	FY21	FY20	Movement
Revenue	144.3	118.7	21.6%



# **Strong Group performance across all 3 routes to market**



Broadly back to pre-pandemic FY19 levels

### UK Packaged up +8.5%

- Vimto and Levi Roots
  - Vimto brand value +6.3%<sup>1</sup>
    - + Squash, + Carbs and + Still
    - +13.2%<sup>2</sup> versus FY19
  - Levi Roots +25% versus FY20
- Multiples and discounters up +7.0%
  - Distribution gains
- Convenience, Delivered Wholesale and C&C +11.3%
  - Recovery from 2020

### OoH +77.4%

- Q1 lockdown, Q2 easing of restrictions
- Restricted summer footfall; 'pingdemic', social distancing
- Strengthening recovery; strong Q4, 5x Q420
- Revenue down -31.4% versus FY19

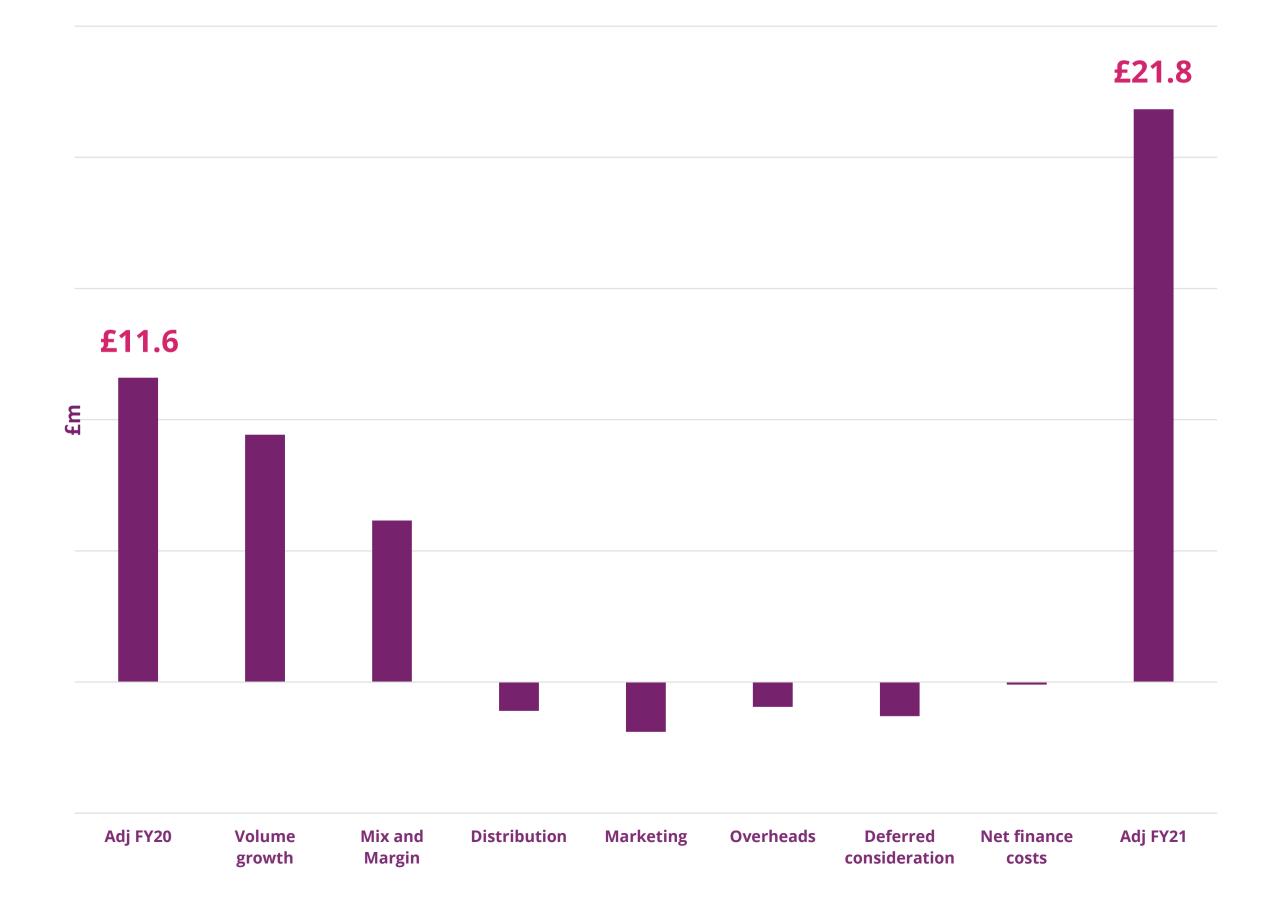
### **International +21.0%**

- Shipping constraints throughout the year
  - Africa up +17.1%
  - ROW up +14.2%
- SBT investment completion
- Underlying +9.8%, with Middle East broadly flat

1 Source: Nielsen, Total Coverage 12 months to 1 January 2022 2 Source: Nielsen, Total Coverage 12 months to 1 January 2022 vs. 12 months to 4 January 2020

# **ADJUSTED PBT**

	FY21	FY20	Movement
Adjusted profit before tax	21.8	11.6	87.9%



### Gross Profit up +£15.6m & +3.4ppt to 45.2%



• FY19 47.6%



### Mix and margin management +£6.2m

- SBT investment reduced and now complete +£2.7m
- Customer mix +£1.8m
  - OoH, return of In-house and Nationals
- Margin management +£1.7m
  - Prior year restructuring
  - OoH volume planning improvements

### Distribution costs up -£1.1m

- Volume growth
- Inflation Driver shortages & fuel
- Capacity New 5 year distribution contract

### Marketing investment up -£1.9m

- Successful Vimto 'Find your Different' campaign
- Consumer awareness & customer distribution wins
- Re-phasing from 2020

### Overhead up -£0.9m

- Restructuring benefits +£1.2m
- 2020 Asset loss provision fully utilised +£1.1m
- Increase travel and entertaining-£0.5m
- Reinstatement bonus/employee incentives -£2.3m
- Adverse FX -£0.4m

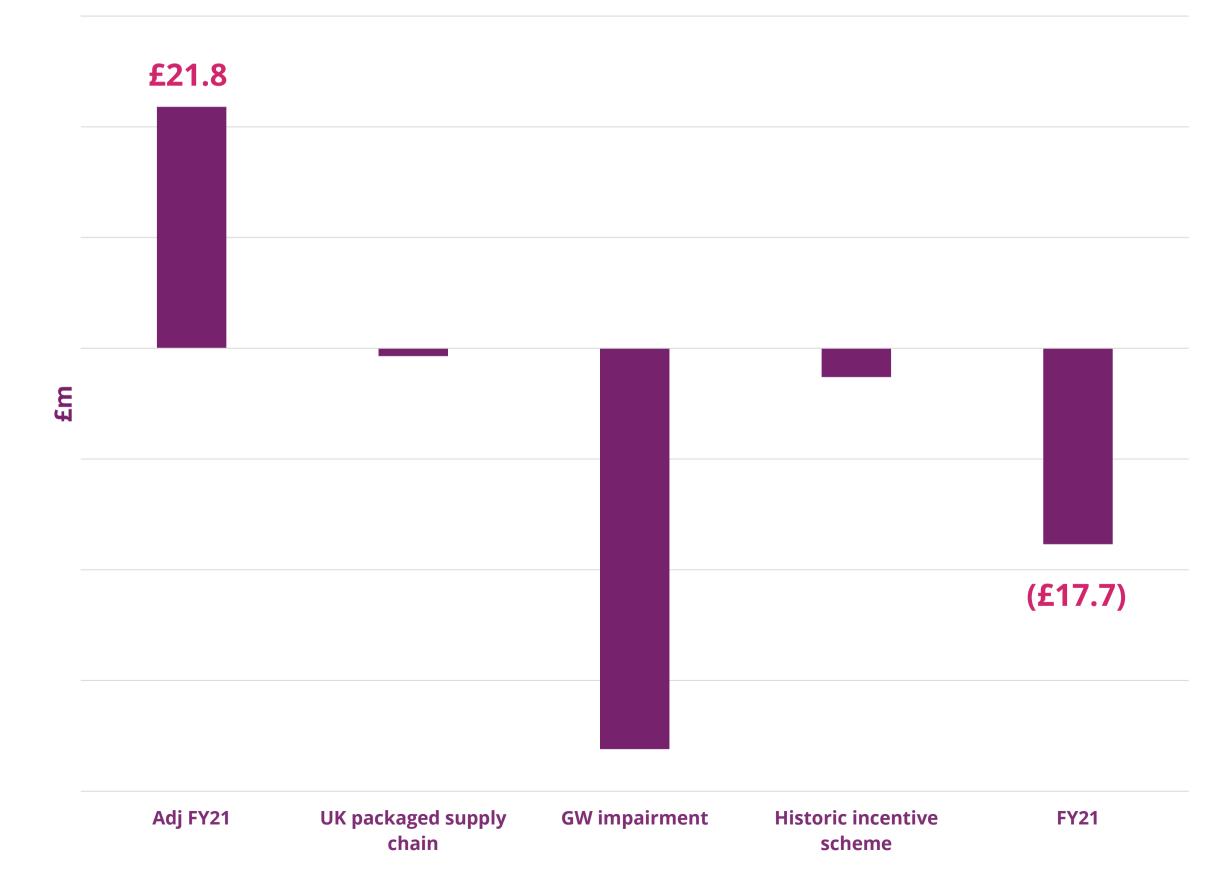
### Deferred Consideration -£1.3m

 Noisy Dr Co (NW) & AML (2) not delivering growth target



# PBT - EXCEPTIONALS

	Adj FY21	FY21
Profit/(loss) before tax	21.8	(17.7)



### Significant exceptional cost -£39.5m



- Largely non cash
- 2020: -£5.1m

### **UK Packaged Supply Chain -£0.6m**

- Successful capacity and capability development
  - Logistics
  - Manufacturing
  - Business continuity planning
- Project commenced Q420 (-£0.3m)
  - Completing through FY22

### Goodwill impairment -£36.2m

- OoH acquisitions
- Future growth but slower than expectation
  - lower margin
  - higher cost
- Significant opportunity remains
  - requires transformational approach
- Strategic Review commenced

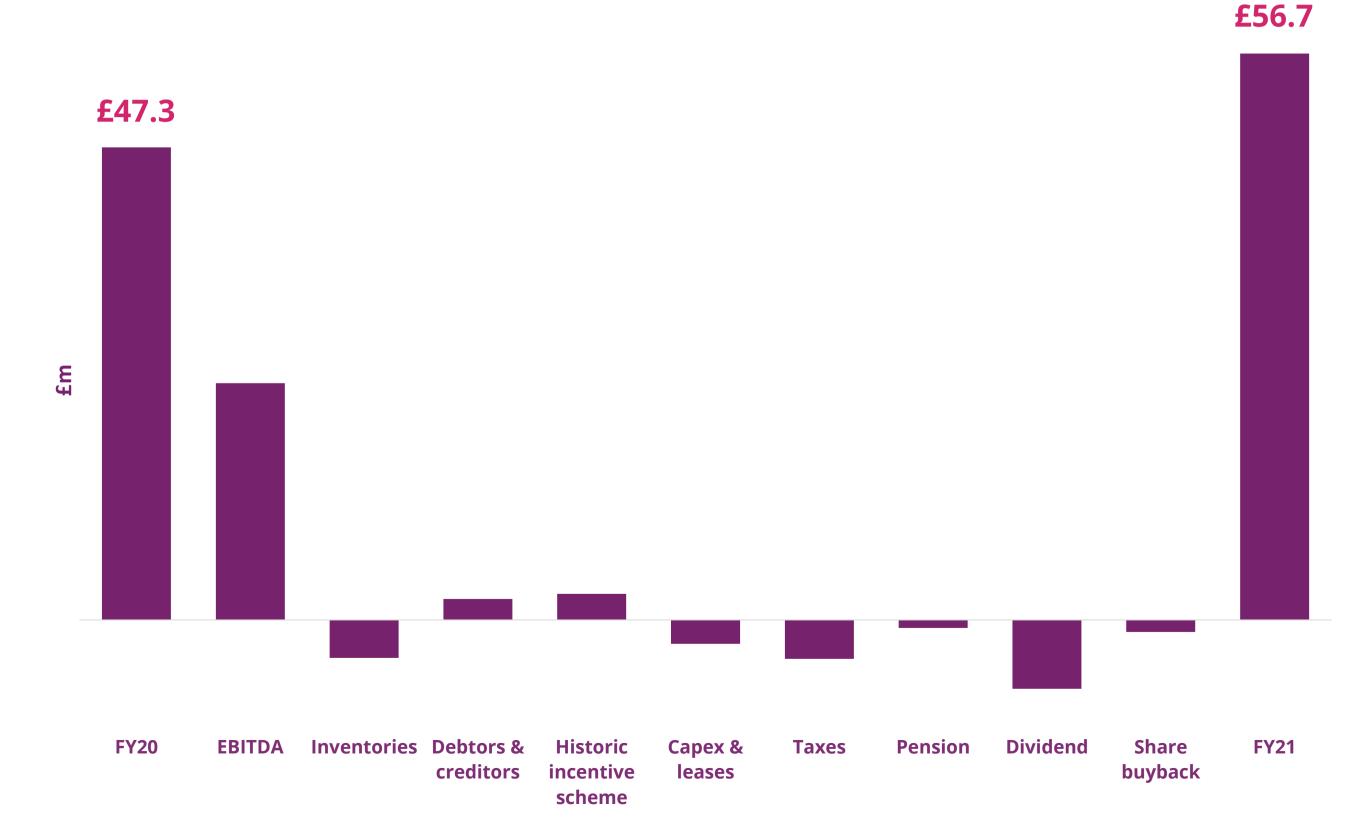
# Net liability for historic incentive scheme -£2.6m

- Previously disclosed contingent liability
- HMRC disputed tax treatment
- Tribunal has ruled in favour of HMRC (January 2022)
  - Tax liability and interest costs
  - Employees indemnity income tax and ee NI

# CASH



	FY21	FY20	Movement
Cash and Cash Equivalents	56.7	47.3	19.8%



### **Key pandemic focus area**

- Cash has been a focus through the pandemic
- Cash conversion +103%
- +186% in 2020
  - as working capital unwound

### Significant stock build

- UK packaged supply chain
  - Specific change readiness
  - General labour shortages

Trading normality return offset by Q4 stock creditors and historic incentive scheme net liability

Higher financial return thresholds in OoH reducing capex spend

### **Free Cash Flow maintained**

- +£17.5m in 2021
- +£17.6m in 2020

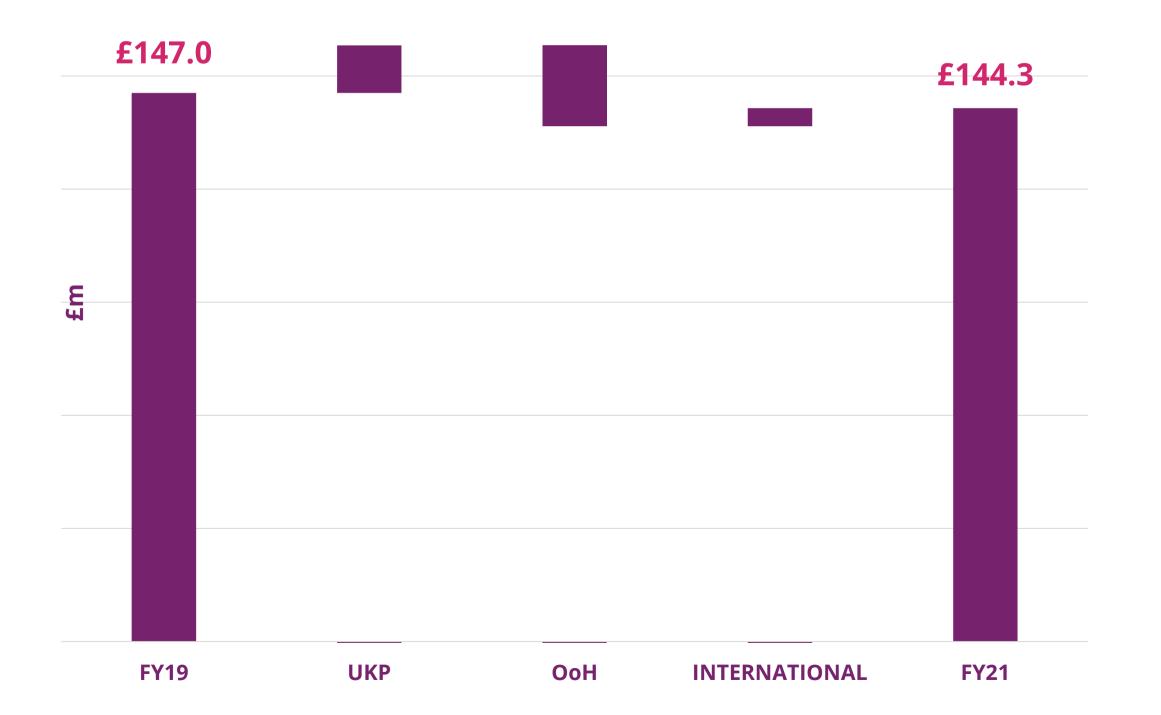
# DIVIDEND PROPOSAL & AGM



- In 2020 the Board advised a dividend policy of broadly 2x cover
  - balances shareholder distributions with the investment needs and growth opportunities of the business postpandemic
- Adjusted Earnings Per Share (basic) 46.15p
- The Board therefore propose a final dividend of 13.3p
  - Combined with interim, results in a full dividend for 2021 of 23.1p
- Ex-dividend date will be 24 March 2022
- Payment will be made on 5 May 2022 subject to shareholder approval
- Company's AGM 27 April 2022
  - physical meeting in Newton-le-Willows

# **BUSINESS SHAPE Vs 2019**

	FY21	FY19	Movement
Revenue	144.3	147.0	(1.8%)



### UK packaged, up +12%



- Vimto brand has outperformed
- Vimto brand value +13.2%<sup>1</sup>
  - Soft drinks +11.0%<sup>1</sup>
    - powered by cola, energy, mixers and rtd coffee
    - where Vimto does not operate
- Significant distribution gains
- Exciting improvements across brand awareness metrics

### OoH exciting RTM but challenging, down -31%

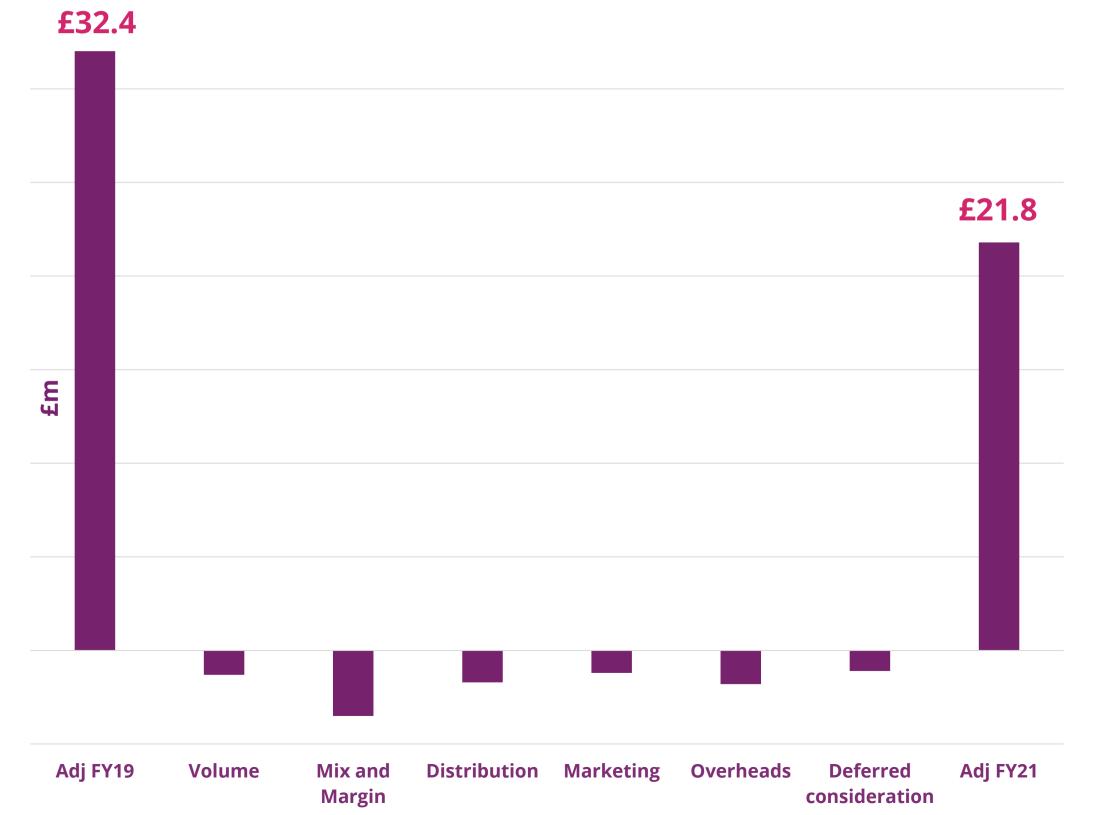
- COVID-19 impact
- Greater understanding of the challenges
  - slower growth
  - heavier asset and overhead
  - lower net margin after overhead

### **International packaged, up +11%**

- Vimto versatility and resilience demonstrated
- Africa growing +26%
- Middle East, mature but stable
- Vimto travels with its loyal consumers,
  - US +117%
  - Europe +5%

# ADJ PBT Vs 2019

	FY21	FY19	Movement
Adjusted profit before tax	21.8	32.4	(32.7%)



### Adjusted PBT -£10.6m



Gross profit down -£4.8m (-7%) & -2.4ppts to 45.2%

Volume down -£1.3m

### Mix & margin management down -£3.5m

- SBT investment -£0.8m (0.6ppt of gross profit margin)
- Product Mix +£0.8m
  - UK Packaged squash v carbs +ve
  - International Packaged v concentrate mix –ve
- Margin management -£3.5m (2.4ppt of gross profit margin)
  - Bespoke inflation, post operational disruption -£1.6m
  - UK packaged one off gains FY19 -£1.9m

### Distribution costs up -£1.7m (-23%)

Volume and Inflation

### Marketing investment up -£1.2m

- Successful Vimto 'Find your Different' campaign
- Consumer awareness & customer distribution wins

### Overhead including finance costs up -£1.8m (-13%)

- Feel Good -£0.4m
- OoH machines, depreciation up -£0.6m
- Bad debt -£0.5m (FY21: £0.3m charge, FY19: credit £0.2m)
- Other, including labour -£0.3m

### **Deferred Consideration -£1.1m**

• AML (1) not delivered growth target



# ROCE 37% without including cash in capital employed, 20% including cash cash reserves have consistently grown and are strong

### The Group has invested £54m (2013-21)

- £27.6 acquisitions
- £26.4m in property, plant and machinery
  - largely for the OoH route to market
- OoH investments have significantly increased the Group's capital employed

## OOH growth projections beyond 2022 are now expected to be lower than previously estimated

net margin progression requires transformational change

# Future ROCE focus in terms of Capital Allocation presents significant opportunity

- Strong cash balances
- Highly cash generative with resilient free cash flows
  - Significant Vimto growth opportunities
  - New packaged soft drinks opportunities in adjacent categories

## **Higher OOH financial return thresholds**

# TAKE OUTS



# 2019 revenues largely delivered but without full recovery of Adjusted PBT different shape and focus for the business exiting the pandemic

## Vimto is the real long-term winner

- flexible and resilient
- significant organic growth headroom across the UK (national) and Internationally (Africa in particular)

## Increased investment in Vimto to realise potential and support expansion

- operational foundations investment, with our partners, allowing for growth capacity and security of supply
  - UK
  - West Africa, increasing concentrate mix
- marketing investment to reach new consumers and drive further distribution gains
- continued renovation and appropriate innovation across the Vimto range

# Significant long term soft drink market growth in adjacent categories

investing in Feel Good

### Capital allocation strategy - unrealised potential

- ROCE focus
- enter packaged growth areas of the soft drinks market where Vimto cannot stretch
- invest for the future and play the long game

# **NEAR TERM**



# Some significant headwinds to navigate

- Out of home financial impact and longer-term approach
  - Covid 19 impact will unwind, this will be positive
    Products and customer review
    Route to market operational review
    Higher OoH financial return thresholds
- Significant inflation running at 13.6% for 2022
  - Mitigation
  - Price
- Deposit return scheme
  - Commences in Scotland in 2023
  - UK wide 2024

# OUTLOOK - FY22 and FY23





The Group's Adjusted PBT expectations for the year FY22<sup>1</sup> are unchanged



Firm focus on strategic agenda;

Vimto investments
-operational foundations
and growth

Wider soft drinks opportunities

Aligning strategy with capital allocation

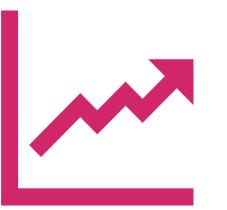


Navigating short terms headwinds;

OoH review

Significant inflationary pressure

Deposit return scheme



FY23 high single digit Group Adjusted PBT growth versus FY22







NICHOLS

# WE MAKE LIFE COSCE BETTER

TOGETHER WE WILL CREATE A HAPPIER FUTURE FOR OUR PLANET DOING THE RIGHT THINGS, IN THE RIGHT WAY



Starts with Our People their wellbeing & their difference

Supporting the young people who need it most in Our Local Communities



**Healthier Hydration** 

**Sustainable Packaging** 

**Responsibly sourced** 



**Reducing direct emissions** 

Decarbonising our supply chains

Responsible water usage













**PEOPLE** 

**PARTNERSHIPS** 

**BRANDS** 

# STRONG PROGRESS BEING MADE ON THE ESG STRATEGY





# **Putting our people first**

- New I&D policy in 2021
- Our supply chains are built on trusting, long-standing relationships. Human Rights policy & procedure review in 2022

# **Giving Back**

 By 2025 we pledge to improve the future for over 100 young people in our local communities



# **Healthier Hydration**

- UKP Average sugar content 8g 5g/100m (from 2012 to 2021)
- 100% range HFSS compliant in 2022
- 100% Vimto squash fortified
- UK Frozen slush NAS from 2022
- All future innovation low/NAS

# **Sustainable Packaging**

- REDUCE since 2019 120 T less plastic,
   17 T less aluminium
- RECYCLE 100% rPET by 2025, from UK or European sources only
- Full support for DRS Scheme



# **Direct Emissions**

- Scope 1+2 reduction 1663 1201 tC02e (from 2018 to 2021)
- Roadmap to Net Zero 2050: 25% by 2025, 80% reduction by 2030

### **Indirect Emissions**

In 2022 we're building our UK Scope 3
emissions reduction strategy (UK copackers, ingredient suppliers, transport
providers)

# 5 KEY STRATEGIC AREAS OF FOCUS





A clear focus to drive accelerated growth across our UK and Intentional packaged businesses



Set ourselves up to win in the long term through our operational change programme



A strategic review across our Out of Home business to build the channel back stronger for the long term



A clear set of commitments on our Happier Future ESG strategy



Targeted approach to M and A

# SUMMARY



- A strong diverse business with excellent momentum on the Vimto brand
- Highly profitable and cash generative with a strong balance sheet
- A clear focus on 5 strategic drivers
- Outlook for 2022 in line with expectations
- Confident in delivering our long term strategic objectives and continued profitable growth

# APPENDICES

# NICHOLS PLC - YEAR END 2021

# **APPENDICES**

Consolidated Income Statement

	Audited Year ended 31 December 2021 £'000	Audited Year ended 31 December 2020 £'000
Continuing operations		
Revenue	144,328	118,657
Cost of sales	(79,153)	(69,021)
Gross profit	65,175	49,636
Distribution expenses	(9,129)	(7,979)
Administrative expenses	(73,601)	(35,077)
Operating (loss)/profit	(17,555)	6,580
Finance income	57	150
Finance expenses	(158)	(190)
(Loss)/profit before taxation	(17,656)	6,540
Taxation	(4,512)	(1,686)
(Loss)/profit for the year	(22,168)	4,854
(Loss)/earnings per share (basic)	(60.04p)	13.14p
(Loss)/earnings per share (diluted)	(60.04p)	13.13p
Adjusted for exceptional items		
Operating (loss)/profit	(17,555)	6,580
Exceptional items	39,477	5,074
Adjusted operating profit	21,922	11,654
(Loss)/profit before taxation	(17,656)	6,540
Exceptional items	39,477	5,074
Adjusted profit before taxation	21,821	11,614
Adjusted earnings per share (basic)	46.15p	25.56p
Adjusted earnings per share (diluted)	46.09p	25.54p



# APPENDICES



# Consolidated Statement of Financial Position

	Audited	Audited
	31 December	31 December
	2021	2020
ASSETS	£′000	£′000
Non-current assets		
Property, plant and equipment	17,099	20,126
Goodwill	-	36,244
Intangibles	5,546	6,206
Pension surplus	5,276	347
Total non-current assets	27,921	62,923
Current assets		
Inventories	9,706	5,921
Trade and other receivables	36,124	29,143
Corporation tax recoverable	743	671
Cash and cash equivalents	56,674	47,294
Total current assets	103,247	83,029
Total assets	131,168	145,952

LIABILITIES	Audited 31 December 2021 £'000	Audited 31 December 2020 £'000
Current liabilities		
Trade and other payables	28,791	21,669
Provisions	4,242	-
Total current liabilities	33,033	21,669
Non-current liabilities		
Other payables	1,954	2,922
Deferred tax liabilities	3,155	1,485
Total non-current liabilities	5,109	4,407
Total liabilities	38,142	26,076
Net assets	93,026	119,876

EQUITY	Audited 31 December 2021 £'000	Audited 31 December 2020 £'000
	2000	2000
Share capital	3,697	3,697
Share premium reserve	3,255	3,255
Capital redemption reserve	1,209	1,209
Other reserves	676	394
Retained earnings	84,189	111,321
Total equity	93,026	119,876

# IICHOLS PLC - YEAR END 2021

# **APPENDICES**

Consolidated Cash Flow

Class /profit for the year		Audited		Aud	Audited	
Cash flows from operating activities         £ 000         £ 000         £ 000           Cash flows from operating activities         (22,168)         4,854           Adjustments for:         Deprecation and amont salton         4,959         4,971           Impairment losses on goodwill and intangible assets         36,244         3,820           Impairment losses on property, plant and equipment         -         1,016           Loss on sale of property, plant and equipment         63         71           Finance expense         158         190           Finance expense         158         190           Finance expense recognised in the income statement         4,512         1,686           Change in trade and other receivables         (6,804)         9,220           Change in trade and other receivables         (6,804)         9,220           Change in provisions         4,242         -           Change in pension obligations         1846         (755)           Fair value gain on derivative financial instruments         178         -           Cash generated from operating activities         23,779         26,525           Tax pald         3,878         5,017           Net cash generated from operating activities         19,901         21,508		Year e	ended	Year	Year ended	
Cash flows from operating activities   (Loss) / profit for the year   (22,168)   4,854		31 December 2021		31 Dece	31 December 2020	
Class /profit for the year		£′000	£′000	£′000	£'000	
Adjustments for:  Depreciation and amortisation	Cash flows from operating activities					
Depreciation and amortisation         4,969         4,971           Impairment losses on goodwill and intangible assets         36,244         3,820           Impairment losses on goodwill and intangible assets         1,016         1           Loss on sale of property, plant and equipment         63         71           Finance income         (57)         (150)           Finance expense         158         190           Tax expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in inventories         (6,804)         9,220           Change in inventories         (6,804)         9,220           Change in trade and other payables         (6,804)         9,220           Change in provisions         4,242         -           Change in provisions         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         57         150	(Loss)/profit for the year		(22,168)		4,854	
Impairment losses on goodwill and intangible assets         36,244         3,820           Impairment losses on property, plant and equipment         -         1,016           Loss on sale of property, plant and equipment         63         71           Finance income         (57)         (150)           Finance expense         158         190           Tax expense recognised in the income statement         4,512         1,666           Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other receivables         (6,804)         9,220           Change in prosisions         4,242         -           Change in pension obligations         (846)         (75)           Fair value gain on derivative financial instruments         (178)         -           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         150         2           Finance income         57 </td <td>Adjustments for:</td> <td></td> <td></td> <td></td> <td></td>	Adjustments for:					
Impairment losses on property, plant and equipment         -         1,016           Loss on sale of property, plant and equipment         63         71           Finance income         (57)         (150)           Finance expense         158         190           Tax expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5017)           Net cash generated from operating activities         19,901         21,501           Cash flows from investing activities         57         150           Cash flows from investing activities         1,239         (2,701)           Acquisition of intangible assets         -         (1,247)         (3,566)           Payment of contingent consideration	Depreciation and amortisation	4,969		4,971		
Loss on sale of property, plant and equipment         63         71           Finance income         (57)         (150)           Finance expense         158         190           Tax expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from sale of property, plant and equipment         2         35           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)	Impairment losses on goodwill and intangible assets	36,244		3,820		
Finance income         (57)         (150)           Finance expense         158         190           Tax ex expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         178         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         150         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         12         35           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)	Impairment losses on property, plant and equipment	-		1,016		
Finance expense         158         190           Tax expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from sale of property, plant and equipment         2         35           Acquisition of intangible assets         -         (1700)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities <td>Loss on sale of property, plant and equipment</td> <td>63</td> <td></td> <td>71</td> <td></td>	Loss on sale of property, plant and equipment	63		71		
Tax expense recognised in the income statement         4,512         1,686           Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         57         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         (170)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         -           Purchase of own shares         (1,217)         -           Payment of lease liabiliti	Finance income	(57)		(150)		
Change in inventories         (3,785)         2,440           Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Cash flows from sale of property, plant and equipment         2         35           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         3,566)           Cash flows from financing activities         (1,247)         -           Payment of lease liabiliti	Finance expense	158		190		
Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         (1,247)           Poyment of lease liabilities         (1,189)         (1,254)	Tax expense recognised in the income statement	4,512		1,686		
Change in trade and other receivables         (6,804)         9,220           Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         19,901         21,508           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         (1,247)           Poyment of lease liabilities         (1,189)         (1,254)		(3,785)		2,440		
Change in trade and other payables         7,429         (838)           Increase in provisions         4,242         -           Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         (178)         -           45,947         21,671           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         1         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of intangible assets         (1,239)         (2,701)           Acquisition of intangible assets         (67)         (880)           Net cash used in investing activities         (1,247)         -           Purchase of own shares         <				·		
Increase in provisions	_					
Change in pension obligations         (846)         (755)           Fair value gain on derivative financial instruments         45,947         21,671           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         57         150           Finance income         57         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         -           Payment of lease liabilities         (1,189)         (1,254)           Dividends paid         (6,868)         (10,338)           Net cash used in financing activities         (9,274)         (11,592)           Net increase in cash and cash equivalents         9,380         6,350           Cash and cash equivalents a				-		
Fair value gain on derivative financial instruments         (178)         -           45,947         21,671           Cash generated from operating activities         23,779         26,525           Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         57         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,247)         (3,566)           Payment of lease liabilities         (1,189)         (1,254)           Dividends paid         (6,868)         (10,338)           Net cash used in financing activities         (9,274)         (11,592)           Net increase in cash and cash equivalents         9,380         6,350           Cash and cash equivalents at start of period         47,294         40,944	·			(755)		
Cash generated from operating activities       23,779       26,525         Tax paid       (3,878)       (5,017)         Net cash generated from operating activities       19,901       21,508         Cash flows from investing activities       57       150         Finance income       57       150         Proceeds from sale of property, plant and equipment       2       35         Acquisition of property, plant and equipment       (1,239)       (2,701)         Acquisition of intangible assets       -       (170)         Payment of contingent consideration       (67)       (880)         Net cash used in investing activities       (1,247)       (3,566)         Cash flows from financing activities       (1,247)       -         Purchase of own shares       (1,217)       -         Payment of lease liabilities       (1,189)       (1,254)         Dividends paid       (6,868)       (10,338)         Net cash used in financing activities       (9,274)       (11,592)         Net increase in cash and cash equivalents       9,380       6,350         Cash and cash equivalents at start of period       47,294       40,944				-		
Tax paid         (3,878)         (5,017)           Net cash generated from operating activities         19,901         21,508           Cash flows from investing activities         Finance income         57         150           Proceeds from sale of property, plant and equipment         2         35           Acquisition of property, plant and equipment         (1,239)         (2,701)           Acquisition of intangible assets         -         (170)           Payment of contingent consideration         (67)         (880)           Net cash used in investing activities         (1,247)         (3,566)           Cash flows from financing activities         (1,217)         -           Purchase of own shares         (1,217)         -           Payment of lease liabilities         (1,189)         (1,254)           Dividends paid         (6,868)         (10,338)           Net cash used in financing activities         (9,274)         (11,592)           Net increase in cash and cash equivalents         9,380         6,350           Cash and cash equivalents at start of period         47,294         40,944	Tall Value gain on delivative infantial instruments	(170)	45,947		21,671	
Net cash generated from operating activities  Cash flows from investing activities  Finance income 57 150  Proceeds from sale of property, plant and equipment 2 35  Acquisition of property, plant and equipment (1,239) (2,701)  Acquisition of intangible assets - (170)  Payment of contingent consideration (67) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities  Purchase of own shares (1,217) -  Payment of lease liabilities (1,189) (1,254)  Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350  Cash and cash equivalents at start of period 47,294 40,944	Cash generated from operating activities		23,779		26,525	
Net cash generated from operating activities  Cash flows from investing activities  Finance income 57 150  Proceeds from sale of property, plant and equipment 2 35  Acquisition of property, plant and equipment (1,239) (2,701)  Acquisition of intangible assets - (170)  Payment of contingent consideration (67) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities  Purchase of own shares (1,217) -  Payment of lease liabilities (1,189) (1,254)  Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350  Cash and cash equivalents at start of period 47,294 40,944	Tax paid		(3,878)		(5,017)	
Finance income 57 150 Proceeds from sale of property, plant and equipment 2 35 Acquisition of property, plant and equipment (1,239) (2,701) Acquisition of intangible assets - (170) Payment of contingent consideration (67) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254) Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350 Cash and cash equivalents at start of period 47,294 40,944	· ·					
Finance income 57 150 Proceeds from sale of property, plant and equipment 2 35 Acquisition of property, plant and equipment (1,239) (2,701) Acquisition of intangible assets - (170) Payment of contingent consideration (67) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254) Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350 Cash and cash equivalents at start of period 47,294 40,944	Cash flows from investing activities					
Proceeds from sale of property, plant and equipment 2 35 Acquisition of property, plant and equipment 4 (1,239) (2,701) Acquisition of intangible assets - (170) Payment of contingent consideration 667) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities Purchase of own shares Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254) Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350 Cash and cash equivalents at start of period 47,294 40,944		<b>57</b>		150		
Acquisition of property, plant and equipment Acquisition of intangible assets - (170) Payment of contingent consideration (67)  Ret cash used in investing activities (1,247)  Cash flows from financing activities Purchase of own shares Purchase of iabilities (1,217)  Payment of lease liabilities (1,189)  Dividends paid (6,868)  Net cash used in financing activities (10,338)  Net cash used in financing activities (9,274)  Net increase in cash and cash equivalents 9,380  6,350  Cash and cash equivalents at start of period 47,294  40,944						
Acquisition of intangible assets Payment of contingent consideration  (67)  (880)  Net cash used in investing activities  (1,247)  (3,566)  Cash flows from financing activities  Purchase of own shares Purchase eliabilities  (1,217)  Payment of lease liabilities  (1,189)  (1,254)  Dividends paid  (6,868)  (10,338)  Net cash used in financing activities  (9,274)  (11,592)  Net increase in cash and cash equivalents  9,380  6,350  Cash and cash equivalents at start of period  47,294  40,944						
Payment of contingent consideration (67) (880)  Net cash used in investing activities (1,247) (3,566)  Cash flows from financing activities  Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254)  Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350  Cash and cash equivalents at start of period 47,294 40,944		(1,239)				
Net cash used in investing activities  Cash flows from financing activities  Purchase of own shares  Purchase liabilities  (1,217)  Payment of lease liabilities  (1,189)  (1,254)  Dividends paid  (6,868)  (10,338)  Net cash used in financing activities  (9,274)  (11,592)  Net increase in cash and cash equivalents  9,380  6,350  Cash and cash equivalents at start of period  47,294  40,944		-				
Cash flows from financing activities Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254) Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350  Cash and cash equivalents at start of period 47,294 40,944		(6/)	(4.047)	(880)	(2.560)	
Purchase of own shares (1,217) - Payment of lease liabilities (1,189) (1,254) Dividends paid (6,868) (10,338)  Net cash used in financing activities (9,274) (11,592)  Net increase in cash and cash equivalents 9,380 6,350  Cash and cash equivalents at start of period 47,294 40,944	Net cash used in investing activities		(1,247)		(3,566)	
Payment of lease liabilities  (1,189) (1,254) (10,338)  Net cash used in financing activities  (9,274)  Net increase in cash and cash equivalents  9,380  Cash and cash equivalents at start of period  47,294  40,944	Cash flows from financing activities					
Dividends paid(6,868)(10,338)Net cash used in financing activities(9,274)(11,592)Net increase in cash and cash equivalents9,3806,350Cash and cash equivalents at start of period47,29440,944	Purchase of own shares	(1,217)		-		
Net cash used in financing activities(9,274)(11,592)Net increase in cash and cash equivalents9,3806,350Cash and cash equivalents at start of period47,29440,944	Payment of lease liabilities	(1,189)		(1,254)		
Net increase in cash and cash equivalents  9,380  6,350  Cash and cash equivalents at start of period  47,294  40,944	Dividends paid	(6,868)		(10,338)		
Cash and cash equivalents at start of period 47,294 40,944	Net cash used in financing activities		(9,274)		(11,592)	
· · · · · · · · · · · · · · · · · · ·	Net increase in cash and cash equivalents		9,380		6,350	
Cash and cash equivalents at end of period 56,674 47,294	Cash and cash equivalents at start of period		47,294		40,944	
	Cash and cash equivalents at end of period		56,674		47,294	



