



Tax Strategy Statement 2020

Reviewed May 2020





The directors of Atalian Servest Holdings Limited and subsidiary companies (“we”) regard the publication of this tax strategy as complying with the duty under paragraph 16(2) of Schedule 19 of the Finance Act 2016 to publish the group tax strategy in the current financial year.

We are committed to a tax strategy that is both open and compliant. As a large national company operating in the facilities management industry, we recognise the importance to be transparent regarding the taxes we pay.

Our tax contribution goes significantly beyond the corporate tax paid by the group on its profits. As a large employer, we pay a significant amount of payroll taxes, in addition to operating as a collector of taxes through the PAYE and VAT systems.

Our business has a strong focus on corporate responsibility, and we see responsible administration and payment of taxation as a responsibility of our business.

Our overall tax strategy is to:

- Meet all legal requirements and to make all appropriate tax returns and tax payments
- Consider the tax impact in major or complex business decisions, for example acquisitions
- Operate in an environment where we consider tax in the context of our reputation and brand
- Comply with appropriate tax risk processes and ensure there is Board oversight into this compliance

Risk Management and Governance Arrangements

We want our tax affairs to be transparent and compliant with tax legislation and recognise that managing tax compliance is increasingly complex. Our internal structure is set up to ensure:

- The Board of Directors understand the importance of tax compliance, and how it is achieved
- There is a constant dialogue between the Board and those individuals tasked with the operation of our finance function, regarding the way our business manages its tax risk
- The business portrays a positive view towards tax compliance and the importance of meeting our obligations

We keep under review how we meet our tax obligations, be it seeking external tax advice, investing in tax training for our staff and how we manage our relationship with tax authorities.

Tax Planning

We undertake tax planning as part of our overall business strategy. Professional advice is sought on a transactional basis, with the depth of such advice being driven by our assessment of the risk presented by each opportunity.

We do not undertake aggressive tax planning, the sole purpose for which would be obtaining a tax advantage. We appreciate that as an employer with a significant number of employees, we have a responsibility to minimise our tax risk and our exposure to negative publicity through non-compliance.

Attitude Towards Risk

The Board sees compliance with tax legislation as key to managing our tax risk. We understand the importance of tax in the wider context of business decisions and have processes in place to ensure tax is considered as part of our decision-making process.

We have relationships with professional advisers that allow us to seek expert advice on specialist areas of tax. Our approach is to ensure we are compliant and understand our responsibilities with regards to tax, rather than looking for ways to aggressively avoid payment of tax.

The Board is conscious of the hugely negative publicity attracted by a bad attitude towards tax and sees strong internal processes and a good relationship with our professional advisors as the best way to manage this reputational risk.

Relationship with HM Revenue & Customs (HMRC)

Our communication with HMRC is focussed around timely tax compliance, for example meeting relevant filing and payment deadlines for taxes the Group pay or a proactive transparent approach where there are any deviations to deadlines (i.e. COVID-19 VAT deferral scheme). The Group is classified as large and has been assigned a Customer Relationship Manager (CRM) to co-ordinate HMRC's risk assessment.

We employ the services of professional tax advisers to act as our agents, and in several cases, they liaise with HMRC on our behalf. This is seen by the Board as a way to ensure we get the most out of our relationship with HMRC, thus reducing our tax risk.



A handwritten signature in blue ink, appearing to read 'Tom Evans', with a long horizontal stroke extending to the right.

Tom Evans
Chief Financial Officer, UK and Ireland
Atalian Servest Holdings Limited