



## Fair Tax Policy

SDC HR is a responsible participant in U.K. society and is therefore committed to paying all the taxes that we owe in accordance with the tax laws that apply to our operations.

We will fulfil our commitment to paying the appropriate taxes that we owe by:

- seeking to pay the right amount of tax,
- at the right rate,
- in the right place and
- at the right time.

We aim to do this by ensuring that we report our tax affairs in ways that reflect the economic reality of the transactions we undertake in the course of our trade.

We will not use the options, allowances or reliefs available in ways that contrary to the spirit of U.K. tax law.

We will not undertake transactions, that would not otherwise be available to us based on the reality of our trade, with the sole or main purpose of securing tax advantages.

Accordingly, we will never undertake transactions that would require notification to HMRC under the Disclosure of Tax Avoidance Schemes Regulations; neither will we participate in any arrangement to which it could be reasonably anticipated that the UK's General Anti-Abuse Rules apply.

We believe that tax havens undermine the U.K.'s tax system. Whilst we may trade with customers and suppliers genuinely located in tax havens, we will not use tax havens to secure a tax advantage for SDC HR.

We will never take advantage of the secrecy that tax havens provide for transactions recorded within them.

Our accounts will be prepared in compliance with this policy; they will seek to provide all the information that users - including HM Revenue & Customs - need to properly appraise our tax position.

We will review this policy with our accountant annually to ensure that it is complied with.

Policy Adopted Date:	
Due for Review Date:	