

Scope

The Staffing Group Limited (“TSG”) is incorporated as a limited company under the Companies Act 2006 under Company number 05801688. The tax strategy applies to TSG and its group companies, as detailed in appendix A (collectively, the TSG Group). This tax strategy has been established in accordance with paragraphs 19 and 25 of Schedule 19 to the Finance Act 2016 (“the Schedule”). The tax strategy has been published on TSG’s website in accordance with paragraph 16(4) of the Schedule.

The tax strategy applies from the date of publication until it is superseded. References to ‘UK Taxation’ are to the taxes and duties set out in paragraph 15(1) of the Schedule which include Corporation Tax, PAYE, NIC, VAT, Insurance Premium Tax and Stamp Duty Land Tax. References to ‘tax’, ‘taxes’ or ‘taxation’ are to UK taxation and to all corresponding worldwide taxes and similar duties in respect of which the TSG Group has legal responsibilities.

The tax strategy has been approved by the Board of Directors (“The Board”) of TSG; we expect the internal tax function and any external tax advisors to adhere to its main values and principles.

Aim

The TSG Group are committed to full tax compliance with all statutory obligations and full disclosure to tax authorities. TSG’s tax affairs are managed in a way which takes into account its wider corporate reputation in line with its overall high standards of governance.

Governance in relation to UK taxation

- Ultimate responsibility for TSG’s tax strategy and compliance rests with The Board
- The Group Finance Director (“FD”) is a Board member with executive responsibility for all tax matters and has delegated the day to day management of its tax affairs to the Accounts Manager, who reports to the FD
- TSG’s finance team is staffed with appropriately qualified individuals

- Baldwin's Accountants are retained as tax advisors and together with other specialist advisors are widely consulted and engaged on all tax related matters
- The Board ensures that TSG's tax strategy is one of the factors considered in all investments and significant business decisions taken

Risk Management

- TSG operates a system of tax risk assessment and controls as a component of the overall internal control framework applicable to its financial reporting system
- TSG seeks to reduce the level of tax risk arising from its operations as far as is reasonably practicable by ensuring that reasonable care is applied in relation to all processes which could materially affect its compliance with its tax obligations
- Processes relating to different taxes are dealt with by the FD and Accounts Manager, who carry out a review of activities and processes to identify key risks and mitigating controls in place. These key risks are monitored for business and legislative changes which may impact them and changes to processes or controls are made when required

Attitude towards tax planning and level of risk

TSG manages risks to ensure compliance with legal requirements in a manner which ensures payment of the right amount of tax at the right time. The TSG Group is committed to paying its fair share of tax under current tax legislation.

When entering into commercial transactions, TSG seeks to take advantage of available tax incentives, reliefs and exemptions in line with, and in the spirit of, tax legislation. TSG does not undertake tax planning unrelated to such commercial transactions.

The level of risk which TSG accepts in relation to UK taxation is consistent with its overall objective of achieving certainty in its tax affairs. At all times TSG seeks to comply fully with its regulatory and other obligations and to act in a way which upholds its reputation as a responsible corporate citizen. In relation to any specific issue or transaction, the Board is ultimately responsible for identifying the risks, including tax risks, which need to be addressed and for determining what actions should be taken to manage those risks, having regard to the materiality of the amounts and obligations in question.

Relationship with HMRC

TSG maintains an open and honest relationship in its dealing with HMRC and will seek to work in partnership with HMRC in relation to its tax dealings.

Where uncertainty exists, we will seek the appropriate clearances from HMRC prior to completing a transaction or submitting a tax return. Full disclosure will be made to HMRC where we disagree with a tax authority's interpretation of the relevant law.

Appendix A

List of TSG Group entities covered by this Tax Strategy:

- The Staffing Group Limited
- The Staffing Holdings Limited
- Extra Personnel Limited
- Single Resource Limited
- TSG Financial Services Limited
- Training For Talent Limited
- Extra Personnel Automotive Limited