



Anti-Tax Evasion Policy

1. PURPOSE & COMMITMENT

4SSG UK Limited is committed to preventing tax evasion and its facilitation in compliance with the Criminal Finances Act 2017. We maintain a zero-tolerance policy towards tax evasion and unethical financial practices. Our goal is to promote transparency, accountability, and full compliance with UK tax regulations.

2. SCOPE

This policy applies to:

- a) All employees, directors, and officers of 4SSG UK Limited.
- b) Suppliers, contractors, business partners, and third parties engaged with the company.
- c) All financial transactions and tax-related activities are conducted by or on behalf of 4SSG UK Limited.

3. PROHIBITED ACTIVITIES

It is strictly prohibited to:

- ✓ Engage in tax evasion or assist others in evading taxes.
- ✓ Facilitate false invoicing, tax fraud, or misrepresentation of financial data.
- ✓ Participate in offshore tax evasion schemes.
- ✓ Intentionally conceal taxable income or falsify financial records.
- ✓ Induce or encourage any third party to commit tax evasion.

4. RESPONSIBILITIES

- ✓ Senior Management – Ensure compliance, provide training, and enforce policies.
- ✓ Employees & Business Partners – Follow tax compliance procedures and report suspicions.
- ✓ Finance & Compliance Team – Monitor financial activities and conduct tax compliance checks.

5. DUE DILIGENCE & FINANCIAL TRANSPARENCY

- ✓ Supplier & Contractor Screening – Conduct due diligence on financial transactions.
- ✓ Accurate Financial Record-Keeping – Ensure all payments, invoices, and tax filings are legitimate.
- ✓ Regular Internal Audits – Monitor tax compliance and report findings.
- ✓ External Audits & HMRC Reporting – Engage auditors to validate tax compliance where necessary.

6. REPORTING & WHISTLEBLOWING

Employees and stakeholders must report any suspected tax evasion or irregularities.



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- ✓ Confidential Reporting Mechanism – Reports can be made directly to management or via an anonymous reporting channel.
- ✓ Non-Retaliation Guarantee – Employees reporting in good faith are protected from retaliation.
- ✓ Investigation & Corrective Actions – All allegations will be reviewed, and corrective measures implemented.

7. TRAINING & AWARENESS

- ✓ Mandatory training for employees on recognizing and preventing tax evasion risks.
- ✓ Annual policy acknowledgment by all employees and third-party partners.
- ✓ Updates & Compliance Checks to ensure continuous improvement.

8. BREACHES & CONSEQUENCES

Any breach of this policy may result in:

- ✓ Disciplinary action, including termination.
- ✓ Criminal liability, leading to prosecution under the Criminal Finances Act 2017.
- ✓ Contract termination for third-party partners violating this policy.

9. COMPLIANCE & MONITORING

- ✓ Annual reviews of tax compliance policies and procedures.
- ✓ Monitoring of financial transactions to detect irregularities.
- ✓ Engagement with HMRC & external auditors when required.

This Anti-Tax Evasion Policy will be regularly reviewed by the HR Manager and updated as necessary.

The Managing Director shall review this policy annually or follow significant changes.

Nadeem Hussain
4SSG UK Limited

This policy is reviewed on 01 – 08 – 2024