



## TAX STRATEGY

Tax policy: Financial year ending 31 December 2021.

BEAR Scotland Limited is a responsible business which aims to pay the right amount of tax and at the right time.

Our tax policy comprises of five key components:

- 1. Commitment to compliance**  
BEAR Scotland Limited is committed to compliance with tax law and practice in the UK. It involves disclosing all relevant facts and circumstances to the tax authorities and claiming reliefs and incentives where available. We engage with our external advisors, Grant Thornton, throughout the year to assist with our operational and tax matters.
- 2. Responsible attitude to arranging our tax affairs**  
We strive to maintain robust processes and controls which are regularly monitored and reviewed. We do not engage in aggressive and/or artificial tax avoidance.
- 3. Effective risk management**  
BEAR Scotland Limited faces various types of generic tax risks which may arise due to the size and complexity of its daily business. Materiality level will be assessed by the Finance Director and if required the Audit Committee and/or Board of Directors. Where there is significant uncertainty or complexity in relation to a risk, external advice will be sought from our professional tax advisors.
- 4. Constructive approach to engaging with HMRC**  
BEAR Scotland Limited aims to engage with HMRC with honesty, integrity, respect and fairness and in a spirit of co-operative compliance.
- 5. Board ownership and oversight**  
BEAR Scotland Limited regards this publication as complying with the duty under para 16(2) and para 25(1), Sch 19 FA16 for the year ended 31 December 2021, and will remain in effect until another tax strategy is published.