

EXAMWORKS UK

UK Tax Strategy

2023



Tax Strategy of ExamWorks UK, Ltd and United Kingdom affiliates

This UK tax strategy is applicable to all ExamWorks UK, Ltd. companies with a tax presence in the UK (hereinafter, the Company)

This strategy is published in compliance with the requirements of the Finance Act 2016, Schedule 19, paragraph 19 (2) and is applicable from its effective date through the year ended 31 December 2023.

This strategy remains in effect until superseded by publication of a UK tax strategy for a subsequent period. This strategy explains the Company's tax governance, how tax risks are managed and its attitude towards tax planning.



The Company's UK Code of Business Ethics

The Company's Code of Business Ethics sets out standards for business conduct and ethics, ensuring the Company's interactions with colleagues, customers and the wider business community have strong ethical foundations. The Code of Business Ethics creates a framework to support all employees in making ethical decisions and sets out the ways in which the Company expects all employees to behave.

The Company has a wider suite of policies which further reinforce our approach to conducting business in an ethical, honest and lawful manner, including Anti-Bribery and Corruption and Financial Crime policies. Every employee is expected to comply with all Company policies.

The Company is committed to complying with all applicable tax laws and to ensuring disclosure of relevant facts and information to the UK tax authority.



Managing tax risks, attitude toward tax planning and relationship with HMRC

The Company has a control framework designed to capture and manage material tax risks. Our management team is responsible for monitoring these controls to ensure they are operating as intended. As a subsidiary of a multinational enterprise we also seek guidance from our parent finance professionals including the global head of taxation.

The company's UK CFO is the appointed HMRC Senior Tax Officer and provides a quarterly update to the Board of Directors on key issues covering tax and compliance matters. The business reviews and mitigates tax risk to an acceptable level in accordance with its governance of tax risks.

The Company maintains in house finance professionals competent to manage the tax affairs of the company. We seek out professional advice and assistance from external advisors such as after the promulgation of a new tax law or regulation. External advisors prepare the Company's annual tax computation for filing with HMRC.

The Company maintains a transparent posture toward our relationships with HMRC. We voluntarily engage with HMRC to resolve current, future and past tax risks.

In accordance with our core values and internal financial risk management approach, we do not engage in artificial or aggressive UK tax planning. The Company does not utilize tax arrangements where the sole purpose would be to obtain a tax advantage, although we consider tax consequences as part of our commercial activities.

