

## **The Firm of John Dickinson Schneider, Inc. - UK Tax Strategy for the year to 31<sup>st</sup> December 2017**

In compliance with paragraphs 19 and 22 of schedule 19 to Finance Act 2016, The Firm of John Dickinson Schneider, Inc. is publishing its UK Tax Strategy on behalf of its UK companies, collectively referred to as “the Group”, for the year ending 31<sup>st</sup> December 2017.

We confirm that this strategy will apply to the following Hollister brand UK companies:

- Hollister Europe Limited
- Hollister Limited
- Hollister Services Limited
- TVM Healthcare Limited

We confirm that this strategy will apply to the following Dansac brand UK companies:

- Dansac Limited

We confirm that this strategy will apply to the following KMT Medical brand UK companies:

- Fittleworth Medical Limited
- Wilkinson Dispensing Limited

This tax strategy applies to all UK taxes applicable to the UK companies. It will be reviewed annually, updated as appropriate and approved by the Group. The Group is responsible for setting and monitoring the strategy.

The Group operates a system of tax risk assessment and controls as a component of the overall internal control framework applicable to the Group’s financial reporting system. The Group 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. The key risks are monitored for business and legislative changes which may impact them and changes to processes or controls are made when required.

The Group has a capable finance team with clear roles and responsibilities to ensure compliance with tax and financial requirements. Staff are suitably skilled, and training is offered as considered relevant. In cases of uncertainty, matters will be referred to the Global Tax Department which may seek advice from external professional advisors, or seek advice from HMRC direct.

Matters where the Global Tax Department or members of the finance team consider there is insufficient skill or experience internally are referred to external professional advisors who have suitable knowledge and hold suitable accounting and tax qualifications, as well as relevant experience.

The Group wants to ensure that it pays an appropriate amount of tax in relation to its commercial activities. It does not engage in aggressive tax planning arrangements and believes that it is conservative in its approach to tax planning, taking advantage of available tax incentives, reliefs and exemptions, but applying tax rules and regulations in a way that it considers is consistent with the UK Government’s intention and HMRC expectations.

The Group is committed to working in a collaborative, transparent and proactive way with HMRC at all times. It adopts the principles of openness and transparency in its approach to dealing with HMRC and believes in engaging in full, open and early dialogue with HMRC to discuss the Group’s tax affairs. The Group is committed to making fair, accurate and timely disclosure in correspondence and returns, and to respond to queries raised by HMRC in a timely manner with the aim to resolve any issues in real-time where possible or to work together to resolve issues quickly and efficiently, with certainty wherever possible.

19 December 2017