



DONCASTERS

Corporate Criminal Offence Statement

Introduction

Doncasters is committed to conducting all its business in an honest and ethical manner. Doncasters takes a zero-tolerance approach to tax evasion and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates and implementing and enforcing effective systems to counter tax evasion. Doncasters will uphold all laws relevant to countering tax evasion.

“At Doncasters, we are committed to maintaining an open culture with the highest standards of honesty and accountability. We take a zero-tolerance approach to tax evasion and the facilitation of tax evasion”
Mike Quinn, Chief Executive Officer

What is this about?

In line with our Code of Conduct Doncasters is committed to conducting business in a fair, honest and professional way. This means ensuring those to whom this policy applies do not engage in tax evasion, or facilitate, tax evasion in accordance with the Criminal Finances Act 2017

This concerns all taxes payable by Doncasters; and other parties with whom the group engages both in the UK and overseas.

Who does it apply to?

These requirements apply to all employees, including Directors, and all individuals, companies and organisations that provide services for or on behalf of Doncasters. This can be, for example, as a contractor, sub-contractor, agency staff, casual worker, volunteer, agent, distributor, supplier, consultant or any other person representing Doncasters or supplying services for or on behalf of Doncasters.

Our commitment

We do not tolerate the facilitation of tax evasion, or the attempted facilitation of tax evasion, by anyone, whether that be an employee or a third party providing services for or on behalf of the Group.

We shall comply with all applicable laws. Our staff and supply chain will report any known or suspected tax evasion incidents, regardless of amounts involved, to our Tax and Legal department. These reports shall be investigated.

We will cooperate with any regulatory body (e.g., HMRC) and/or law enforcement agencies with their investigations.

Some DOs

- ✓ Do be mindful of tax evasion risks associated with our business and conduct business fairly, honestly and transparently.



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- ✓ Do perform the necessary take-on procedures on prospective employees, customers, suppliers and other third parties wanting to deal with Doncasters.
- ✓ Do complete Code of Conduct and Corporate Criminal Offence training as appropriate.
- ✓ Do report any known or suspected instances of tax evasion to the Tax and Legal department, or via the internal Speak Up phone line.
- ✓ Do communicate this statement to all parties it is applicable to.

Some DON'Ts

- ✗ Do not engage in tax evasion, assist anyone else in evading tax or “turn a blind eye” to tax evasion.
- ✗ Do not do business with companies with a reputation for fraudulent activity including tax evasion.