

AtkinsRéalis



UK TAX STRATEGY 2025



AtkinsRéalis

UK Tax Strategy

AtkinsRéalis is a world-leading professional services and project management company with offices around the world including the UK.

This document is made public in accordance with Schedule 19 to Finance Act 2016, applies to all of AtkinsRéalis' UK subsidiaries ("AtkinsRéalis UK") and will remain in force from the date of publication until superseded.

Tax strategy for the financial period ending 31 December 2025

This strategy is published on behalf of AtkinsRéalis UK in accordance with paragraphs 19(2) and 22(2) of Schedule 19 to Finance Act 2016 and is aligned with [AtkinsRéalis' Global Tax Strategy](#), which is published on the AtkinsRéalis website.

The UK Tax Strategy is reviewed and updated annually by the UK tax team and approved by the Board of Directors for the relevant UK holding companies and the Senior Vice President Taxation prior to publication.

Approach to risk management and governance arrangements in relation to UK taxation

AtkinsRéalis UK is exposed to a variety of tax-related risks, including tax compliance, reporting, transactional and reputational. At AtkinsRéalis, we strive to adhere to all relevant tax regulations and ensure tax compliance in each country in which we operate.

AtkinsRéalis UK maintains strong internal policies and procedures to support its tax governance framework, which aligns with the wider AtkinsRéalis Group risk and control framework. AtkinsRéalis' Global Tax Team manages tax risks at both a central oversight level and a regional management level.

Day-to-day responsibility for managing UK tax resides with AtkinsRéalis UK's finance, taxation, and human resource (HR) teams with support, as appropriate, from AtkinsRéalis' global tax and HR teams. The global tax team, led by the SVP Taxation and global HR, led by the EVP HR have the mission of supporting the AtkinsRéalis businesses, including the UK, to ensure compliance with and guidance on all tax matters and internal controls.

The EVP HR reports directly to the President and Chief Executive Officer. The SVP Taxation reports directly to the Chief Financial Officer who, by delegation of the Board of Directors, is responsible for AtkinsRéalis' overall tax strategy, supporting a governance framework and management of tax risks, with key tax issues reviewed annually by the AtkinsRéalis Audit Committee.



Attitude towards tax planning and incentives (so far as affecting UK taxation)

AtkinsRéalis UK has a responsibility to pay its appropriate share of tax in each of the jurisdictions in which it operates, including the UK, while balancing its responsibilities to its shareholders.

AtkinsRéalis UK, in consultation with the global tax and HR teams, structures its businesses in a tax efficient manner while respecting all applicable tax laws in the UK and other countries.

Where there are alternative methods to achieve the same commercial results or business purpose, AtkinsRéalis UK will consider all relevant factors, including taxation, before deciding the best option. On a case-by-case basis, where there is uncertainty as to how the relevant law should be applied, and depending on other factors such as materiality, uncertainty, application of recently enacted legislation or special technical challenges, AtkinsRéalis UK may seek external professional advice to support the decision-making process.

In optimizing our tax position, we may access incentives offered by government authorities, for example research and development tax credits or government grants. Where we do so, we ensure this is consistent with the relevant regulatory framework and spirit of the law.

Approach to tax evasion

AtkinsRéalis has a zero-tolerance policy with respect to any criminal facilitation, including tax evasion, and would never accept being complicit in facilitating a third party to evade taxes in any jurisdiction. AtkinsRéalis will not engage in, facilitate, or be associated with any form of tax evasion anywhere in the world.

The AtkinsRéalis [Code of Conduct](#) outlines the variety of reporting channels for raising concerns about unethical or unlawful behaviours relating to tax and includes a third-party reporting line.



Level of risk in relation to UK taxation that AtkinsRéalis UK is prepared to accept

AtkinsRéalis UK assumes a conservative approach to tax risk and to the adoption of tax positions and aims to maintain its “low” risk rating through its transparent and co-operative relationship with HM Revenue & Customs (HMRC).

Assessment of risk will take account of reputation, brand, governmental relationships, the benefit of certainty, and tax authority relationships. It is understood that there is always some level of tax risk associated with operating in multiple tax jurisdictions, frequent changes in tax laws and different tax authorities taking differing interpretations regarding the application of relevant tax legislation. AtkinsRéalis values the certainty on future cash flows. We value and take very seriously our reputation as a responsible taxpayer not least as we recognize the social impact tax contributions make to the economies in which we operate but also the potential impact of not complying on our ability to win work, particularly with Government bodies.

Approach towards dealing with HMRC

AtkinsRéalis UK is committed to the principles of openness, cooperation, communication, and transparency in its approach to dealing with HMRC. All dealings with tax authorities, government officials and third parties are undertaken in a professional, courteous, and timely manner. In the event of an error arising, AtkinsRéalis UK will seek to remedy, disclose, and proactively resolve, as soon as reasonably practical after identification as required by law.

AtkinsRéalis UK is committed to the framework for co-operative compliance as developed by the OECD and observed by HMRC.

Head Office

455 W. René-Lévesque Blvd.
Montréal, Québec
Canada, H2Z 1Z3
Tel. 514-393-1000
Fax. 514-866-0795