

Criminal Finances Act 2017 Policy

Purpose

This document exists because Hill-Tec Ltd is required to have published a public policy relating to its response to the requirements of the Criminal Finance Act 2017 (“CFA”). CFA came into force on 30 September 2017. Part 3 of the Act introduces a new corporate criminal offence of ‘failure to prevent the facilitation of tax evasion’. The legislation applies to all business and all taxes. This particular offence is not about the company itself avoiding, evading or underpaying tax, but about Hill-Tech Ltd failing to prevent its employees/ agents/associates from facilitating the evasion of tax by another party.

- All UK corporates are affected and can be subject to prosecution for the facilitation of tax evasion by “associated persons”.
- There are two corporate offences - a domestic tax fraud offence and an overseas fraud offence. A UK incorporated body can be prosecuted for either offence. While the overseas offence is slightly narrower in scope, it still essentially means that companies need to consider the potential for overseas tax evasion as well as UK tax evasion.
- The UK Offence requires three stages:
 - The criminal tax evasion by a taxpayer under existing law
 - The criminal facilitation of the tax evasion by an ‘associated person’ of the ‘relevant body’ who is acting in that capacity, as defined by the Accessories and Abettors Act 1861
 - The relevant body failed to prevent its representative from committing the criminal facilities action (legislation from 30 September 2017).
- The Overseas Offence requires the same three stages, but there are additional questions to consider determining whether it is an offence under CFA (shown as Stage a and Stage b below):
 - The criminal tax evasion by a taxpayer (either an individual or legal entity) under existing law
 - The criminal facilitation of the tax evasion by an associated person of the relevant body who is acting in that capacity, as defined by the Accessories and Abettors Act 1861
- Stage a - Would this be a crime if carried out in the UK?
- Stage b - Does the overseas jurisdiction have the equivalent laws at stage 1&2?

The relevant body failed to prevent its representative from committing the criminal facilities act.

- A successful prosecution could lead to:
 - An unlimited fine
 - A public record of conviction
 - Significant reputation damage and adverse publicity.
- There is a defence of having reasonable prevention procedures in place.

Scope

This Policy applies to all members of Hill-Tec Ltd including subsidiary companies and associated persons.

Definitions

- “Relevant Body” means an incorporated body or partnership.
- “Associated Person” means an employee, agent or other person who performs services for or on behalf of the relevant body. This may include, for example, agents, subsidiaries, contractors and subcontractors, recipients of grants, joint venture partners, collaborators of any kind and sources of funding, professional or other services to the company.



Policy Principles

Hill-Tec Ltd does not condone and has a zero-tolerance approach to the facilitation of tax evasion. Tax evasion occurs where employees, agents or businesses providing services for or on behalf of Hill-Tec Ltd omit, conceal or misrepresent information to reduce their tax liabilities.

- As part of its commitment to enforcing CFA Hill-Tec Ltd, including subsidiary companies, will maintain reasonable and proportionate processes and procedures to prevent fraudulent activity by its staff and anyone acting on its behalf from criminally facilitating tax evasion in the UK and/or overseas.
- All employees of Hill-Tec Ltd and its subsidiaries have a duty and responsibility to support this approach.

Processes and procedures

Training and awareness sessions will be undertaken for all Finance staff and where Hill-Tec Ltd identifies CFA specific risks it will implement bespoke training and awareness sessions.

Hill-Tec Ltd will assess its risks and review its associated processes and procedures to ensure all steps are taken to prevent facilitation of tax evasion.

Hill-Tec Ltd will regularly review guidance and legislation in relation to the CFA to ensure it is maintaining an appropriate CFA policy.

We will maintain a register of possible risks of the facilitation of tax evasion by its staff and associates (including agents, contractors, suppliers and intermediaries, as well as listing controls to mitigate those risks, and any actions required to improve these controls. The register will be regularly reviewed and updated (as and when required) in relation to the nature of the specific risks.

Appropriate due diligence will be undertaken on both customers of and suppliers to Hill-Tec Ltd and its subsidiary companies. This due diligence will be proportionate to the level of perceived risk of the interaction being used to engage in the criminal facilitation of tax evasion.

Roles & Responsibilities

Executive Board

The Executive Board is ultimately responsible for:

- Approving the policy that Hill-Tec Ltd does not condone and has a zero-tolerance approach to the facilitation of tax evasion
 - Adopting and approving a formal policy and response plan for alleged breaches
 - Ensuring that an adequate and effective control environment is in place
 - Ensuring that adequate audit arrangements are in place to investigate suspected concerns.
- Line Managers

Line managers are responsible for implementing this Policy. In particular, this involves ensuring that the zero-tolerance approach to the facilitation of tax evasion is adhered to in their team. The practical requirements of line managers are to:

- Have an understanding of the potential risks in their areas and to consider whether processes under their control might be at risk
- Ensuring that agents and associated persons are aware of their responsibilities under CFA
- Have adequate processes and controls in place to prevent, deter and detect breaches of policy



- Be diligent in their responsibilities as managers
- Deal effectively with issues and concerns raised by staff including taking appropriate action to deal with reported or suspected breaches
- Report suspected breaches
- Provide support / resource as required to investigations.

All Employees

Hill-Tec Ltd expects all employees to be responsible for:

- Adhering to the policies and procedures of Hill-Tec Ltd including having a zero- tolerance approach to the facilitation of tax evasion
- Alerting management and / or other contacts should they have concerns or suspect that the possibility of a breach exists
- Being aware of Hill-Tec Ltd policies and procedures to the extent they are applicable to their role.

Response to a suspected facilitation of tax evasion

Members of staff are key to ensuring that Hill-Tec Ltd stance on facilitation of tax evasion is effective. All staff members are required to notify immediately the relevant member of Hill-Tec Ltd of any reasonable suspicion of tax evasion. Such notifications should be made in writing (in strict confidence) and should include a brief description of the concern, the estimated scale or scope for loss, any evidence supporting the concern, and details of the suspected perpetrator/s.

All staff are positively encouraged to raise any concerns that they may have. All such concerns will be treated in confidence, wherever possible, and will be impartially investigated.

Governance Requirements

Exceptions to this Policy

Any exceptions to this policy require approval from the Chief Financial Officer.

Review and Update

Minor changes such as change of a role title or other titles or name which do not change the meaning of the policy may be made by the operational owner. Major changes which alter the meaning of the policy or are substantial re- writes will be submitted via the full approval route.

The following are examples of situations when a Hill Tec Ltd employee or associated person would act in a manner to cause our company to breach of the Criminal Finance Act 2017.

- Deliberate mis-categorisation of an individual as a self – employed contractor rather than employed.
- When an employment status tool is completed, i.e. CEST, it is important that this is completed according to the true nature of the relationship with our company. Falsely and deliberately manipulating the answers on the tool so that a response of 'self-employed' is achieved will result in HM Revenue and Customs (HMRC) collecting less National Insurance and potentially lower income tax.
- Collusion with an overseas agent so that the payment is made to bank account which is not in the name of the agent or company or to a jurisdiction where the agent does not live or work



- Collusion could allow the overseas agent to reduce or avoid payment of tax. Supplier inconsistencies need to be queried during the supplier set up process and internally escalated to the Head of Financial Transactions as appropriate.
- Payment to one third party entity knowing that the goods/services have been provided by another entity with the primary purpose of evading tax
- Payments to third parties who have not provided the service, other than factoring arrangements, should be queried and internally escalated to the Head of Financial Transactions as appropriate.
- Approving a VAT invoice for payment when it is known that the supplier is not VAT registered. If the supplier is not VAT registered, then the University should not be paying VAT on invoices.
- Collusion with a third party to deliberately mis-describe a supply of goods or services as a grant rather than a supply of goods or services
- This would result in VAT not being charged on the supply resulting in lower VAT being remitted to HMRC. Care must be taken to ensure that grants are genuine and not supplies of goods and services – queries should be raised with the Research Pre-Award team.
- Collusion with an overseas education establishment to misdescribe the services provided by the University to the overseas establishment so that the overseas establishment avoids having to pay local withholding tax
- The overseas establishment advises a Hill-Tec Ltd member of staff that by misdescribing the ‘teaching services’ provided by the University, the overseas establishment can avoid paying overseas withholding tax.
- Falsely completing zero rating certificates for medical research when the research is not of a medical nature
- Hill-Tec Ltd can obtain zero rating on the purchase of certain goods and drugs when undertaking grant funded medical research. Deliberately miscategorising the nature of the goods/services being provided, or the use to which they are to be put, would be a breach.
- Colluding with an individual so that a payment for goods /services is described as a donation so that the donor can claim tax relief
- To be classed as a donation the funds must have been freely given with no obligation on the University to provide goods or services to the donor.
- Entering into barter arrangements with third parties

Director Names

Duncan MacPherson


