

## **Tax Strategy**

### **Scope**

#### **Introduction to Group structure**

This strategy applies to Amway (UK) Limited and to Amway (Europe) Limited in accordance with Schedule 19 to the Finance Act 2016. For completeness, a list of the entities to which it applies is set out below. In this strategy, references to 'Amway group', 'the firm' or 'the group' are to both these entities. The strategy is being published in accordance with paragraph 16(4) of the Schedule.

This strategy applies from the date of publication until it is superseded. References to 'UK Taxation' are to the taxes set out in paragraph 15(1) of the Schedule which include Income Tax, Corporation Tax, PAYE, NIC, VAT and Stamp Duty Land Tax. References to 'tax', 'taxes' or 'taxation' are to UK taxation.

#### **Aim**

Amway is committed to full compliance with all statutory obligations and full disclosure to relevant tax authorities. The group's tax affairs are managed in a way which takes into account the group's wider corporate reputation in line with Amway's overall high standards of governance.

#### **Governance in relation to UK taxation**

- Ultimate responsibility for Amway's tax strategy and compliance rests with the Board of Directors of Amway Group companies listed at the bottom of the document;
- Day-to-day management of Amway's European tax affairs is delegated to the European tax team which is headed up by the European Tax Manager. The European Tax Manager reports to the Director International Tax; who reports to the V.P. Corporate Tax;
- The Global Amway Tax team is staffed with appropriately qualified individuals;
- The Board of Directors ensures that Amway's tax strategy is one of the factors considered in all investments and significant business decisions taken;
- The V.P. of Corporate Tax updates the Audit and Risk Committee and the Board of Directors on Amway's tax affairs and risks during the year.

#### **Risk Management**

- Amway 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;
- Amway 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;
- Processes relating to different taxes are allocated to appropriate process owners, who carry out a review of activities and processes to identify key risks and mitigating controls in place. These key risks are monitored for business and legislative changes which may impact them and changes to processes or controls are made when required;
- Appropriate training is carried out for staff outside Tax team who manage or process matters which have tax implications;
- Advice is sought from external advisers where appropriate.

## **Attitude towards tax planning and level of risk**

Amway manages risks to ensure compliance with legal requirements in a manner which ensures payment of the right amount of tax.

When entering into commercial transactions, Amway seeks to take advantage of available tax incentives, reliefs and exemptions in line with, and in the spirit of, tax legislation.

The level of risk which Amway accepts in relation to UK taxation is consistent with its overall objective of achieving certainty in the group's tax affairs. At all times Amway seeks to comply fully with its regulatory and other obligations and to act in a way which upholds its reputation as a responsible corporate citizen. In relation to any specific issue or transaction, the Group identifies the risks, including tax risks, which need to be addressed and for determining what actions should be taken to manage those risks, having regard to the materiality of the amounts and obligations in question.

## **Relationship with HMRC**

Amway seeks to have a transparent and constructive relationship with HMRC.

Any inadvertent errors in submissions made to HMRC are fully disclosed as soon as reasonably practicable after they are identified.

## **List of entities covered by this Tax Strategy**

Amway (UK) Limited  
Amway (Europe) Limited