

Tetra Tech UK Group Tax Strategy

Introduction

This document, approved by the Board of Tetra Tech UK Holdings Ltd as the top UK holding company, sets out the Tetra Tech UK group policy and approach to conducting tax affairs and dealing with tax risk. It is legally required under the UK Finance Act 2016 and is made available to all stakeholders via our website. The document was updated in August 2021 and will continue to be reviewed annually.

- 1) The strategy is to be adopted and followed consistently across the Tetra Tech UK group, with clear lines of responsibility and accountability.
- 2) The strategy aligns with our overall approach to corporate governance and risk management, and ethics.
- 3) Tetra Tech UK group aims to pay the right amount of tax required of it under the laws and regulations of the countries in which it operates.

Companies within the Tetra Tech UK Group

Tetra Tech UK Holdings Limited

Tetra Tech UK Limited

Tetra Tech International Development Europe Limited

Tetra Tech International Development Limited

Tetra Tech International Development B.V. UK branch

Coffey Geotechnics Limited

NDY Consulting Limited

Tetra tech UK Consulting Group Limited (and UK subsidiaries)

Hoare Lea LLP

Group Tax Policy

- 1) The Tetra Tech UK group is committed to conducting its tax affairs so as to comply with all relevant laws, rules, regulations, reporting and disclosure requirements, wherever we operate.
- 2) We will apply professional diligence and care in the management of all risks associated with tax matters and ensure governance and assurance procedures are appropriate. Where there is uncertainty as to the application or interpretation of tax law, appropriate written advice evidencing the facts, risks and conclusions may be taken from third party advisers to support the decision-making process.
- 3) We will foster constructive, professional and transparent relationships with tax authorities, based on integrity, collaboration and mutual trust
- 4) Tetra tech UK Group will utilise incentives and reliefs offered by the countries in which we work to minimise the tax costs of conducting its business activities, but will not use them for purposes which are knowingly contrary to the intent of the legislation. Tax planning will be carried out in accordance with local laws and OECD guidelines. The Tetra Tech UK Group believes that it should pay the amounts of tax legally due in any territory - there will, however, be circumstances where this amount may not be clearly defined, or where alternative approaches may result in differing tax outcomes. The Group will use its best judgement in determining the appropriate course of action, using available reliefs and incentives where possible.
- 5) The Tetra Tech UK Group approach to dealings with HMRC in the UK is that they should be open and transparent. We aim to file timely and accurate returns. The level of risk in relation to UK taxation that the Tetra Tech UK Group is prepared to accept is low.