

# Preventing the Facilitation of Tax Evasion Policy

## **Nuvia Outsourcing Ltd**

Policy issued in accordance with the Criminal Finances Act 2017

Last updated: January 2026

## **1. Statement of Intent**

Nuvia Outsourcing Ltd (“Nuvia”) is committed to conducting its business in a lawful and ethical manner. Nuvia has a zero-tolerance approach to the facilitation of tax evasion and is committed to implementing reasonable procedures to prevent such conduct by associated persons.

## **2. Scope of the Policy**

This policy applies to all individuals and entities associated with Nuvia, including employees, directors, contractors, agents, and any other persons performing services for or on behalf of Nuvia.

## **3. Relevant Legislation**

This policy is issued pursuant to the Criminal Finances Act 2017, which introduced corporate offences for failure to prevent the facilitation of UK and foreign tax evasion.

## **4. Risk Assessment**

Given the nature of Nuvia’s business as a payroll and compliance services provider, potential risk areas include payroll processing, tax reporting, onboarding of workers, and interactions with third-party service providers. Nuvia considers the overall risk of facilitation of tax evasion within its direct operations to be low, but recognises the need for ongoing vigilance.

## **5. Reasonable Prevention Procedures**

Nuvia implements proportionate measures to mitigate the risk of tax evasion facilitation, including appropriate onboarding checks, accurate payroll processing, compliance with HMRC reporting obligations, and engagement only with reputable professional service providers.

## **6. Reporting Concerns**

Any concerns or suspicions relating to potential tax evasion or facilitation must be reported promptly to Nuvia. Reports will be treated confidentially and investigated appropriately.

## **7. Breach of Policy**

A breach of this policy may result in disciplinary action and, where appropriate, referral to relevant authorities.

## **8. Review and Approval**

This policy has been approved by the Director of Nuvia Outsourcing Ltd and will be reviewed annually or as required.

**9. Contact Details**

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