

## **UK Tax Strategy for Oxford Industries, Inc.'s UK Subgroup**

Oxford Industries, Inc. ("Oxford") is publishing this statement in accordance with its duty under Schedule 19 Finance Act 2016 for the fiscal year ending January 2019. The following subsidiaries of Oxford are organized in the United Kingdom and are covered by this statement (the "Oxford UK Subgroup"):

- Oxford Industries (UK1) Limited
- Oxford Industries (UK2) Limited
- Oxford Industries (UK3) Limited

### **Tax Policy**

The tax policy of the Oxford UK Subgroup is to comply with all statutory regulations, including tax rules and regulations, and offer transparency to relevant tax authorities. Oxford manages the tax affairs of the Oxford UK Subgroup under Oxford's high standards of governance.

### **Governance**

Oxford's Chief Financial Officer is responsible for overseeing and managing the operational accounting and tax risks of the Oxford UK Subgroup. Oxford's Chief Financial Officer regularly consults with Oxford's financial, accounting, tax and legal teams to ensure compliance with applicable tax rules and regulations, and, as appropriate, seeks professional expert advice from independent advisors on tax matters.

### **Tax Risk Management**

Oxford recognizes that tax is a complex matter subject to frequent changes in law and subjectivity in transfer pricing. Tax compliance therefore carries an inherent risk. Oxford monitors changes in relevant tax legislation and reviews the operations of the Oxford UK Subgroup in the UK and elsewhere to identify any impact and to realign the tax arrangements of the Oxford UK Subgroup when necessary to be compliant with applicable tax rules and regulations.

Oxford strives to comply with the Organisation for Economic Co-Operation and Development (OECD) guidelines and the various applicable jurisdictional guidelines to ensure that the transfer pricing policies of the Oxford UK Subgroup respect arm's length standards.

### **Tax Planning**

The Oxford UK Subgroup bases its tax arrangements on its business and economic activities. The policy of the Oxford UK Subgroup is to avoid tax planning strategies that do not support Oxford's commercial and economic goals or that negatively impact Oxford's brand and corporate and social responsibilities.

### **UK Tax Authority – HMRC**

Oxford does not currently have any ongoing inquiries, audits or examinations with HMRC. The Oxford UK Subgroup is committed to working in a collaborative, transparent and proactive way with the tax authorities in the countries where it operates (including HMRC in the UK) at all times. The Oxford UK Subgroup seeks to avoid unnecessary, time consuming disputes, where possible, but is prepared to litigate when appropriate in resolving disputes.