

## Oscar Mayer Group Tax Strategy

### Introduction

This tax strategy is published in accordance with Schedule 19 Finance Act 2016. It sets out the strategy towards UK taxation adopted by the Oscar Mayer Group.

Oscar Mayer is a food manufacturing business specialising in developing and making retailer and premium label prepared foods across our 3 manufacturing sites in England and Wales for the UK's leading supermarket, food service and convenience chains. We are committed to supplying outstanding quality, value and service to all our customers.

### Payment of tax

All Oscar Mayer businesses and companies are registered for taxation in the UK and pay UK tax in full on their total profits and gains. The group also makes payments to HMRC in respect of PAYE Income Tax and National Insurance contributions, and accounts for VAT, duty and other indirect taxes on all relevant transactions.

### How Oscar Mayer manages its tax risks

1. The Group CFO (Chief Financial Officer) has overall responsibility for tax matters and is supported by both the Group and trading site finance teams.
2. A system of review is in place for all of the Group's statutory tax filings.
3. The preparation of corporation tax returns is outsourced to an appropriately qualified accountancy firm and reviewed by the Oscar Mayer Board prior to submission.
4. The Group CFO communicates with and advises the Board on the tax affairs and risks of the Group.

### Oscar Mayer Group's attitude to tax planning and tax risk

1. The Group does not undertake any planning which does not comply with current tax laws in either letter or spirit of those laws.
2. The Group's Shareholders and the Board stipulate that the group must not enter into any artificial tax planning arrangements.
3. The Group does not set targets around effective tax rate and remuneration policies are not linked to the after-tax results of the business.
4. External advice is sought as appropriate to ensure that the Group fully complies with its UK tax obligations.

### Working with HMRC

1. Oscar Mayer is open and honest in its dealings with HMRC. As appropriate, the Group CFO keeps HMRC informed of any developments in the business.
2. The Group will continue to work and meet with HMRC as required.
3. Any inadvertent errors, should they arise, will be reported to HMRC promptly and with full disclosure.