



Valeo Foods Group tax policy

This statement relates to Valeo Foods Group Limited and its direct and indirect subsidiaries (collectively referred to below as “Valeo” or the “Group”)

Introduction

Valeo is a fast growing European consumer foods producer and distributor, with a portfolio of category leading brands, many of them iconic household names. The Group also produces consumer food products under private label contracts with retailers. Valeo produces and sells over six hundred million units a year from its manufacturing facilities across Ireland, the UK and Continental Europe.

Since the Group’s formation in 2010 until the date of this note (i.e. Nov-21), Valeo has successfully completed 20 acquisitions across Ireland, the UK and Continental Europe as well as two corporate disposals. The Group’s portfolio of market leading products and brands includes Jacob's, Rowse, Balconi, Fox’s Glacier Mints, and Barratt, the histories of some of which stretch back over a century and a half. Valeo is headquartered in Ireland and exercises strong central oversight while empowering local divisional management teams to execute business strategy.

Objective

This note sets out the tax strategy for Valeo. The Group’s tax strategy seeks to optimise its tax structure while ensuring that Valeo remains compliant with local tax rules as well as international best practice. This tax strategy applies to all of Valeo’s directors and employees and is implemented and monitored by the Group Chief Financial Officer (“CFO”).

Accountability and governance

Valeo’s Board of Directors (the “Board”) is responsible for establishing the Group’s risk management policies and procedures. Responsibility for the creation and implementation of Valeo’s tax strategy lies with the Board. The Board have appointed the Group CFO as the responsible officer within the Group for delivering this tax strategy. Valeo employs qualified professionals to manage local tax compliance in each jurisdiction in which the Group has a compliance obligation.

Overall responsibility for Valeo’s tax compliance lies with the Group Director of Taxation under the supervision of the Group CFO and Group Financial Controller. Actual performance compared to the objectives of the Group’s tax strategy is monitored on an annual basis (as part of the Group’s annual multi-year strategic planning sessions) or more frequently as required. The Group Director of Tax provides support to Valeo’s local country divisional finance teams when this is required and regularly engages (typically via physical visits and / or video-conferencing calls) with the teams in each jurisdiction to review tax policy, local strategy and procedures.

Compliance

As a multinational and multi-divisional group of corporations, Valeo acknowledges its responsibility to comply with local tax law and regulations in each of the jurisdictions in which the Group operates and / or has a taxable presence. Valeo incurs and pays significant tax liabilities across multiple tax heads across multiple jurisdictions including corporate taxes on profits, employee taxes and national



insurance, value added tax and sales tax. The Group recognises the importance of the contribution that these tax payments represent to the local communities in which Valeo operates. In addition, the Group is committed to ensuring alignment with international best practice on tax policy matters and meeting all legal and disclosure requirements in this regard.

Risk management

In recent years, and reflecting its corporate growth as a multinational group, Valeo has made significant investment in an internal head office based expert tax team. This team are primarily responsible for the identification, management, and mitigation of tax risks across each jurisdiction in which the Valeo operates. Advice is sought from a bench of “Big Four” tax professionals to complement the in-house expertise when this is required. This dual approach of internal expertise complemented by external subject matter experts is central to the Group’s conservative approach to mitigating exposures to both commercial and reputational risk.

Responsible tax planning and engagement with tax authorities

All of Valeo’s tax planning is compliant with relevant local tax law and in line with international norms for multinational businesses of its size. The Group’s tax planning is built around, and is closely related to, Valeo’s commercial and operational objectives. The Group seeks to proactively engage with local tax authorities on complex tax matters where this is permitted, fostering transparent relationships with those authorities in the jurisdictions in which the Valeo Foods Group operates and / or where it may have a taxable presence.

Further information

As explained earlier in this note, the Group CFO is responsible for the delivery of Valeo’s tax strategy. Valeo Foods UK Limited (representing Valeo’s UK sub-group of subsidiaries) considers that this tax strategy is compliant with its duty under Section 161 and Schedule 19 of the Finance Act 2016 which requires it to publish its tax strategy in the current financial year.