

Hilton Food Group plc – Tax Strategy

Introduction and scope

This tax strategy in relation to UK taxation is published pursuant to paragraph 16(2) of Schedule 19 of the Finance Act 2016 in respect of Hilton Food Group plc and its subsidiary companies ('Group') for the 53 weeks to 3 January 2021.

Hilton's tax strategy will be reviewed and updated, as necessary, on an annual basis and approved by its Board of Directors.

Risk management and governance

The Board of Directors is responsible for promoting the success of the Group, within a framework of prudent and effective controls that enable risk to be assessed and appropriately managed. It sets and approves the Group's strategy and key policies including tax and the Chief Financial Officer oversees the day-to-day tax work. There is a designated Senior Accounting Officer who as part of this role makes an annual certification to HMRC that the Group's UK companies had appropriate tax accounting arrangements.

We seek advice from specialist external advisors where tax law is new or complex, is outside the experience of our finance team and on any significant, uncertain or sensitive issues.

Attitude to tax planning and risk appetite

Hilton is committed to paying the right amount of tax at the right time and complying with all relevant laws and regulations.

Hilton has a low risk appetite and has a simple corporate structure based around its commercial operations. We do not engage in planning schemes or arrangements that could be considered aggressive or artificial in nature.

Working with HMRC

We act professionally and courteously and seek to maintain an open dialogue with HMRC and to resolve any points at issue amicably through discussion.

Date: 16 December 2020