



CAISTOR SEAFOODS TAX PRINCIPLES

Our business pays a significant amount of tax to local and national governments including corporate taxes on profits, social taxes on employment, taxes on property, customs and excise duty on purchases, withholding taxes and environmental taxes. Our business also collects taxes charged to our customers and taxes paid by our employees. These aim to be paid in full and on time.

The principles governing the management of our tax affairs are fully aligned with the group's wider commercial, reputational and business practices and are consistent with our commitment to corporate responsibility. They consist of the following:

- Complying with applicable tax laws, rules, regulations and disclosure requirements
- Paying the right amount of tax based on the tax laws, rules and regulations of the territories in which we operate
- Interpreting tax law using relevant guidance and discussing such interpretation with tax authorities where appropriate
- Managing our tax affairs so as to enhance shareholder value, whilst ensuring the wider reputation of the group is not compromised
- Only undertaking tax planning which is aligned with a genuine commercial rationale
- Seeking to have constructive and transparent working relationships with tax authorities based on mutual respect and trust
- Proactively managing and monitoring compliance with the above tax principles

The board-adopted tax policy, and compliance with it, is regularly reviewed. The underlying tax principles are actively monitored by the finance department, internal audit, our external advisors and the board. We aim to be transparent in all our dealings and disclosures with all tax authorities.