



Location Extreme UK Limited Tax Compliance Policy

Overview

This policy sets out Location Extreme UK Limited's approach to tax.

Scope

This policy applies to Location Extreme UK Limited, including all company employees and any external persons who undertake work for, or on behalf of, Location Extreme UK Limited.

Principles

The Board of Location Extreme UK Limited has endorsed the following principles governing Location Extreme's approach to tax:

- Commitment to acting as a good corporate citizen, maintaining shareholder value and ensuring the legally correct amount of tax is paid;
- Ensuring compliance with the tax laws in each jurisdiction in which Location Extreme operates and ensuring that all tax positions have at least a reasonably arguable position;
- Commitment to operating with transparency including accurate disclosures to revenue authorities and maintaining an open and co-operative relationship with revenue authorities;
- Operating a model that identifies tax risks as they arise and provides for escalation of tax risks to the Board of Directors; and
- Maintaining the integrity and reputation of Location Extreme at all times.

Location Extreme manages its tax risks using the framework endorsed by the Board. Tax risk management for Location Extreme involves the process of identifying and assessing all tax risks in order to:

- Provide assurance that relevant tax questions are considered as part of every commercial decision;
- Ensure that tax risks are appropriately escalated within Location Extreme
- Ensure that documented controls and processes exist to mitigate potential tax risks; and
- Ensure that identified tax risks are appropriately mitigated.

The directors of Location Extreme are responsible for:

- Ensuring that their local country tax obligations are met;
- Escalating all tax risks to the board when those risks are identified;
- Advising the board as soon as possible of any tax audits, reviews and/or investigations;
- Escalating any other matters which should be considered by the board;

N.B. This policy does not form part of your employment contract and Location Extreme may vary, revoke or replace this policy from time to time.

Location Extreme UK Limited, company number 04022369, registered in England & Wales with the registered address of Hampden House, Monument Business Park, Oxfordshire OX44 7RW



- Identifying and reporting any changes in tax law to the board and ensuring clear risk ownership;
- Ensuring that all Location Extreme document retention requirements are met;
- Adhering to all Location Extreme operational tax policies and procedures; and
- Ensuring that the Tax Risk Management Framework is complied with.

Breaches of this Policy

All suspected breaches will be investigated, and appropriate disciplinary and remedial action taken.

Further Information

For further information, please contact the Financial Director or Managing Director.

Stuart Wells
Managing Director
November 2020

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