



## **EDGEWELL'S APPROACH TO TAX**

### **Overview:**

Edgewell Personal Care Company and its Subsidiaries (the Group), is one of the world's largest manufacturers and marketers of personal care products in the wet shave, sun and skin care, feminine care and infant care categories. We have a broad global footprint, with the Company and its subsidiaries operating in more than 50 countries. Our priority is to deliver our strategic objectives, focusing on maximizing sales and profit growth through innovation, product line extensions and share gains, and we continue to target improved working capital management as a key business objective.

Edgewell is committed to complying with tax laws in a responsible manner and to have open constructive relationships with tax authorities. Edgewell's Tax Department continuously works to drive consistent tax behaviors in the Group while supporting the company's strategic objectives as well as its corporate and social responsibilities and the value it places on earning public trust.

Edgewell's Code of Conduct (Do the Right Thing) requires all Edgewell employees to comply with the laws and regulations of the countries in which they operate and our Tax Policy aligns with that Code. For more information regarding Edgewell's Code of Conduct, visit the Company's website at [www.edgewell.com](http://www.edgewell.com).

The summary below sets out key principles of the Edgewell Tax Policy:

### **Compliance and Reporting**

Edgewell is committed to observing all applicable tax laws, rules and regulations in meeting the Group's tax compliance and reporting responsibilities in all jurisdictions where we conduct business. Edgewell also utilizes local external tax advisors to support our worldwide tax compliance and reporting obligations.

### **Tax Planning**

Edgewell engages in tax efficient planning within all relevant tax laws to support our business and align with our commercial and economic activities. It is our intention to establish entities in jurisdictions suitable to hold our overseas investments, giving consideration to our business activities and prevailing regulatory environment. Additionally, it is our policy to conduct transactions between Edgewell's group companies on an arm's-length basis and in accordance with current OECD principles.

Where tax incentives and exemptions exist in jurisdictions where we do business, we determine their applicability to our business and apply for them accordingly.



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### **Relationships with Tax Authorities**

Edgewell seeks to build and sustain strong relationships with tax authorities that are constructive and based on transparency and mutual respect. We work collaboratively wherever possible with tax authorities to resolve disputes and to achieve early agreement and certainty.

### **Transparency**

Edgewell is committed to being open and transparent with tax authorities and to disclosing relevant information to enable tax authorities to carry out their review. We support the principle behind greater transparency that increases understanding of tax systems and builds public trust.

### **Tax Risk Management**

Edgewell's businesses are subject to taxation in multiple jurisdictions. Tax legislation in the various countries that we operate is often complex and subject to interpretation. In addition, U.S. and International tax reform adds to this uncertainty. We identify, assess and manage tax risks on a regular basis and account for them appropriately with the assistance of local country advisors as needed.

### **Governance**

Edgewell's Vice President, Tax implements our approach to tax planning, compliance and controversies. The Edgewell Tax Department is responsible for ensuring that policies and procedures supporting the approach are in place, including internal processes for communicating significant tax items to Edgewell's senior management. The Tax Department is responsible for ensuring that policies and procedures are maintained and used consistently worldwide, and that the global tax team has the skills and experience to implement the approach appropriately.