

## **ANIMALCARE GROUP PLC**

### **Modern Slavery Statement**

**for the year ended 31 December 2023**

#### **Introduction**

Modern slavery is a crime resulting in an abhorrent abuse of the human rights of vulnerable workers. It can take various forms, such as slavery, servitude, forced or compulsory labour and human trafficking. Animalcare has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity and transparency in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking are not taking place anywhere within either its own business or in any of its supply chains.

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Animalcare Group plc and its subsidiaries (“the Group”) has taken and is continuing to take to understand and mitigate potential modern slavery and human trafficking risks related to its business and to put in place procedures aimed at ensuring that modern slavery and human trafficking is not taking place within its business or supply chain.

#### **Our Business**

Animalcare Group plc is an international veterinary sales and marketing organisation which is listed on the UK’s AIM exchange. Animalcare operates in seven European countries and exports to approximately 40 markets in Europe and worldwide. The Group is focused on bringing new and innovative products to market through its own development pipeline, partnerships and via acquisition.

More information on our business is available on our website <http://www.animalcaregroup.com>

Ethical behaviour is core to the way we conduct business. We ask that all our employees follow this core approach and that our suppliers recognise it and are committed to this in order for them to partner in sustainable business with us.

#### **Our Employees**

At Animalcare, we are committed to:

- providing fair salary and good conditions of employment
- providing a safe and secure workplace and ensuring there is no form of discrimination
- promoting diversity and inclusion
- ensuring there is no form of slavery or human trafficking in our business or supply chain, and
- ensuring employees have freedom of association.

#### **Our Supply Chain**

Animalcare does not own any manufacturing assets and we work with contract manufacturers of finished goods, mainly across Europe and with suppliers that are not in ‘Highest Risk’ countries which are prone to political unrest, poor regulatory practices or low voice and accountability.

One of our key principles with external suppliers is to ensure they share the same commitment as we do to being a responsible and ethical employer, both to their own staff and their suppliers.

All Animalcare’s external suppliers are required to conform to Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP) requirements. This means there are audits and inspections

performed and recorded by National Regulators. We ourselves have to conform to GDP practices which we embrace and completely support.

### **Our Policies and Procedures on Slavery and Human Trafficking**

The Group's Code of Conduct is our guide to doing business in the right way. It is complemented by more detailed rules and guidelines which are included in policies that cover the following areas: Good Business Practice, Respecting People, Safeguarding Information and Use of Information Technology.

We believe that by encouraging the right way of thinking and behaving across the Group, we will reinforce our corporate governance culture, enabling us to conduct business ethically and responsibly, drive our growth- and customer-focused, people-led strategy and deliver value for our shareholders.

Animalcare has a policy for Anti-Slavery and Human Trafficking (our Policy) which all employees read and acknowledge annually and are committed to upholding.

We have developed the following procedures to support our Policy:

#### **Recruitment**

In accordance with the Asylum and Immigration Act (1996) and the Immigration (Restrictions on Employment) Order (1996), we require all employees to produce evidence that they have current and valid permission to work in the UK.

#### **Training**

We have highlighted our Anti-Slavery and Human Trafficking policy to all employees to educate them on how to spot all forms of slavery by including the policy in our Employee Handbook.

#### **Supply Chain**

The Company's zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them. We issue formal communication to our supplier base reminding them what we expect from our suppliers. Our supply agreements include a requirement to comply with our Anti-Slavery and Human Trafficking policy. We have an online supplier screening platform with instant due diligence screening of new and existing suppliers. This offers Animalcare sanctions and enforcement options in respect of suppliers who do not meet all our requirements or that may be of concern.

#### **Measuring effectiveness**

Our policy includes procedures for reporting concerns about any issue or suspicion of modern slavery in any part of the Group's business or supply chain. During the year, no concerns were reported. We will continue to monitor compliance by our supply chain and if any concerns are raised either internally or externally, we will take appropriate action.

#### **Annual Review and Board Approval**

This statement is reviewed, updated as appropriate and approved by the Board on an annual basis and available on our website: <http://www.animalcaregroup.com>

This statement for the year ended 31 December 2023 is made in accordance with section 54(1) of the Modern Slavery Act 2015. It was approved by the Board of Animalcare Group plc on 21 March 2024 and signed on its behalf by:



**Jennifer Winter**  
CEO