



## **Modern Slavery Act Statement**

This statement is made in accordance with the Modern Slavery Act 2015 and sets out the steps that Animalcare Group PLC has taken and is continuing to take to ensure that modern slavery and human trafficking is not taking place within its business or supply chain.

### **Our Business:**

Animalcare Group PLC is a UK AIM-listed Global veterinary sales, marketing and product development company.

The company has nearly 100 sales representatives and 28 agents operating across Europe and owns 50 licensed drugs, eight vaccines and over 100 care and nutraceutical products.

Integrity 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 the following:

- providing fair salary and good conditions of employment.
- providing a safe and secure work place and ensuring there is no form of discrimination.
- ensuring there is no form of slavery or human trafficking in our business or Supply Chain.
- 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 with 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 on Slavery and Human Trafficking:**

Animalcare has a policy for Anti-Slavery and Human Trafficking which all employees have read, acknowledged, signed and are committed to upholding. Animalcare is opposed to any form of slavery or human trafficking happening in any part of our business or Supply Chain. We are committed to building on our current procedures to ensure we can identify and prevent this.

**Our Plans and Commitment Going Forward:**

We have had no reported incidents (either internally or externally) regarding Slavery or Human Trafficking. We also have plans identified and in motion to continue this record going forward along with procedures to deal with any incidents should they arise within our business or Supply Chain.

**We are currently working on:**

- Refreshing Training and Induction Programs for all New Employees and ensuring have the knowledge to identify, intervene or report any possible incidents associated with Slavery or Human Trafficking.
- Formal communication to our supplier base reminding them what Animalcare expects from its Suppliers.
- Supplier visits planned where we will reinforce the importance of working to our code.
- For new Supply Agreements, we will include compliance to our policy regarding Slavery and Human Trafficking in the contracts.

**Board Approval:**

This statement has been approved by the Chief Executive Officer of Animalcare Group plc and on behalf of the Board of Directors. This policy will be reviewed and updated as appropriate on an annual basis and will be available on our website: [www.animalcaregroup.com](http://www.animalcaregroup.com)

**Jennifer Winter**

**CEO, Animalcare Group plc**