

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

Being a great place to work and developing our business in a sustainable way are two of our core strategies. As such, our organisation is absolutely committed to preventing slavery and human trafficking in its activities and ensuring that its supply chains are free from slavery and human trafficking.

We view this as part of our wider responsibility to the Animal Health industry and society as a whole.

This statement is made under section 54 of the Modern Slavery Act 2015 ("Act") and constitutes our Group Modern Slavery Act Statement for VetPartners' financial year ending 30<sup>th</sup> June 2024.

### **Organisational Structure**

This statement covers the activities of VetPartners in the United Kingdom, a provider of veterinary care and allied services, which include diagnostic laboratories, training establishments and online pharmacy businesses.

VetPartners Group Limited is the parent company of the VetPartners group. Our parent company has its head office in York, United Kingdom. In June 2024, the Group had 11,793 employees, of which 8,543 are based in the United Kingdom and the remainder in France, Germany, Italy, Spain, Switzerland, Portugal, the Netherlands and the Republic of Ireland.

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

We have zero tolerance of Modern Slavery or Human Trafficking and will continue to build systems and processes to demonstrate compliance. Our policy is to ensure that there is no modern slavery or human trafficking in our supply chains, or in any part of our business.

We have published a sustainability strategy for the VetPartners group, which includes actions on ethical procurement, including measures against modern slavery and human trafficking. We are committed to the further development of these policies.

Our Supplier Code of Conduct sets out our expectations of suppliers around sustainability and human rights.

### **Due Diligence Process**

We have built long-standing relationships with group-level suppliers, and will:

Ensure that organisations with a statutory responsibility to produce a Modern Slavery and Trafficking Statement have been evaluated so as to satisfy us that they have discharged their responsibilities to our satisfaction.

Ensure that where possible we have notified group-level suppliers of our expectations that they mitigate risks of Human Slavery and Trafficking in their supply chains.

Make these suppliers aware that we have an expectation that if they fail to improve their performance against an agreed action plan, or where we feel their performance is too far removed

from our Supplier Code of Conduct, the ultimate sanction will be termination of the business relationship.

**Assessment of Modern Slavery and Trafficking Risks**

We have internal processes for encouraging all types of feedback, including a Speak Up policy which encourages the reporting of ethical breaches including Modern Slavery and Human Trafficking.



Jo Malone

Chief Executive Officer

7<sup>th</sup> August 2024