

Modern Slavery Statement

25th September 2024

Introduction

This Slavery and Human Trafficking Statement is made pursuant of Section 54 of the Modern Slavery Act 2015 and constitutes the Veterinary Surgeons Supply Company ("VSSCo") slavery and human trafficking statement for the financial year ending 31st August 2022.

This Statement sets out the steps VSSCo takes to understand and address any risk of slavery and human trafficking related to its business activities.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to endeavour to ensure that its supply chains are free from slavery and human trafficking.

Organisational structure

VSSCo, based at Enterprise Crescent, Lisburn, N Ireland is a limited company owned by approximately 160 individual shareholders and is controlled by an elected board of directors and run by the Managing Director. 98% of our customer base is within Northern Ireland with the rest mainly in the Republic of Ireland. We have been an Investors in People organisation for more than 10 years.

Suppliers

VSSCo has approximately 300 active suppliers for animal health related products from across the globe.

Policies

VSSCo is dedicated to maintaining the highest ethical standards and seeks to adhere to all the legal and regulatory requirements that govern all aspects of our business, relating to the procurement, sale and distribution of product.

Our working practices and Human Resource policies mean that VSSCo is committed to providing a workplace that is free from discrimination, intimidation, hostility, and violence as detailed within the VSSCo staff handbook which is regularly updated.

Further measures

While we do not see any risk of forced labour or child labour within our own organisation, we have reviewed the language in our HR policies to reinforce our zero-tolerance policy. Currently we are not aware of any forced labour or child labour within our supply chain, but we are continually seeking to identify, better understand and address any such potential risks. Suppliers will be expected to confirm in writing their adherence to the principles set forth in the Code.

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

Directors

D.P. Murray (Chairman)
D.W. Carr
J. Crawford
J.P. Johnston
T.P. Walsh
N. Sherrard (Managing Director)



- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier

Training

The organisation requires all managers and purchasing team within the organisation to complete training on modern slavery.

The organisation's modern slavery training covers;

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;

Breaches of this Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Next Steps

Considering the Modern Slavery Act, we are continually assessing our interaction with suppliers to seek to identify any areas of risk and concern. If a real or potential risk is identified, we will consider supplier audits.

| | | | |
|-----------------------------|-----------|----------|---------|
| Signed | | | |
| Dated | 25.9.24 | 25-09-24 | 25/9/24 |
| Position within the company | DIRECTOR. | DIRECTOR | M. D. |