MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

NATIONAL VETERINARY SERVICES GROUP (NVS Group)

In respect of the financial year ending 30th April 2026

Introduction

In line with the requirements of the Modern Slavery Act 2015 (the "Act"), this statement outlines the steps that National Veterinary Services Group ('NVS Group' or 'We') have taken during the financial year ending 30 April 2026 to prevent any form of modern slavery from occurring within our business operations and supply chain.

Modern Slavery is an umbrella term that encompasses the offences of human trafficking and slavery, servitude, forced or compulsory labour, as set out in the anti-slavery legislation in place in the UK. Modern slavery is a crime and a violation of fundamental human rights.

As an employer in the Distribution and Logistics industry, NVS Group recognises that it has a responsibility to take a robust approach to slavery and human trafficking. NVS Group is committed to ensuring our employees work in satisfactory conditions and that we fully comply with both Health and Safety and employment law standards and requirements in the United Kingdom.

NVS Group is committed to the principles of fair and honest trading, through the way in which we source goods and develop relationships with suppliers who share the same principles.

Organisational structure and supply chains

This statement covers the activities of NVS Group including National Veterinary Services, NationWide Laboratories, VetIT and NVS Logistics. NVS Group are part of Patterson Companies Inc:

Business Activities: We are the UK's leading Veterinary supplies business, with customers across the United Kingdom. We supply medicines, surgical instruments, equipment, consumables, pet products and accessories; along with the provision of IT business solutions, laboratory and logistical services, to the Veterinary healthcare industry.

Nature of Supply Chain: Our supply chain involves the sourcing of 3rd party manufactured and own label products for wholesaling to veterinary practices.

Countries of Operation and Supply: The organisation currently operates in the United Kingdom. Goods are sourced in the main from UK based suppliers.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** We have zero tolerance for modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure slavery is not taking place anywhere in our own business. We expect the same of our business partners and do not knowingly conduct or engage in commercial or operational activities with any individuals or companies that participate in improper labour practices, including child labour, physical punishment, forced or prison labour, or human trafficking. Please see the section on Due Diligence below for additional information.

- All Directors and Senior Managers are responsible for compliance in their respective departments and for their supplier relationships.

- Any concerns relating to modern slavery within the business or supply chain should be referred to the HR Department, or raised via SpeakUp Patterson, at which point a manager of appropriate seniority will be appointed to consider the matter and determine what further action, including investigation where appropriate, is required

- NVS Group encourages openness and transparency and is committed to ensuring that no individual suffers detrimental treatment or victimisation for reporting concerns in good faith relating to modern slavery or human trafficking.

Due Diligence

The organisation undertakes due diligence when considering taking on new suppliers. Within the organisation's due diligence:

- We will issue a supplier questionnaire to help us assess the risk of modern slavery within our supply chain.
- Where possible we will build long standing relationships with suppliers and make clear our expectations of business behaviour.
- We will invoke sanctions against suppliers that fail to improve their performance in line with an action plan that may be agreed.

Risk Assessment

The following is a process by which the company assesses whether particular activities or countries are higher risk in relation to slavery or human trafficking:

- We mainly source goods from UK suppliers and require these entities to have suitable anti-slavery and human trafficking policies and processes.

Key performance indicators to measure effectiveness of steps being taken

We have the following activities in place to strive to minimise the risk of modern slavery in our supply chain:

- For our workforce, we have processes in place to verify our new hires have the right to work in the UK, including documentation checks. Additionally, we require new employees to be paid into a bank account of their own name and will ensure that the Company meets the requirements of the National Minimum and Living Wage. To provide additional, confidential, support to employees the Company also provides an Employee Assistance Programme via Telus.
- All workers, including temporary or agency staff, receive their statutory rights and these obligations are not avoided through third-party arrangements.
- For our suppliers, we have processes in place to only accept new suppliers who meet the requirements of our risk assessment.
- We raise awareness of modern slavery during employee onboarding through the Company Code of Conduct, ensuring all employees understand our expectations, how to report concerns, and our commitment to preventing modern slavery and human trafficking.
- The organisation raises awareness of modern slavery issues through communication and training.

Future Actions and Continuous Improvement

As part of our commitment to continuous improvement, we have identified the following actions that will be implemented over the next 12 months to further strengthen our approach to preventing modern slavery and human trafficking:

- An audit of the top 20 suppliers.
- Implementing a new contract which aligns with Pattersons Partner Compliance Standards. This will start to be implemented with Our Brand partners to reinforce our expectations.

Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** - The organisation encourages all of its employees to report any concerns related to the direct activities or the supply chains of the organisation.

  This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for employees to make disclosures, without fear of retaliation. Individuals with concerns can use the Company's confidential compliance helpline: 0800 014 8928 or visit http://www.speakuppatterson.com. All new starters receive a copy of this policy and can further access via our employee portal.

- **Patterson Code of Business Conduct** - We promote the organisation's code to employees through online mandatory training, to ensure their actions and behaviours, and those they witness, are to the standards required. Employees are asked to read acknowledge this policy as part of the training they receive

  In managing its supply chain the organisation strives to maintain the highest standards of conduct and ethical behaviour.

Additional Resources
A copy of the U.K. Modern Slavery Act, 2015 can be accessed here and general information on the principles for government action is available here.

Managing Director Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year to the 30th April 2026. It has been approved by the organisation's Managing Director who will review and update it annually.

Managing Director's signature: 

Director's name: Naomi McCallum

Date: 2nd November 2026