



National Veterinary Services

## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### NATIONAL VETERINARY SERVICES (NVS)

#### Introduction

This statement sets out NVS's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of the Distribution and Logistics industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

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

#### Organisational structure and supply chains

This statement covers the activities of National Veterinary Services (NVS):

**Business Activities:** Supplying veterinary medicines, veterinary instruments, equipment, consumables, pet products and accessories and the provision of IT business solutions to the Veterinary industry.

**Nature of Supply Chain:** Our supply chain involves the sourcing of 3<sup>rd</sup> party manufactured products for wholesaling to veterinary practices in the UK.

**Countries of Operation and Supply:** The organisation currently operates in the United Kingdom

#### Risk Assessment

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

- We mainly source from UK suppliers and expect these entities to have suitable anti-slavery and human trafficking policies and processes and do not source from those countries considered to be high risk as identified by the Global Slavery Index.

#### Responsibility

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

- Policies: We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.
- All Directors and Senior Managers are responsible for compliance in their respective departments and for their supplier relationships.

#### Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be 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. Employees who have concerns can use our confidential helpline or EthicsPoint website.

- **Code of Business Conduct** The organisation's code makes clear to relevant employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Agency workers policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

### **Due Diligence**

The organisation undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. Within the organisation's due diligence and review process:

- It is our intention to provide all suppliers with our ethical trading statement (which includes statements on slavery and human trafficking) and to require suppliers to sign an annual declaration of compliance.
- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour.
- We will evaluate the modern slavery and human trafficking risks of each new supplier.
- We will invoke sanctions against suppliers that fail to improve their performance in line with an action plan.

### **Awareness-raising programme**

The organisation raises awareness of modern slavery issues by distributing flyers to staff; putting up posters across the organisation's premises, circulating emails and by including an article in the employee newsletter.

The awareness campaign explains to staff:

- the basic principles of the Modern Slavery Act 2015;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

### **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 30<sup>th</sup> April 2016. It has been approved by the organisations Managing Director who will review and update it annually.

**Director's signature:**



**Director's name:**

**Martin Riley**

**Date:**

1<sup>st</sup> May 2016