



## Modern Slavery Act 2015 Statement

### Our Policy

ECO Animal Health Group Plc (ECO) is opposed to slavery and human trafficking in any part of its business or supply chain. We are therefore committed to ensuring that we have suitable procedures and actions in place to identify and prevent these practices.

### Our Business

ECO develops, registers and distributes pharmaceutical products for the global animal health markets. ECO is a public company, trading on the AIM market of the London Stock Exchange and is headquartered in the UK, employing over 200 people across 15 global offices. We are a semi-virtual company, making extensive use of contract research organisations and third-party manufacturers to conduct our research projects and produce our products. We sell in over 70 countries via subsidiaries, joint ventures, joint operations and third-party distributors.

### Our Supply Chains

All of ECO's supply chains operate within the heavily regulated pharmaceutical sector and must comply with the Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP) requirements to ensure that our products are consistently produced, controlled and shipped according to quality standards. National regulators undertake regular inspections and ECO conducts its own audits of our suppliers and third-party manufacturers to ensure continued GMP compliance.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As part of our compliance with our slavery and human trafficking policy, that reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains, we have, for example:

- Written to all our subsidiaries and primary global contract manufacturers to explain the global context and extent of slavery, servitude, forced labour and human trafficking. We have shared ECO's commitment to protecting workers and eradicating harmful and illegal practices throughout our global supply chains and we have obtained their signed commitment to taking positive steps to ensure that modern slavery has no place in their businesses or supply chain.
- Since September 2021, ECO has completed 16 Good Manufacturing/Distribution audits on ECO's contract manufacturers and suppliers in the US, UK and Europe. During those site visits and Good Manufacturing/Distribution audits, there were no observations nor were there any concerns related to modern slavery practices identified. In China, site visits and/or GMP audits were carried out four times during the reporting period.

### Our Relevant Policies

Our policy on slavery and human trafficking is set out at the commencement of this statement. In keeping with ECO's commitment to act with integrity in all its business dealings, many of our existing policies are relevant to ensure that there is no slavery or human trafficking in any part of the business. Our relevant policies include:

- Anti-bribery and Corruption Policy
- Anti-harassment and Bullying Policy
- Capability Policy
- Equal Opportunities Statement
- Whistleblowing Policy
- Grievance Procedure

## **Training**

Training is regularly undertaken to ensure our staff understand the risks of modern slavery and human trafficking in our business and supply chains, how they can identify if it is taking place and what actions they should take. Examples of such training are as follows:

- Executive Leadership Team and international senior management training as part of a corporate governance modular training programme.
- Trained staff located in the ECO Southgate office in January 2020 using our third-party training consultant, Peel Solutions Ltd.
- Delivered two Modern Day Slavery courses via Peel Solutions in April 2022 to 18 members of the Operations, Regulatory Affairs and Quality/Regulatory Affairs teams. Attendance was both online and in-person, reflecting the post-COVID pandemic working arrangements.
- Further training (CPD accredited) by Peel Solutions Ltd is planned for all ECO staff over the upcoming months. This will be either a full day's training for those who have never had this before or a one-hour refresher session for those who have previously been trained on Modern Day Slavery. Depending on work location, this training will be online or in-person.

## **Monitoring**

ECO has established monitoring to assess the effectiveness of our procedures and activities to ensure that modern day slavery and human trafficking are not taking place in any part of our business or supply chains.

## **Board Approval**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement from October 2022.

**Approved by the Board**  
**October 2022**