



Animal Health Ltd

Modern Slavery Act 2015 Statement

Our Policy

ECO Animal Health Ltd (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 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.

As part of our compliance with our slavery and human trafficking policy, in addition to the previously reported actions, we have taken the following further steps:

- We have 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.
- We have undertaken 25 site visits to contract manufacturers and contract laboratories in China, Canada, Europe and the UK and no evidence of modern slavery practices were identified.
- We communicated to all our UK staff the BBC News article on the 'Safe Car Wash app' launched by the Church of England's anti-slavery arm, the [Clewer Initiative](#), and the Catholic Church, to raise awareness of modern slavery and encourage use of the app.

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

Training

Training is being undertaken to ensure our staff have an understanding of 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. During the year:

- We have trained all the staff in our ECO Shanghai Representative office using a local modern slavery training course conducted in Mandarin. These staff are regular visitors to our Chinese contract manufacturers and suppliers and will be able to identify potential risk areas and alert the Global Operations Director of any concerns.
- We have used the same local modern slavery training course conducted in Mandarin to train 3 key staff from our Chinese Joint Venture to ensure compliance and to cascade an understanding of the ECO requirements into the organisation.
- We are planning our 3rd modern slavery training day (CPD accredited) using our third party training consultant, Peel Solutions Ltd, as there have been a number of new recruits and staff role changes.

Monitoring

ECO has established initial key performance indicators (KPIs) to assess the effectiveness of our procedures and activities to ensure that modern day slavery and human trafficking is 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 for the financial year ending 31st March 2019.

It has been approved by the Managing Director of ECO Animal Health Ltd on behalf of the Board of Directors.

Marc Loomes – Managing Director, ECO Animal Health Ltd