



ANIMAL HEALTH

Modern Slavery Act 2015 Statement

Our Policy

ECO Animal Health Group Plc (ECO) is opposed to slavery and human trafficking in any part of our business or our 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 markets pharmaceutical products for 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 14 global offices. We are a semi-virtual company making extensive use of contract research organisations and third party manufactures to conduct our research and produce our products. We sell in over 70 countries via subsidiaries, joint ventures, or 3rd 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 manufactures 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 trained a further number of key ECO staff who undertake audits of our suppliers, contract research organisations and contract manufacturers to be able to identify potential risk areas and alert the Global Operations Director to any concerns.
- We have met with the head of our largest supplier in China to explain the ECO Policy on slavery and human trafficking and gain his assurance of compliance within his organisation.
- We have met with the head of our JV in China to explain the ECO Policy on slavery and human trafficking, to check his understanding and gain his assurance of compliance within the JV.
- We have undertaken a number of supplier site visits during the year in China, USA, Ireland and UK and no evidence of modern day slavery practices were identified.

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:

- Equal Opportunities , Dignity at Work Policy and Positive Work Environment Policy
- "Whistleblowing" Policy and Associated Procedures
- Grievance Procedure
- Avoidance of Bribery and Corruption Policy
- Policy for dealing with allegations of Sexual Harassment or Bullying in or related to the workplace

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:

- A second Modern Slavery training day (CPD accredited) was delivered by our third party training consultant, Peel Solutions Ltd, to a wider group of 7 staff from Sales, Quality, Regulatory, R&D and North American Manufacture. These staff visit our global suppliers, contract research and contract manufacturing facilities
- We were joined on the training day by one of our Non-executive main Board Directors who found the experience very informative and most useful.
- We have developed and delivered an in-house training session on Modern Day slavery to our teams in ECO Japan and ECO Shanghai to increase their awareness and to enable them to identify and act on any suspicions when they visit suppliers.
- We have identified a Modern Slavery training course being run in Shanghai in Mandarin for our ECO Shanghai General Manager as she regularly conducts GMP & Quality audits of our suppliers in China.

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 2018.

It has been approved by the Chief Executive Officer (CEO) of ECO Animal Health Group Plc on behalf of the Board of Directors.

Marc Loomes - CEO, ECO Animal Health Group PLC