



Modern Slavery Statement

1. Introduction

VetPartners is committed to eradicating modern slavery in all its forms. In December 2024, the Australian Government appointed its first Federal Minister for Slavery, reflecting a strengthened national focus on combating modern slavery. VetPartners supports this leadership and continues to align its efforts with evolving government priorities. This statement, prepared under the Modern Slavery Act 2018 (Cth), outlines the actions we have taken during this reporting period to identify, assess, and mitigate modern slavery risks within our business operations and supply chains. We continue to improve our risk management framework to uphold ethical sourcing and compliance.

2. Our organisation

This is a joint modern slavery statement covering:

- NVA Australia Parent Pty Ltd (**NVA Australia**); and
- its subsidiaries that are required to report under the Act, as detailed in Annexure A. (**Reporting Entities**)

(referred to as the **Group, VetPartners, we, our, us**).

3. Our business

VetPartners was established in 2016, beginning as a group of 32 veterinary practices across three Australian states.

Since then, we have grown significantly into a regional clinical network of over 4,500 people, more than 270 veterinary practices across Australia, New Zealand, and Singapore, and a range of affiliated services businesses that support and strengthen our operations. These include veterinary training centres, procurement and buying groups, and other specialised services that enable our practices to operate efficiently and deliver high-quality care to our patients.

VetPartners is supported by dedicated corporate offices in Australia and New Zealand, which provide a comprehensive range of shared services. These include functions such as payroll, finance, IT, legal, risk, compliance, insurance, procurement, leasing, marketing, human resources, recruitment and learning and development.

4. Modern slavery governance

This reporting period, we took clear actions to strengthen oversight and accountability:





- The NVA Board of Directors (**Board**) provided strategic oversight, reviewed progress and approved the Modern Slavery Statement.¹
- The Legal and Procurement Teams led the development, implementation and enforcement of our modern slavery risk management framework across the Group.
- The VetPartners Executive Leadership Team (**ELT**), which is constituted by members of the Board, drove operational delivery, embedding modern slavery controls and ensuring compliance in day-to-day business activities.

5. Modern slavery action

We remain committed to ensuring there is no modern slavery in our business operations or supply chains.

With years of continuous modern slavery reporting, we have a mature and focused approach to managing modern slavery risks. Our risk management framework continues to identify, mitigate, monitor, and protect against modern slavery risks.

6. Modern slavery risk management framework

Our framework includes policies, supply chain understanding, due diligence questionnaires, contractual provisions, training, and whistleblower protections.



a. Policies

Our Modern Slavery Policy commits us to ethical conduct and risk mitigation, reviewed

¹ NVA Australia Parent Pty Ltd was acquired by Morello BidCo Pty Ltd (EQT Partners) on 29 February 2024, with a new board of directors of Morello TopCo Pty Ltd constituted on 4 March 2024.





annually and is available to all employees and contractors.

b. Understanding our supply chains

In the prior reporting period we consolidated VetPartners and United Veterinary Group (**UVG**) procurement into a single, centralised team. This consolidation improved our ability to map supplier relationships and concentrate our efforts on supply chain segments with the highest modern slavery risk.

Our priority has been to identify and understand areas where there is limited transparency or where suppliers may have less established governance. This approach allows us to target our risk management activities more effectively, particularly with smaller or regional suppliers that may not yet be fully aligned with modern slavery obligations.

c. Due diligence

Most of our procurement activity is concentrated among top-tier suppliers, who are generally well advanced in their approach to managing modern slavery risks. With years of continuous reporting we have observed that they have integrated modern slavery obligations into their standard terms and conditions, contracts, and internal training programs. These are practices that mirror our own. As a result, during this reporting period, our attention was directed toward suppliers we assessed as presenting higher modern slavery risk. Typically smaller operators or those with less developed governance structures.

Consistent with government expectations that large entities use their market position to lift industry standards, we engaged constructively with these smaller suppliers to build their awareness and capability to manage modern slavery risks. We view this as an industry best practice.

In addition, we explored the use of sophisticated third party paid due diligence platforms to support our risk management efforts, strengthen the consistency, efficiency, and depth of our own approach.

d. Training

We continued to deliver modern slavery training to key decision makers involved in procurement and supplier engagement, ensuring they can identify potential risks and understand our escalation and remediation protocols.

e. Contracts

Modern slavery obligations continue to be embedded in new and renewed supplier contracts managed by the centralised Procurement team with support from the Legal team. These contractual provisions:





- Require suppliers to have modern slavery policies and due diligence programs;
- Mandate reporting of any known or suspected instances of modern slavery, dovetailed into their general obligations to report any breach of any law;
- Allow for auditing and ongoing monitoring.
- Enable us to suspend or terminate agreements if serious concerns arise.

Where suppliers are less mature in this area, we used our bargaining position as a large enterprise to secure their agreement to these provisions. This often included requiring updates to their own terms and conditions, such as publishing a modern slavery commitment on their website.

f. Protection of Whistleblowers

Our Grievance Complaint Resolution Policy, Whistleblower Policy and Whistleblower Protected Disclosure Procedure remained in place during this reporting period. These provide secure and confidential mechanisms for our community (suppliers, employees and key decision makers) to identify and escalate concerns, including modern slavery.

7. Modern slavery risks

We continue to adopt a targeted, risk-based approach to identifying and assessing modern slavery risks in our operations and supply chains.

We recognise that risks may arise due to the nature of the product or service, the location of production or sourcing, and the type of labour involved.

Based on our review of key business areas,, we identified the following areas of potential modern slavery risks:

Business Area	Risks Identified
Procurement	• Engagement of contractors, seasonal, migrant, or low-skilled • Sourcing of raw materials and products from high-risk geographical regions
IT	• Use of contractors, seasonal, migrant, or low-skilled workers • Reliance on third-party labour agencies • Procurement of goods and services from high-risk regions • Risk of acquiring products associated with forced labour, particularly IT hardware • Outsourced labour in high-risk regions • Procurement of IT hardware with known forced labour risks.





Property & Construction	• Reliance on migrant and low-skilled labour, increasing the risk of exploitation • Use of third-party labour agencies with limited oversight • Complex and opaque supply chains, often involving lower-tier suppliers in high-risk regions
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No instances of actual or suspected modern slavery were identified within our business operations or supply chains during this reporting period.

8. Remediation program

In prior reporting periods we have reiterated our commitment to remediation action when and if we identify suppliers that perpetrate, or are at high risk of perpetrating modern slavery offences. We remain committed to zero tolerance for modern slavery offences. However, in this reporting period we recognise that immediately terminating supplier relationships may not always result in better outcomes for affected individuals. Our approach prioritises engagement and remediation, particularly with smaller suppliers who may lack resources or awareness.

We encourage improvement by using our commercial position to require policy updates, contractual undertakings, and staff training. In the event of serious breaches or an unwillingness to cooperate, we reserve the right to suspend or terminate the relationship.

9. Auditing and verification

While our priority in this reporting period was to strengthen core systems and contract compliance, we recognise the importance of assessing the effectiveness of our actions. Over the next reporting period, we aim to develop and implement an audit program that will target high-risk suppliers, track the effectiveness of our engagement strategies, and inform future improvements.

10. Further steps and priorities

In the year ahead, our priorities will include:

- Continuing to embed modern slavery risk oversight across business functions.
- Deepening our understanding of high-risk supplier categories.
- Expanding training coverage and updating our Modern Slavery Policy.
- Exploring third-party platforms to automate and strengthen due diligence.





- Implementing a formal audit and remediation framework.
- Reinforcing contractual and website-based obligations for key suppliers.
- Maintaining transparency through internal reporting and governance structures.

Consultation and approval process

This joint modern slavery statement has been prepared by NVA Australia Parent Pty Ltd in consultation with the Reporting Entities. This joint statement was approved by the NVA Australia Parent Pty Ltd Board on 30 June 2025.

Signed by:

A handwritten signature in black ink, appearing to read "Sinead Ryan", is enclosed within a purple rectangular box.

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Sinead Ryan

Director and Chief Executive Officer, NVA Australia Parent Pty Ltd



ANNEXURE A
REPORTING ENTITIES

Company Name	ACN
AAH Finance Pty Ltd	603 185 664
AAH Group Pty Ltd	603 162 750
Adelaide Animal Hospitals Pty Ltd	056 094 029
Albion Vet Surgery Pty Ltd	604 357 575
Alpha Holdings Pty Ltd	009 222 217
AMS Alexandria Pty Ltd	159 296 750
Animal Cancer Specialists Pty Ltd	663 898 226
Animal Cancer Specialists (Sydney) Pty Ltd	663 871 494
Anne M.Dynon Pty Ltd	007 229 129
Aussie Paws Operations Pty Ltd	602 977 631
Australian Animal Hospitals Pty Ltd	163 674 593
Australian Veterinary Owners League Pty Ltd	601 874 588
Balwyn Veterinary Surgery Pty Ltd	007 005 414
Brisbane Veterinary Specialist Centre Pty Ltd	649 265 421
Brunswick Central Operations Pty Ltd	606 046 164
Caring Vets Pty Ltd	147 445 154
Cremorne Veterinary Hospital Pty Ltd	164 736 127
Debritz Holdings Pty Ltd	060 040 155

Eastside Veterinary Emergency and Specialists Pty Ltd	152 072 467
FAH Veterinary Pty Ltd	158 292 810
Figtree Veterinary Hospital Pty Ltd	128 187 093
Fitzroy Operations Pty Ltd	606 046 173
Greenfields Veterinary Hospital Pty Ltd	099 276 758
Herriot House Pty Ltd	054 914 162
Illawarra Animal Hospital Pty Limited	657 022 289
Kest Pty Ltd	100 687 983
Kogarah Veterinary Centre Pty Ltd	109 710 849
Manraco Pty Ltd	000 859 254
ML & L Pty Ltd	151 647 906
My Pet Hub Balaclava Pty Ltd	645 431 625
My Pet Hub Redlynch and Brinsmead Pty Ltd	645 499 949
National Veterinary Care Pty Limited	166 200 059
Noice Investments Pty Ltd	062 122 507
Northern Suburbs Veterinary Hospitals Pty Ltd	005 021 456
North Shore Veterinary Holdings Pty Ltd	134 502 382
North Shore Veterinary Hospitals Pty Ltd	125 697 387
NVA Australia Holdings Pty Ltd	609 625 710
NVC Operations NSW Pty Ltd	605 428 804
NVC Operations Pty Ltd	605 403 923

Ourimbah Veterinary Hospital Pty Ltd	001 969 286
Parramatta Veterinary Surgical Specialists Pty Ltd	116 436 170
Patfast Pty Ltd	003 657 010
Peninsula Vet Care Pty Ltd	643 105 597
Pet General Aberfoyle Pty Ltd	610 200 792
Pet General Burpengary Pty Ltd	610 200 809
Pet General Clayfield Pty Ltd	611 895 633
Pet General Corio and Lara Pty Ltd	610 200 818
Pet General East Bentleigh Pty Ltd	617 718 608
Pet General Ferntree Gully Pty Ltd	613 436 543
Pet General Forest Hill Pty Ltd	610 923 236
Pet General Grafton Pty Ltd	611 922 402
Pet General Indooroopilly Pty Ltd	610 200 827
Pet General Lakehaven Pty Ltd	613 363 965
Pet General Lincoln Pty Ltd	610 200 836
Pet General Pty Ltd	109 952 650
Pet General Quakers Hill Pty Ltd	614 728 175
Pet General Salisbury Pty Ltd	616 176 008
Pet General V4P Pty Ltd	610 243 037
Pet General Vineyard Pty Ltd	613 220 429
Petcorp Bankstown Pty Ltd	125 794 194

Petcorp Bexley Pty Ltd	115 485 151
Petcorp Epping Pty Ltd	128 084 355
Petcorp Guildford Pty Ltd	161 009 098
Petcorp Parramatta Pty Ltd	125 678 355
Petcorp Ryde Pty Ltd	142 207 994
Petcorp Waverley Pty Ltd	604 425 121
Robin G. Stanley Pty Ltd	058 250 098
SheppVets Pty Ltd	005 042 884
Southpaws Vet Mornington Pty Ltd	639 420 116
Southpaws Vet Pty Ltd	109 528 341
Sunbury All Creatures Pty Ltd	121 056 077
Townsville Operations Pty Ltd	633 240 936
Tredream Pty Ltd	606 980 401
Universal Vet Services Pty Ltd	647 627 147
UVG (Aust) Pty Ltd	169 353 342
UVG (IP) Pty Ltd	169 352 265
UVG (USA) Pty Ltd	164 701 277
UVG Holdings Pty Ltd	169 348 798
V4P Pty Ltd	610 187 525
Vet Centre Montrose Pty Ltd	619 714 108
Vet Ventures Pty Ltd	620 258 960

Veterinary Happiness Redland Bay Surgery Pty Ltd	098 804 258
Veterinary Surgical Associates Pty Ltd	095 259 779
Vet Partners (Annandale Animal Hospital Pty Ltd)	659 408 849
Vet Partners (Vets at Acacia Garden) Pty Ltd	659 451 260
Vet Partners (Vets at North Rocks) Pty Ltd	659 440 865
VetPartners ACT Pty Ltd	622 815 641
Vetpartners Adelaide Plains Veterinary Surgery Pty Ltd	646 573 631
Vetpartners Albany Creek Veterinary Surgery Pty Ltd	659 312 893
Vetpartners Aus Pty Ltd	110 059 599
Vetpartners Australia Pty Ltd	114 962 453
Vetpartners Belconnen Animal Hospital Pty Ltd	650 366 957
VetPartners Canberra Equine Hospital Pty Ltd	622 879 903
VetPartners Castle Hill Pty Ltd	625 297 556
VetPartners Fawkner Veterinary Hospital Pty Ltd	641 635 896
Vetpartners Gables Veterinary Group Pty Ltd	652 472 501
Vetpartners Hawthorn Group Vet Clinics Pty Ltd	651 845 126
Vetpartners North Shore Veterinary Emergency and Specialists Pty Ltd	652 122 131
VetPartners NSW Pty Ltd	619 455 346
VetPartners NVC Pty Ltd	638 517 389
VetPartners Operations WA Pty Ltd	616 463 560
Vetpartners Peninsula Vet Pty Ltd	650 146 320

Vetpartners Perth Animal Eye Hospital Pty Ltd	651 200 743
VetPartners Perth Veterinary Specialists Pty Ltd	641 122 634
Vetpartners QLD Pty Ltd	616 534 939
VetPartners Rossmore Pty Ltd	638 023 980
Vetpartners SA Pty Ltd	624 130 650
VetPartners South Eastern Animal Hospital Pty Ltd.	079 555 427
Vetpartners Southern Animal Health Pty Ltd	657 435 991
Vetpartners Supervets Pty Ltd	649 415 421
Vetpartners Vetcall Mermaid Waters Pty Ltd	661 378 516
VetPartners VIC Pty Ltd	616 845 517
VetPartners WA Pty Ltd	615 695 719
Vetpartners Whitehorse Veterinary Hospital Pty Ltd	649 587 539
VetWest Pty Ltd	009 452 233
VetWest WA Pty Ltd	604 012 839
Wambivet Pty Ltd	140 554 801
Whitehorse Veterinary Hospital	147 538 225
Willoughby Veterinary Hospital Pty Ltd	618 088 467
Wysch Pty Ltd	119 499 491