

Modern Slavery Statement - Virbac Australia

This statement is made in accordance with applicable modern slavery legislation, including the Australian *Modern Slavery Act 2018*. It outlines the steps taken by Virbac and its subsidiaries (hereinafter "the Group") to respect human rights including to prevent modern slavery and human trafficking in its operations and supply chains.

Introduction and our Commitment

Virbac (Australia) Pty Ltd submits this Modern Slavery Statement pursuant to the *Modern Slavery Act 2018* (Cth) for the period 1 January 2023 to 31 December 2023 and 1 January 2024 to 31 December 2024.

Virbac is an animal health company that develops, produces and sells a wide range of products for sheep, cattle, cats, dogs and horses. Virbac's parent company is Virbac S.A. Virbac S.A. has affiliates around the world. Virbac is a wholly owned subsidiary of Virbac S.A (Virbac, Virbac S. A. and other companies within the Virbac group of companies are referred to in this statement as "Virbac Group").

Working with or on behalf of Virbac means acting in line with shared values and committing to respecting the laws and regulations applicable in the countries where we operate including the respect for human rights, fundamental to our purpose and is an integral part of how we are doing business as a company. This being said, Virbac Group has a zero-tolerance policy towards modern slavery and human trafficking. Our Code of Conduct reflects our values of integrity, respect, and compliance, and we expect our suppliers and partners to share this commitment. As examples of commitment and expectations from our business partners:

Child labour

No workers below the legal minimum age for work are employed by the Virbac Group. With respect to the key suppliers to the Virbac Group, the Virbac Group's ethical assessment policy requires suppliers to comply with child labour legislation in force in the jurisdiction in which they are based. Should the Virbac Group identify a non compliant supplier, the supplier would be required by the Group to take steps to comply with the Virbac Group's ethical labour policy. If it failed to do that, its relationship with the Virbac Group would be terminated.

Forced or mandatory labour

The Virbac Group does not engage in forced labour practices. With respect to its key suppliers, compliance with the International Labour Organization (ILO) standards, including the prohibition of forced labour, is a requirement which is included in all new supply contracts. Should Virbac identify a non-compliant supplier, the supplier would be required to take steps to comply with the Virbac Group's ethical labour policy. If it failed to do so, its relationship with the Virbac Group would be terminated.

To make this commitment a reality, we have notably implemented a set of measures to prevent risks and training actions to raise awareness among our employees and our partners.

Our commitment to ethics and compliance is a long-term commitment. We are convinced that this approach is essential to ensure the sustainability of our company and strengthen the trust of our stakeholders and we are determined to continue our efforts in this direction.

Business, Operations and Supply Chains

Virbac started in Australia in 1987 as a joint-venture with only 11 staff. Today Virbac has over 200 employees with its core business in sheep and cattle products, veterinary pharmaceuticals and vaccines, a wide range of pet care products for dogs and cats, plus a broad range of products for horses.

Virbac's head office is located in Milperra, Sydney. Virbac has production facilities located in Crookwell in rural NSW, Penrith and Macquarie Park, which manufacture animal health products. Virbac locally produces the majority of products sold in Australia and its products are widely available at veterinary clinics, rural or equine supply stores and pet stores in Australia. Virbac's supply chains include the Virbac Group, and local and international suppliers.

Virbac is a global veterinary pharmaceutical group. Our supply chains are complex and worldwide, involving a variety of suppliers of raw materials, finished products, services, and goods. We acknowledge that certain sectors and countries present a higher risk of modern slavery, this is why we have implemented several prevention measures which contribute to mitigate the risk of not respecting human rights, in particular the modern slavery.

Identifying, Assessing and Addressing Modern Slavery Risks and Effectiveness of Actions

Virbac currently assesses that there is a low risk of modern slavery and trafficked labour in its operations and supply chains. The Virbac Group has an ethical labour policy in place and this is published in Virbac S.A's annual report.

1. Policies and Procedures

The Group has implemented the following policies and procedures which contribute and help to prevent modern slavery:

- **Code of Conduct**: Our Code of Conduct defines our ethical and compliance expectations for all our employees.
- **Business Partner Charter**: This document, which our suppliers must adhere to, specifies our requirements regarding human rights respect and the prohibition of modern slavery.
- **Supplier Due Diligence**: we conduct risk assessments of our suppliers, considering factors such as industry, geographical location, and the nature of the goods and services provided.
- **Business integrity contractual clauses including respect for human rights**: our contracts with suppliers include clauses requiring compliance laws and regulation and the international standards related to respecting human rights including with modern slavery laws and reserving our right to terminate relationships with non-compliant suppliers.
- **Whistleblowing Mechanism**: we encourage our employees and partners to report any suspicion of modern slavery directly to the company and notably via our confidential reporting channel.

Virbac has implemented these policies and procedures in its operations and in the process of assessment, selection and engagement of local and international suppliers.

2. Due Diligence

Recognizing the intricate connection between corruption and human rights, our established anti-corruption program serves as a foundational element in mitigating modern slavery risks. By actively combating corruption, particularly in regions identified as high-risk, we indirectly foster an environment more conducive to the respect for fundamental human

rights throughout our supply chain. To comprehensively address the risks of modern slavery within our supply chains, we have implemented a set of actions which help to assess and manage the risks in our supply chains:

- **Supplier Assessment:** we question and assess our suppliers based on their compliance regarding the risk of corruption, their compliance with law and regulation and our contract contains a business integrity provision which includes the business partner charter to be signed.
- **Audits:** we reserve the right to conduct audits at our suppliers' premises to verify their product compliance and the aspect of how our partner is doing business.

3. Next Steps

We are committed to continuously improving our efforts to combat modern slavery. Our planned actions include:

- **Strengthening our supplier due diligence process**, particularly for high-risk suppliers.
- **Implementing more in-depth training** for relevant employees.
- **Reviewing and updating this statement** annually.

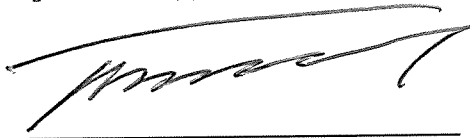
4. Application to Virbac Australia

This statement applies to all Virbac subsidiaries, including Virbac Australia. Virbac Australia is subject to the Australian *Modern Slavery Act 2018* and is committed to complying with the requirements of this law.

5. Approval

This Modern Slavery Statement was approved by the Board of Directors of Virbac (Australia) Pty Ltd on 27 August 2025

Signed and approved by:



John Embling

Director of Virbac (Australia) Pty Ltd
General Manager, Pacific Region