



FY25 Modern Slavery Statement

ACN 604 961 024

Document Control Page

Document Title:	FY25 Modern Slavery Statement
Date of Issue:	11.12.2025
Version Control:	Version 1.0
Contact Officer:	Matt White
Related Policies:	Code of Conduct

1 Introduction

- 1.1 Apiam Animal Health Limited (Apiam) endeavours to conduct its activities in a manner that reflects its Vision, Mission and Values through its Code of Conduct and other operating policies and guidelines – which includes being a good corporate citizen, dealing fairly in business, behaving ethically, upholding human rights, supporting a safe and healthy workplace, doing business in an environmentally responsible manner, and complying with applicable law. Apiam is committed to ensuring that its suppliers reflect our values and beliefs by conducting business in ways that are consistent with Apiam’s applicable policies and practices.
- 1.2 In line with Apiam’s broader risk appetite and risk management framework, Apiam has a zero-tolerance approach towards practices that directly or indirectly contribute towards any forms of modern slavery.
- 1.3 This statement is a joint statement which covers Apiam Animal Health Limited and all entities it owns or controls in Australia as identified in Annexure A (**Subsidiaries**). All subsidiaries operate under the oversight of the Apiam Board and Executive Leadership Team and are managed in accordance with Apiam’s central governance framework, policies and risk management systems.
- 1.4 References to Apiam and Apiam’s business throughout this statement refer to both Apiam Animal Health Limited and its Subsidiaries as the context requires.
- 1.5 This statement covers the reporting period of 1 July 2024 to 30 June 2025.

2 Apiam business

- 2.1 Apiam is a vertically integrated animal health business, operating nationwide and providing a range of products and services to support the health and well-being of production and companion animals and other animal species.

Apiam’s business includes:

- veterinary production services, which includes animal production and mixed animal veterinary practices, with expertise across the pig, dairy, feedlot, sheep, poultry, equine, and companion animal sectors;
- testing laboratories, focused on veterinary diagnostics and feed manufacturing testing, including veterinary pathology services, biological testing of food products, environmental testing and custom-made veterinary vaccines;
- warehouse, logistics and e-commerce, strategically located warehouses across Australia for storage and transportation of temperature sensitive and scheduled products, sold through the veterinary practices or online e-commerce portals.

3 Supply Chain

- 3.1 The Apiam supply chain is physically managed by its warehouse, logistics and e-commerce division – Country Vet Wholesaling Pty Ltd ACN 098 037 784 – which is supported and assisted by the Apiam corporate office. This allows for industry-leading oversight, relationship management and efficiency through the Apiam supply chain as all departments within the business purchase through Country Vet Wholesaling.

- 3.2** Products purchased through the Apiam supply chain include mainly highly sophisticated veterinary medicines, veterinary surgery consumables, chemical feed additives, and other ancillary products required for veterinary services.
- 3.3** Vendors for these products are generally Australian companies, or Australian subsidiaries of large multinational companies. Very little direct importing from foreign vendors is undertaken by Apiam.

4 Supply Chain Risks

- 4.1** Apiam has policies which require suppliers to acknowledge that they comply with the terms of the anti-slavery legislation. Apiam has a zero tolerance for all forms of modern slavery and this is communicated to all suppliers, contractors and business partners at the outset of the business relationship.
- 4.2** Apiam has identified there may be potential risk of modern slavery practices by overseas suppliers both in relation to the manufacture of goods and provision of services with third party suppliers and contractors who may operate in geographical locations which focus on minimising production costs.
- 4.3** With respect to the operations of businesses that Apiam controls and operates, Apiam ensures that all businesses comply with the laws of the Australian jurisdiction within which they operate, and therefore any modern slavery practices do not exist within the businesses controlled by Apiam.

5 Addressing Supply Chain Risks

- 5.1** Apiam has a robust corporate governance framework with the company's board ultimately overseeing and responsible for Apiam's broader commitment to human rights through various codes of conduct, the audit and risk committee, including Apiam's zero tolerance approach to modern slavery.
- 5.2** Underpinning this framework are various other company policies relevant to modern slavery, which include the published code of conduct, whistleblower policy, diversity policy which apply across the entire group.
- 5.3** Apiam's executive leadership team collectively have responsibility for development and implementation of Apiam's broader human rights program, including modern slavery. Through the CEO, the executive leadership reports to the audit and risk committee, which in turn reports to the Apiam board.
- 5.4** Apiam is committed to provide its employees with a safe workplace and seeks to address any health and safety issues that may arise quickly and efficiently. Apiam is also committed to only hire persons who have no legal impediment precluding them from being employed and ensuring they have the proper authority to be hired legally with the appropriate working visa or approval.
- 5.5** Apiam has several processes in place to address potential modern slavery risks from overseas sourced goods:
- i. Certain product suppliers are evaluated for the risks of human trafficking, through supplier interaction, market intelligence and general industry knowledge;
 - ii. in some cases, some suppliers may be required to certify that they are complying with laws relating to modern slavery;
 - iii. requiring certain suppliers to adhere to all applicable laws relating to labour, environmental, health/safety and ethics;

- iv. reviewing modern slavery statements from businesses large enough to report to also ensure suppliers are proactive in addressing the requirements of the Modern Slavery Act;
- v. Updating supplier and trade agreements to incorporate commitments that suppliers only source goods and services ethically and from third parties where modern slavery is not practised, including ensuring the ability to terminate the supplier relationship if Apiam suspects any risk of modern slavery practices;
- vi. training and building awareness and capacity of key staff in procurement roles to ensure they understand the risk of modern slavery practices, and that they mitigate risk when identifying possible new suppliers or changes to the current supply chain.

6 Effectiveness of risk review and future consultation

- 6.1 Apiam continues to review, improve and build on long-term supplier relationships, which will assist over time to empower our suppliers to safeguard human rights through dialogue, discourse, contractual obligations and customer influence.
- 6.2 Modern slavery remains a standard agenda item for the Audit & Risk Committee of the Apiam Board. The committee monitors the group's progress and reports regularly to the Board. Ongoing training of key staff within Apiam and periodic updates to supplier agreements will ensure that the risk of modern slavery continues to be reduced within Apiam's operations and supply chain.
- 6.3 Apiam prepared this statement in consultation with its controlled entities, all of which operate under the oversight of the Apiam Board and Executive Leadership Team. As these entities share central management, information on structure, operations, supply chains and risk management was collected through established governance and reporting channels. Draft content was reviewed by relevant executives and endorsed by the Board prior to approval.
- 6.4 Apiam will continue to consult with its employees, subsidiaries and supply chains to review policies, processes and supplier contracts going forward to ensure these measures support and strengthen Apiam's commitment to combating modern slavery. Apiam also remains open to participating in any industry-wide initiatives aimed at improving transparency and due diligence practices across the veterinary and animal health sectors.



Bruce Dixon, Interim Managing Director

Date: 11/12/2025

This statement was approved by the Board of Directors of Apiam Animal Health Limited on 11 December 2025

Annexure A

Subsidiaries

Name of the Subsidiary	Country of incorporation and principal place of business	Principal activity	Group proportion of ownership interests	
			2025	2024
Chris Richards & Associates Pty Ltd	Australia	Veterinary services	100%	100%
Country Vet Wholesaling Pty Ltd	Australia	Wholesale supply	100%	100%
Apiam Logistics Services Pty Ltd	Australia	Transport	100%	100%
Apiam Management Pty Ltd	Australia	Payroll	100%	100%
Southern Cross Feedlot Services Pty Ltd	Australia	Veterinary services	100%	100%
Westvet Wholesale Pty Ltd	Australia	Wholesale supply	100%	100%
Portec Veterinary Services Pty Ltd	Australia	Veterinary services	100%	100%
Pork Storks Australia Pty Ltd	Australia	Genetics	100%	100%
McAuliffe Moore & Perry Pty Ltd	Australia	Veterinary services	100%	100%
Warmambool Veterinary Clinic Pty Ltd	Australia	Veterinary services	100%	100%
Scottsdale Veterinary Services Pty Ltd	Australia	Veterinary services	100%	100%
Smithton Veterinary Service Pty Ltd	Australia	Veterinary services	100%	100%
AAH Clinics NSW & QLD Pty Ltd	Australia	Veterinary services	100%	100%
AAH - Bell Vet Services Pty Ltd	Australia	Veterinary services	100%	100%
CVH Gippsland Pty Ltd	Australia	Veterinary services	100%	100%
CVH Southern Riverina Pty Ltd	Australia	Veterinary services	100%	100%
AAH Veterinary Services Pty Ltd	Australia	Veterinary services	100%	100%
Tasvet Wholesale Pty Ltd	Australia	Dormant	100%	100%
Quirindi Feedlot Services Pty Ltd	Australia	Veterinary services	100%	100%
Quirindi Veterinary Clinic Pty Ltd	Australia	Veterinary services	100%	100%
Quipolly Equine Centre Pty Ltd	Australia	Veterinary services	100%	100%
AAH Veterinary Clinics Pty Ltd	Australia	Veterinary Services	80%	80%

Apiam Animal Health Limited
Financial statements for the year ended 30 June 2025

64

Gympie & District Veterinary Services Pty Ltd	Australia	Veterinary Services	100%	100%
Apiam Solutions LLC	USA	Distribution	51%	51%
Fur Life Foundation Ltd	Australia	Charity	100%	100%
South Yarra Pharma Pty Ltd	Australia	Veterinary Services	100%	100%
Animal Consulting Enterprises Pty Ltd	Australia	Manufacturing	100%	100%
The Trustee for Grampians Animal Health Unit Trust	Australia	Veterinary Services	100%	100%
CrosVet Pty Ltd	Australia	Veterinary Services	100%	100%
Apiam Equine Clinics Pty Ltd	Australia	Veterinary Services	100%	100%
North Hill Veterinary Clinic Pty Ltd	Australia	Veterinary Services	100%	100%
The Vet Practice Pty Ltd	Australia	Veterinary Services	100%	100%
Hunter Equine Centre Pty Ltd	Australia	Veterinary Services	100%	100%
Singleton Veterinary Hospital Pty Limited	Australia	Veterinary Services	100%	100%
Macleay Valley Veterinary Services Pty Ltd	Australia	Veterinary Services	100%	100%