



**Modern Slavery  
Statement  
2024 - 2025**

# Contents

<b>INTRODUCTION.....</b>	<b>- 3 -</b>
<b>ORGANISATIONAL STRUCTURE.....</b>	<b>- 3 -</b>
<b>ADDRESSING MODERN SLAVERY RISKS .....</b>	<b>- 4 -</b>
<b>NEXT STEPS .....</b>	<b>- 4 -</b>
<b>SIGNATURES UNDER APPLICABLE LEGISLATION.....</b>	<b>- 5 -</b>

## Introduction

At Vets Central, we care deeply about animals, people, and the communities we serve. We are committed to operating veterinary clinics and workplaces that meet the highest ethical and professional standards. As a group, we take our responsibility to prevent modern slavery seriously and are committed to ensuring our operations and supply chains are free from all forms of slavery and human trafficking.

We view this not only as a legal obligation but as a moral responsibility to our industry, our clients, and the broader community.

This Modern Slavery Statement has been prepared by Vets Central Holdings Pty Ltd in its capacity as a reporting entity under the Modern Slavery Act 2018 (Cth) and covers Vets Central Holdings Pty Ltd and its wholly owned and controlled subsidiaries, being:

Vets Central Pty Ltd ACN 646 462 973;  
Vets Central (New Zealand) Limited NZBN 9429051820992;  
VC Operations Pty Ltd ACN 641 403 938;  
VC Operations (NSW) Pty Ltd ACN 646 515 433;  
VC Operations (WA) Pty Ltd ACN 646 499 005;  
Kings Road Veterinary Surgery Pty Ltd ACN 609 596 910;  
Northern Beaches Veterinary Hospital Pty Ltd ACN 650 961 54;  
Mistycat Pty Ltd ACN 644 129 224; and  
Facebark Pty Ltd ACN 154 736 884,

(together, **Vets Central**).

As the parent company, Vets Central Holdings Pty Ltd maintains centralised governance, procurement, legal, risk, and compliance functions that apply across the group. All controlled entities operate under common policies, procedures, and systems, including those relevant to ethical sourcing and modern slavery risk management.

In preparing this statement, Vets Central Holdings Pty Ltd engaged with key stakeholders across the group, including senior managers in finance, operations, veterinary services, and human resources, to identify and assess modern slavery risks across both corporate and clinical operations. These representatives provided input on current practices, risks, and improvement areas relevant to their respective responsibilities.

Vets Central Holdings Pty Ltd will continue to ensure regular engagement with its controlled entities to improve oversight, support implementation of group-wide initiatives, and strengthen modern slavery risk mitigation practices across the group.

## Organisational Structure

### Our Company

This statement applies to the operations of Vets Central, a veterinary services group operating in both Australia and New Zealand.

Our support office is based on the Gold Coast, Queensland, and as at 30 June 2025, we employ approximately 1,137 team members, with 1,071 based in Australia and 66 in New Zealand. We own and operate a growing network of veterinary clinics and provide corporate support services.

Our operations include:

- Companion and large animal veterinary care;
- Retail of veterinary products and pet supplies;
- Procurement and distribution of pharmaceuticals, consumables, and equipment; and
- Support functions such as HR, finance, IT, and operations.

### Our Supply Chains

Our supply chains support a diverse range of veterinary services and include:

- Suppliers of pharmaceuticals and medical equipment.
- Distributors of veterinary consumables and pet products.

- Providers of uniforms, cleaning, maintenance, and technology services.

We acknowledge that some goods and services may originate from countries or sectors with higher modern slavery risks, particularly where manufacturing, raw materials, or low-skilled labour is involved. We are taking steps to better understand these risks and improve transparency in our sourcing.

### **Top Ten Suppliers**

To mitigate risk we identify our top 10 suppliers, in no specific order, and ensure we have copies of their Modern Slavery Statements on record. They are:

- Zoetis
- Idexx
- Boehringer Ingelheim Animal Health
- MSD Animal Health
- Dechra Vet Products
- Virbac (Australia) Pty Ltd
- Hills Pet Nutrition Pty Ltd
- Royal Canin Australia Pty Ltd
- Elanco Australasia Pty Ltd
- Try Laboratories Australia Pty Ltd

### **Our Team**

Approximately 95% of team members in Australia are covered by modern awards and approximately 40% are paid annualised salaries in full satisfaction of the award. The nature of these government instruments significantly mitigates the risk of modern slavery within our operations.

## **Addressing Modern Slavery Risks**

### **Reporting, Feedback, and Training**

Vets Central encourages a culture of openness and accountability. We are in the process of developing training and awareness programs to help team members identify and address modern slavery risks in their roles.

Our **Code of Conduct**, issued to all team members during onboarding, outlines our expectations for ethical behaviour and compliance with relevant legislation. It serves as a key reference point for lawful decision-making and supports our efforts to prevent modern slavery by promoting integrity and accountability across the business.

Team members are also able to raise concerns and report breaches of policy or unethical behaviour through multiple channels, including 'Ask Keith', our internal feedback platform direct to the CEO.

## **Next Steps**

### **Measuring Effectiveness**

We are in the early stages of developing our approach to measuring the effectiveness of our actions to address modern slavery risks.

### Due Diligence

We maintain strong relationships with our preferred suppliers and conduct regular reviews to ensure alignment with our ethical standards. Our key actions include:

- Requiring suppliers to confirm compliance with modern slavery and labour laws.
- Incorporating anti-slavery clauses in supplier contracts where appropriate.
- Engaging with suppliers to promote transparency and ethical practices.

- Reviewing and, where necessary, ceasing relationships with suppliers that do not meet our standards.

We also recognise potential risks in indirect areas, such as international product supply chains, and aim to improve visibility in these areas through ongoing risk assessment.

Current practices include:

- Monitoring feedback and issues raised through internal reporting platform;
- Reviewing supplier practices during onboarding and contract renewal;
- Regularly revisiting and updating policies as awareness increases.

### **Risk Management Framework**

In addition, our Risk Management Framework is designed to identify and mitigate supplier-related risks. This includes:

- Continuous Risk Monitoring – an ongoing process that screens both new and existing suppliers for potential risks related to ethical conduct, compliance, and supply chain integrity.

We recognise the need to enhance our evaluation processes and intend to introduce more formal assessment measures, such as KPIs and audit mechanisms over time.

### **Future Focus**

Looking ahead, Vets Central is focused on:

- Expanding supplier due diligence tools and engagement practices.
- Strengthening training for team members involved in procurement and operations.
- Increasing collaboration with industry partners to share knowledge and improve practices.

We are also monitoring regulatory developments in New Zealand, where the government is progressing toward modern slavery due diligence legislation. Vets Central intends to meet or exceed future legislative requirements in both Australia and New Zealand.

### **A Summary of Our Commitment**

Vets Central has a zero-tolerance approach to modern slavery. We are committed to ethical, transparent, and lawful business practices across our operations and expect the same from our suppliers, contractors, and partners.

## **Signatures Under Applicable Legislation**

This statement was approved by the Board of Vets Central Holdings Pty Ltd (Vets Central) on **24 November 2025** in accordance with the requirements of the Modern Slavery Act 2018 (Cth).

On behalf of the members of the board:



Keith Nicholls  
**Chief Executive Officer**