



# Modern Slavery Statement

**Cenversa Ltd**

**ACN 092 375 221**

## Document Control Page

<b>Document Title:</b>	Modern Slavery Statement 2020-2021 Australian Financial Year
<b>Date of Issue:</b>	31 March 2022
<b>Contact Officer:</b>	Mark Appleby (mark.appleby@cenversa.com.au)
<b>Related Policies:</b>	Modern Slavery Policy, <a href="https://cenversa.com.au/wp-content/uploads/2021/04/Cenversa-Modern-Slavery-Policy.pdf">https://cenversa.com.au/wp-content/uploads/2021/04/Cenversa-Modern-Slavery-Policy.pdf</a>

## A. Introduction

A.1 Cenversa Ltd and its wholly owned subsidiaries including but not limited to Cenversa Services Pty Ltd, Veterinary Companies of Australia Pty Ltd, CenQuip Pty Ltd, Full Potential Pty Ltd, Cenvet Australia Pty Ltd, Cenvet Veterinary Hospitals Pty Ltd and Central Pet Pty Ltd is collectively known as "Cenversa".

Cenversa endeavours to conduct its activities in a manner that reflects its Vision 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. Cenversa is committed to ensuring that its suppliers reflect its values and beliefs by conducting business in ways that are consistent with Cenversa's applicable policies and practices.

A.2 In line with the Cenversa's Modern Slavery Policy, <https://cenversa.com.au/wp-content/uploads/2021/04/Cenversa-Modern-Slavery-Policy.pdf>, Cenversa has a zero-tolerance approach towards practices that directly or indirectly contribute towards any forms of modern slavery.

## B. Cenversa business

B.1 Cenversa is an animal health business, providing a range of products and services to support the health and well-being of production and companion animals and other animal species. Cenversa's business includes:

B.2 Veterinary wholesale procurement and supply services to registered Veterinarians.

B.3 Pet supply wholesale procurement and supply to pet shops and pet retailers

B.4 Importing of products for distribution within the Vet and Pet markets

B.5 Veterinary Hospitals for the ongoing care and support of companion animals

B.6 E-commerce sites

## C. Supply Chain

C.1 The Cenversa supply chain is physically managed by its warehouse, logistics and e-commerce division, which is supported and assisted by the Cenversa head office. This allows for industry-leading oversight, relationship management and efficiency through the Cenversa supply chain as all departments within the business purchase through the wholesale model.

C.2 Products purchased through the Cenversa supply chain include veterinary medicines, veterinary surgery consumables, equipment, pet products, pet food and other ancillary products required for veterinary services.

C.3 Vendors for these products are generally Australian companies, or Australian subsidiaries of large multinational companies. A small amount of direct importing from foreign vendors is undertaken by Cenversa.

## **D. Supply Chain Risks**

- D.1 Cenversa has policies which require suppliers to acknowledge that they comply with the terms of the anti-slavery legislation. Cenversa has a zero tolerance for any and all forms of modern slavery and this is communicated to all suppliers, contractors, and business partners at the outset of the business relationship.
- D.2 Cenversa has identified there may be potential risk of modern slavery practices by overseas suppliers with third party supplier factories in geographical locations which focus on minimising production costs.
- D.3 With respect to the operations of businesses that Cenversa controls and operates, Cenversa ensures that all businesses comply with the laws of the Australian jurisdiction within which they operate, and therefore modern slavery practices do not exist within the businesses controlled by Cenversa.

## **E. Addressing Supply Chain Risks**

- E.1 Cenversa has a current Modern Slavery Policy outlining the potential risk areas. Cenversa's broader commitment to human rights through various codes of conduct, including Cenversa's zero tolerance approach to modern slavery.
- E.2 Cenversa's executive leadership team collectively have responsibility for development and implementation of Cenversa's broader human rights program, including modern slavery.
- E.3 Cenversa 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. Cenversa is also committed to only hiring 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.
- E.4 Cenversa 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. All international suppliers are 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. update suppliers and trade agreements to incorporate commitments the suppliers only source goods ethically and from 3rd parties where modern slavery is not practised, including ensuring the ability to terminate the supplier relationship if Cenversa suspects any risk of modern slavery practices;
  - vi. train and build 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.

## **F. Effectiveness of risk review and future consultation**

- F.1 Cenversa 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.
- F.2 Modern slavery is subject to continual review and improvement within the senior management and leadership team, and as such will be monitored and reported upon. Ongoing training of key staff within Cenversa and continual updating of supplier agreements will ensure the risk of modern slavery is reduced within Cenversa's supply chain.
- F.3 Cenversa will continue to consult with employees and supply chains to review policies, processes and supplier contracts going forward to ensure that measures in place to support and further Cenversa's commitment to combatting the risks of modern slavery in its business and supply chains. Cenversa is also committed to participate in any industry wide initiatives to combat the risk of modern slavery.

This statement was approved by the Board of Directors of Cenversa Limited on 1st March 2022.

A handwritten signature in black ink, appearing to read "Lionel Bloom".

Mr Lionel Bloom  
CEO  
31 March 2022.