



A covetrus  Company

Corporate Social Responsibility (CSR) Policy

Animal Healthcare Services Ltd, T/A Veterinary Instrumentation is a Covetrus company and is mindful of the impact of its operation on the local community and the wider global environment. We are dedicated to act as a responsible business, employer and member of the local community. Our business is committed to achieving a balance between the social and economic benefits from our growth and any potential negative impacts that may result from this growth. This CSR policy sets out our commitment to protect our people and the environment in addition to positioning ourselves as a contributor to economic and social development of the local community.

In developing this policy guidance has been sought from ISO 26000:2010 'Social Responsibility'.

As a company we will continually strive to:

Respect the Law by:

- Abiding to all applicable national and international legislation and regulation.
- Honour internal policies, developed and implemented to ensure compliance with the law.
- Ensuring all our business operations are legitimate.
- Keeping every partnership and collaboration open and transparent.

Carry out our Business Ethically and with Integrity by:

- Dealing fairly with our suppliers.
- Showing respect to our customers.
- Complying with the Covetrus Anti-Bribery Policy.

Protect the Environment by:

- Minimising any negative impact from our operations on the environment by considering material selection for our products and the most efficient manufacturing methods by our suppliers.
- Conserving energy and natural resources by switching off lights & electrical equipment including PC's when not in use and by not leaving water taps running freely.
- Conserving fossil fuels by restricting overseas travel in favour of modern communication technology and establishing the shortest and most efficient distribution routes.
- Preventing pollution by only discharging trade effluent to foul water sewer without penetration into the ground or any fresh water course.
- Following the waste hierarchy by minimising waste and recycling waste materials to the maximum whenever possible.

Protect our People by:

- Providing a safe, healthy and diverse workplace in accordance with the Vi OH&S Policy.
- Providing personnel data security in accordance with the Vi internal Data Privacy Policy.
- Providing a benefits package which exceeds minimum statutory levels
- Supporting to help them achieve their full learning and development potential.
- Holding regular site-wide team briefings including for example Covetrus Roadshow events.

Support the Local and Global Veterinary Community by:

- Donating expired (but still fit for purpose) slow moving stock to charity veterinary practices and good causes.
- Encouraging and funding our Veterinary Nurses to volunteer to work and train staff at charity veterinary practices at home and in underdeveloped countries.
- Sponsoring events for other non-veterinary organisations and charities where relevant.

Consider our Supply Chain by:

- Selecting partners who share our commitment to acting responsibly towards their environment, employees and local communities in order to reduce risks within our supply chain and in doing so comply with the Covetrus Global Supplier Code of Conduct.
- Committing ourselves to maintaining compliance with The UK's Modern Slavery Act 2015 and showing preference to those suppliers that share this commitment.
- Committing ourselves to supporting and abiding by the International Labour Organisation (ILO) conventions on labour and preferring suppliers that share this commitment.
- Complying with the Vi external Data Privacy Policy.

Governance

The Senior Leadership and Management Teams have overall responsibility for the implementation of this policy and compliance with its requirements. A 'Leadership and Commitment Statement' (F05A) is endorsed by all directors and senior managers. Our Corporate Social Responsibility practices and this statement will be reviewed at the annual Management Review meeting for continued suitability and effectiveness.

Bill Pelling



Managing Director

29th August 2019