

Management Team Leadership and Commitment Statement

1. Leaders Commitment to Quality

Veterinary Instrumentation is committed to the provision of quality products and services, to exceed customer expectation. This is achieved by demonstrating conformity to ISO 9001 Quality Management standard, aspects of medical device Good Manufacturing Practice (GMP) ISO 13485 and medicinal products EU Good Distribution Practice (GDP) 2013/C 343/01, through the application and enforcement of the company Quality Policy.

2. Leaders Commitment to Employee Occupational Health and Safety at Work

Veterinary Instrumentation is committed to comply with the Health & Safety at Work Act 1974 and supporting regulations through the application and enforcement of the company Health & Safety Policy.

3. Leaders Commitment to Protect the Environment

Veterinary Instrumentation is committed to conduct business with due regard to the environment and pollution prevention. This is demonstrated by compliance with environmental legislation including the Environmental Protection Act: 1990 Parts 1 & 2 and supporting regulations including waste electronic & electrical equipment, waste packaging and other applicable environment regulation through the application and enforcement of the Corporate Social Responsibility Policy.

4. Leaders Commitment to Employee Development

Veterinary Instrumentation is committed to training and developing its employees to their maximum potential through in-house and external training & personnel performance management by achieving agreed objectives.

5. Leaders Commitment to Equal Opportunities and Diversity

Veterinary Instrumentation is committed to promoting equal opportunities throughout its business. This is demonstrated by compliance with the Disability Act and Equality Act. The company values diversity and treats everyone equally, fairly and with respect through the application and enforcement of equality and diversity policies as described in the Covetrus Employee Handbook.


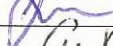

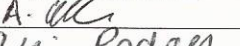



6. Leaders Commitment to Data Protection and Personal Privacy

Veterinary Instrumentation is committed to protecting employee and customer privacy by having data and information security systems in place that comply with the General Data Protection Regulations 2016/679 through the application and enforcement of the Covetrus internal and external facing Data Privacy Policies.

7. Endorsement of Leadership and Commitment

As a senior leadership team we fully endorse and make available internally and externally these commitments by posting them on the Company Website and Notice Board. The application of strong leadership to uphold these values and compliance with all applicable legislation will maintain and enhance Veterinary Instrumentation's reputation as the preferred supplier of veterinary instruments, implants and equipment.

All employees follow the Quality Management System manual, operating procedures and work instructions diligently, making recommendations for refinement and review to ensure we continuously improve.

Name	Job Title	Endorsement	Date
Bill Pelling	Managing Director		29 th August 2019
Linda Capewell	Vet. Tech. Director		29th August 2019
Gail Davidson	Covetrus UK HR Director		29th August 2019
Carina Middleton	Operations Manager		29th August 2019
Adam Levick	Product Manager		29th August 2019
Karlin Rodgers	Finance Controller		29th August 2019
Andy Taylor	QA & RA Manager		29th August 2019