

LINNAEUS GROUP LIMITED

MODERN SLAVERY ACT STATEMENT

Introduction

This statement sets out Linnaeus Group Limited (“Linnaeus Group”, “the Company”)’s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ended 30 November 2017.

As one of the UK’s leading referral-led veterinary groups, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and that its supply chains are free from slavery and human trafficking.

Organisation

Linnaeus Group is one of the UK’s leading referral-led veterinary groups with 77 practices throughout the UK and has circa 1,300 employees. Linnaeus Group is the ultimate holding company of a number of subsidiary businesses which are detailed on our website.

Our policies

Linnaeus Group acts ethically and with integrity in all our business relationships and will implement and impose effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in in any part of the business, as well as monitoring our supply chain. We are in the process of implementing appropriate policies to be adhered to by the Company.

Initiatives and responsibilities

Our initiatives to identify and mitigate risk:

- We have HR/Payroll functions with protocols in place to ensure that all our employees are paid properly in accordance with the terms of their employment. The department has clear policies on Rights to Work in the UK and general HR policies appropriate for a company of our size.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers. We also have an Anti-Bribery & Corruption Policy.
- The Executive Board are responsible for monitoring our compliance to the Modern Slavery Act.
- Where possible, we have built long standing relationships with suppliers and will make clear our expectations of business behaviour to them by setting out our expectations in relation to the provisions of the Modern Slavery Act.

- Going forward we will endeavour to put steps in place to monitor the effectiveness of the actions taken by the Company in the preceding year in tackling any potential slavery and human trafficking and also those taken by our supply chain.

Supplier relationships

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Board and our senior managers are responsible for compliance in their respective departments and for their supplier relationships in relation to the monitoring and enforcement of our internal policies and values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery and Human Trafficking statement for the current financial year.



Paul Coxon, Finance Director

1 December 2017