

## **Human Rights and Modern Slavery Statement**

Pets at Home is the UK's leading specialist retailer of pets, pet related products and services. We run the UK's largest small animal veterinary and grooming businesses through our vets and services brands.

Our mission is to be the best pet shop in the world. We therefore take great care in operating our business and in selecting our business partners and suppliers. The products we sell are sourced from a broad range of suppliers – both national and international. We are the only UK pet retailer to have a dedicated sourcing office in the Far East. From our regional base in Hong Kong, which opened in 2012, we have a team of product technologists who support our buyers, oversee our suppliers and monitor production.

Our suppliers are required to comply with our Ethical Trading Policy and we undertake ethical audits which cover: hours of work, labour practices, working conditions, onsite accommodation, health & safety, environment, supply chain management and wages. We also require compliance with the Pets at Home Group's Code of Business Ethics and Conduct.

We have undertaken a group wide risk assessment to highlight any areas where we may be vulnerable to the risk of modern slavery and, where necessary, will strengthen our processes in the areas highlighted. We are also reviewing our supplier due diligence and audit processes to ensure compliance with the Modern Slavery Act 2015 ("Act"). In addition, we are updating our supplier trading terms and Ethical Trading Policy in relation to the Act.

Should any instances of non-compliance with the Act arise in relation to any of our suppliers then this will be reviewed and appropriate action taken.

The Pets at Home Group Plc board of directors approved this statement at a meeting of the Board on 20<sup>th</sup> April 2016.



Ian Kellett

Group Chief Executive Officer