

Langford Veterinary Services Ltd  
Voluntary Modern Slavery and Human Trafficking Statement

October 2019

Langford Veterinary Services Ltd (Langford Vets) is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

### **About Us**

We are a leading multidisciplinary provider of veterinary services in the South West of the UK, providing a world class teaching environment for both undergraduate and post-graduate students.

As a veterinary business we provide the clinical teaching environment for the University of Bristol Veterinary Science and Veterinary Nursing students. We provide veterinary care to clients through our small animal, farm animal and equine first opinion practices, as well as referral services through our Small Animal and Equine Hospitals and diagnostic laboratories.

Our mission is to ensure a sustainable and appropriate caseload for the clinical teaching of University of Bristol veterinary students and to support clinical research while enhancing as far as possible the profit of each business unit.

We are a wholly owned subsidiary of the University of Bristol and their Modern Slavery and Human trafficking Statement can be found here:

<http://www.bristol.ac.uk/media-library/sites/secretary/documents/policies-and-forms/modern-slavery-statement-2019.pdf>

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act.2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.

### **Langford Vets Supply Chain**

Our supply chain includes but is not limited to the purchase of medications, consumables and veterinary equipment as well as stationary, laboratory equipment, furniture, printing, IT and audio-visual equipment and services, cleaning services, workwear, utilities, construction and facilities maintenance services.

The supply chain is varied and includes individual, SMEs and multi-national companies. We recognise that modern slavery and human trafficking can occur anywhere in the supply chain both in the UK and internationally, regardless of the supplier size or nature of the products or services being purchased.

We are working to identify and mitigate the risk of modern slavery in our supply chain. This includes but is not limited to:

- an internal review of our supply chain to evaluate risks
- ensuring that equipment at the time of procurement meets any industry standard as appropriate for the goods or services being purchased.

## **Policies**

All staff have a written contract of employment and appropriate checks are made to ensure that all staff are legally entitled to work in the UK.

Our Voluntary Modern Slavery and Human Trafficking Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **Due diligence processes for slavery and human trafficking**

We will continue to build upon existing systems to:

- identify and assess potential risks in the supply chain
- protect whistle blowers and report unethical conduct
- understand our suppliers, both nationally and internationally
- carry out due diligence on our suppliers to mitigate against modern slavery and human trafficking occurring in our supply chain by reviewing the modern slavery statements of suppliers who are subject to the Modern Slavery Act 2015.

Langford Vets is aware that the upcoming exit of the UK from the European Union may lead to disruption to our supply and the need to source alternatives. We will aim to maintain diligence in that instance to ensure our confidence in the supply chain.

## **Training**

We will ensure relevant staff have the correct training if appropriate to ensure they can recognise the risks of modern slavery and human trafficking in the supply chain.

## **Combating Modern Slavery in the Future**

Over the course of the next year, LV will develop some Key Performance Indicators (KPIs) to be able to monitor how effective we are being at assessing the risk of modern slavery in our supply chain.

This voluntary modern slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31<sup>st</sup> Jul 2020. It was approved by the board on 19<sup>th</sup> November 2019.

A handwritten signature in black ink, appearing to read 'R. A. Hammond', written over a faint, illegible stamp or watermark.

Richard Hammond  
Chief Executive  
Langford Veterinary Services Ltd

Date: 5<sup>th</sup> November 2019

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Langford Veterinary Services Ltd is a wholly owned subsidiary of the University of Bristol