



## **Modern Slavery Act – Transparency Statement**

### **Contact**

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# Modern Slavery Act – Transparency Statement

## The Statement

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and shows our strong commitment to respecting human rights, including the identification and elimination of modern slavery and human trafficking in our business and supply chain. We, zooplus AG as well as all our group companies (altogether hereinafter “Group”), understand the complexity and the impact of Modern Slavery and endorse the transparency that the Modern Slavery Act encourages.

## Our Business

zooplus AG is a company of German law with its place of business and registered office located in Germany. Founded in 1999, zooplus is the leading online retailer for pet supplies in Europe. The company sells products for all major pet types. These products include, in particular, animal feed (dry and wet food, feed supplements) as well as accessories (such as scratching posts, dog baskets or toys) in all price categories. In addition to the large selection and the option of fast free delivery, zooplus customers also benefit from wide access to interactive content and community offers. The zooplus business model has been successfully introduced in 30 European countries making zooplus the only truly pan-European online retailer of pet supplies.

## Our Supply Chain

zooplus sources all key products directly from the respective manufacturers. Procurement is carried out internationally drawing on more than 200 suppliers, who are primarily based in Europe and Asia.

zooplus has an internationally organized purchasing department, as well as a wide product range with a total of approx. 8,000 food and accessory items for dogs, cats, small animals, birds, fish and horses. This wide range of brands and products includes everyday staples such as recognized brands of pet food augmented by the company’s private label and specialty articles such as care products, litter, toys and other accessories. Branded food and related accessories are focused on dogs and cats because they represent the two largest pet populations. In addition to procuring products, we also procure IT equipment, office supplies, office cleaning, office catering and other items for our own use.

The particular risk areas in our supply chain are less likely to be our immediate suppliers, but the production of intermediate meat and fish products in Southeast Asia, as well as components sourced from the paper and cardboard, textile and electronics industries.

## Our Supplier Code of Conduct

We require all suppliers to comply with our ethical, moral and social values and principles in our Supplier Code of Conduct or to make an equivalent statement. This is part of our standard procurement process. Our Supplier Code of Conduct sets out our expectations and requirements that all our suppliers must comply with. It includes requirements that suppliers respect human rights, tackle labour violations and ensure legal compliance. It also includes specific reference to the Modern Slavery Act 2015. The Supplier Code of Conduct requires that suppliers ensure their affiliated organizations, such as their own suppliers, factories and authorized subcontractors also uphold the

same requirements. We reserve the right not to do business with suppliers that do not share and demonstrate our values and principles and our strong commitment in respecting human rights.

### **Our CSR Report**

As our business is also influenced by a large number of non-financial factors, we welcome the European Directive 2014/95/EUR on "Disclosure of Non-Financial and Diversity Information by Certain Large Undertakings and Groups" as an important step toward greater involvement of the issues of sustainability and Corporate Social Responsibility (CSR) in group reporting and control.

One key topic of the zooplus CSR report is about social standards and our responsibility to respect human rights along our entire value chain. Compliance with our rules and principles is ensured through regular social audits as part of the due diligence and the clearance of business partners. In the years to come our social audits will be further expanded, and external business partners (e.g. suppliers, Service Providers) will be involved in the process.

### **Our Internal Training**

As the success of the business largely depends on the knowledge and performance of zooplus' employees we pay serious attention to a continuous training programme. Whilst this is particularly important for the procurement departments, we train all employees to raise awareness of our ethical, moral and social values and principles. We are planning to incorporate more of a focus on Modern Slavery into our employee training to emphasize the crucial role of employees.

As no single business can tackle this challenge, we are willing to conduct an open and transparent dialogue with our key business partners. We will encourage our employees to take a proactive approach in identifying risk areas.

### **Our Audits**

We regularly review the execution and operational effectiveness of our Group's policies and control of compliance with the Modern Slavery Act.

This statement was approved by the Management Board of zooplus AG at its board meeting on October 15, 2019 and the information in this statement is accurate as at that date. This statement covers the financial year ending 31<sup>st</sup> of December 2019.

**Mr. Florian Welz**

Member of the Management Board (CCO)



Munich, 15.10.2019