

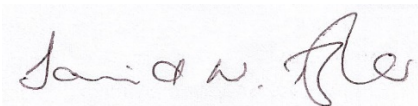
MVE's Equality Statement

The board of directors, in conjunction with the company's auditors and management team, are of the opinion that there is no pay inequality or gender discrimination within the three companies that make up the group. All salaries are market driven and awarded solely on merit irrespective of any other criteria or consideration. These include gender or sexual orientation, age, race, ethnicity, disability, religion or marital status, including a civil partnership. In August 2020 the company recruited an outside agency to oversee the employment contracts of all our staff, this imparted another level of oversight on our recruiting and employment policies.

The female employees of the company earn over 90% of the company's average salary while maintaining a requested level of flexibility that allows for their choices in relation to their family commitments and responsibilities. However, the same working time flexibility is also available to male employees should they express an interest in having their job assessed for such suitability. Currently no male employee has made such a request, but it has been clearly pointed out to them that it is available should they wish to do so.

All employees have a copy of their own contract of employment and a copy of the company handbook. These clearly layout what the company expects of them and outlines both the company's disciplinary measures and the staff complaints procedures.

On behalf of the board of directors



Dr David W. Taylor BVM&S, MRCVS, FIoD

Managing Director

April 2021