

## Vetcel Limited's Equality Statement

The Vetcel directors, in conjunction with the company's management team, are of the opinion that there is no gender inequality within the company as all salaries are awarded purely on merit irrespective of any other criteria or consideration including gender. The female employees of the company earn over 96% of the company's average salary while maintaining a necessary level of flexibility that allows for their family commitments and responsibilities.

On behalf of the board of directors



Mr C.M. Bainton

Managing Director