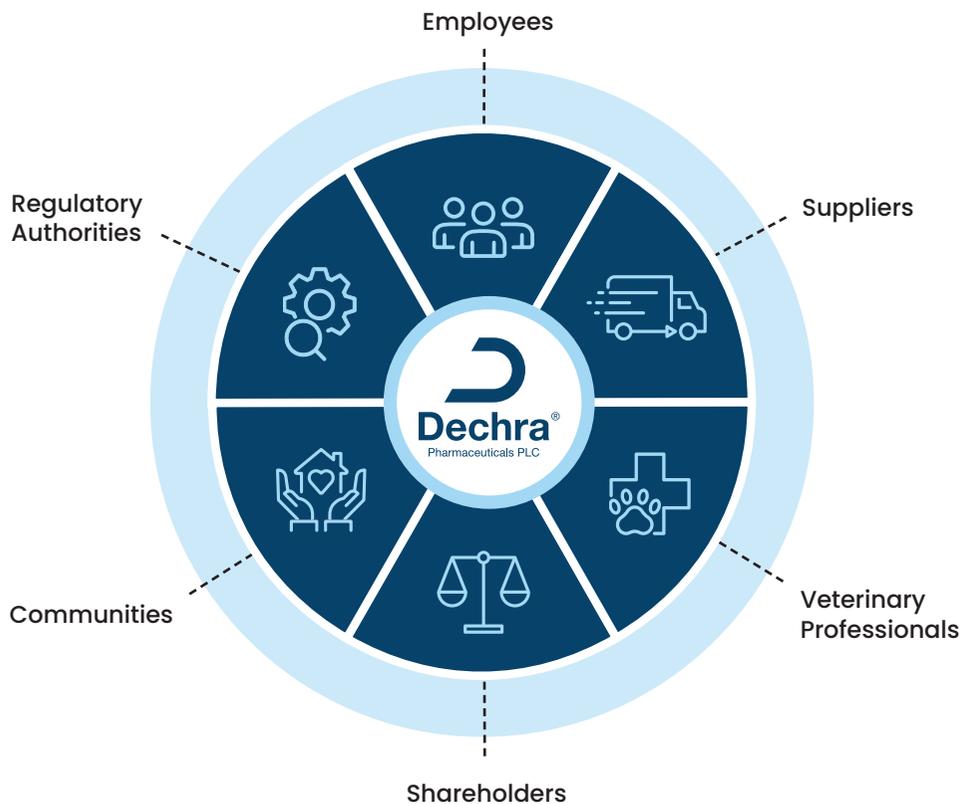




Our Approach to Sustainability

Effective Engagement Drives Sustainable Value For All Stakeholders



Engagement with stakeholders is a vital component of our long term sustainability and success.

We have identified six key stakeholder groups that we believe are important to engage with regularly to continue to make Dechra successful: people, veterinary professionals, shareholders, suppliers, communities and regulatory authorities.

Our Stakeholders

People: Our employees are our greatest asset and we aim to make Dechra a great and safe place to work by attracting, retaining and developing talent. We employ 2,457 people in 26 countries in a wide range of working environments so multi-channel communication is key to successful engagement. To achieve this, we host a Group intranet site, perform regular site visits by Senior Management, hold Town Hall meetings, engagement surveys, employee meetings with the Employee Engagement Designated Non-Executive Director, Lisa Bright, performance reviews, employee development and training and direct communication to all employees from the Chief Executive Officer.

Customers: Our customers are veterinary professionals operating in veterinary practices and major farming units. We engage with veterinary professionals to improve animal health and welfare. We provide high levels of technical support and educational training to develop a strong relationship with, and be recognised as an important partner to, veterinary professionals. Key engagement platforms are provided through the use of our innovative and effective products supplemented by daily engagement with our people, utilisation of the Dechra Academy, our

award winning online educational system, lunch and learns and technical support helpline.

Shareholders: Shareholder engagement is key to instilling trust and confidence, whilst also facilitating informed investment decisions. Understanding financial performance, strategic delivery and ESG performance form the basis of our engagement with this stakeholder group. Engagement is provided through the Annual Report and RNS announcements, the Annual General Meeting, investor presentations, corporate website and one-to-one meetings.

Suppliers: We aim to trade with honesty and integrity, and to source sustainable, ethically produced, quality raw materials and finished products. We provide fair trading terms and seek to establish long term trading relationships. We engage regularly through one-to-one meetings, perform quality audits, due diligence, Anti-Bribery and Anti-Corruption training and via our third party code of conduct.

Communities: We believe it is important to give something back to the communities in which we operate. Engagement includes support and participation in community activities, projects and initiatives, financial and product donations and through the provision of development and educational opportunities to local people through employment.

Regulatory Authorities: It is vital to our business that our products meet the highest possible safety and quality standards. Regulatory training is provided for employees and we engage with regulators via manufacturing facility inspections, market authorisation applications and Product Safety Update Reports (PSURs).