



# Performance continued



## Our Community

# A Localised Approach to Giving Something Back

### Summary

#### Why It Matters:

We believe that it is important to give back to the communities in which we live and operate.

#### Our Objectives:

- The donation of time, products and skills to local charities
- Maintain Regional Giving Committees

#### Our Performance:

- £432,181 cash donations
- £201,464 product donations
- 3,147 hours spent in the community

### Community Activities

We encourage our employees to engage in community activities, in particular in the fields of animal welfare, human service and environmental stewardship. Each year we give every employee one day in the community and this year our teams achieved 3,147 hours of service.

A selection of the ways in which Dechra employees made a difference in communities across the globe are below:

#### PDRA

The Greensboro Product Development team are one of our newest teams, joining Dechra in July 2022 when Dechra acquired Piedmont Animal Health Inc, so it is particularly pleasing to be able to share the story of their community activity.

One group of 10 spent the day working for Habitat for Humanity of Greater Greensboro with the other five people volunteering at the local homeless shelter/soup kitchen. The group with Habitat installed insulation in the walls and ceiling of a new home that was being built. The team worked hard and accomplished a lot more than was expected. Habitat homes have high energy efficiency standards to minimise the burden on low

income families. At the end of the day, a name tag for each person was placed inside the walls of the home, ensuring that all volunteers who helped in construction will always be a part of that home. All team members expressed great enthusiasm and were proud of their accomplishment.

The second group spent a morning at Potters House, part of Greensboro Urban Ministry’s homeless shelter. Some worked in the food pantry helping clients select food to take home to their families whilst others helped serve over 280 customers who came to pick up their lunch for the day. For many of these families, this is the only meal they will have each day. The team members who took part were very thankful for the opportunity.

The extended PDRA leadership team who were visiting Zagreb for a meeting joined PDRA Zagreb in their community day cleaning Lake Rakitje. The original plan was to clean the surrounding area of Lake Orešje; however, there had been a couple of clean up actions prior to the teams arrival so rather than cancelling the event, the team illustrated agility and quickly found another location, the nearby Lake Rakitje. The team started off by warming up with some light cardio and stretching in order to get the blood flowing and good energy rolling. After

the warm up, everyone started walking and looking for litter. While walking, the team unfortunately saw some dead turtles and birds, who likely died of eating plastic and other rubbish, and it really helped the team realise why it was important to keep the lake area clean.

Not only did they clean up the lake, but many people used this event as an opportunity to get to know each other in an informal way and others decided to strengthen their business relationships and arranged a few meetings. By the end of the day, the team collected a lot of rubbish and there was a lot of positive feedback from the volunteers. The team spent a day outdoors in the fresh air, walked a few thousand steps, and cleaned up the lake area while enjoying the beautiful nature and animals along the way.



#### Linkage to SDGs



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### DPM&S

The DPM&S Fort Worth Team spent a day volunteering at the Tarrant Area Food Bank (TAFB) Distribution Center. TAFB supplies nutritious food to partners in 13 North Texas counties. Fort Worth had two teams volunteering. The morning team sorted, inspected and packaged over 6,816 meals. They sorted food, small appliances, paper products, and all kinds of household items. The afternoon team sorted and packed over 14,705 pounds of potatoes. The Fort Worth Team really enjoyed volunteering and spending time outside of the site together. There was a great amount of teamwork between all departments.



### DVP EU

At our Oudewater site in the Netherlands, all employees volunteered at Ipse de Bruggen, Zwammerdam. On this estate, 480 adults with disabilities live in different homes. The team got involved in painting, help with moving, overdue jobs, and made the gardens ready for winter. The team also worked at the animal farm, and Dechra's veterinarian team members answered questions from the residents about the animals.

where possible. They ran a competition of the strangest item found with the team in Northern Denmark winning as they found a freezer in the local woods.

The Adriatic Region's colleagues teamed up with the Slovenian Forest Service and offered their help in collecting seeds. The collection and provision of seed is currently the bottleneck of restoration, as there is not enough seeds in the seed banks. The team collected more than 11 kg of seeds, representing almost a tenth of the total collected this year, and they found the day very interesting and an educational experience. The seeds collected are intended for the restoration of over one hectare of

The Nordic team, covering Denmark, Finland, Norway and Sweden, had sustainability at its heart when planning their team activity. They arranged a litter pick up in each team members' location, which meant that everyone could participate individually or join their team members in a central location



destroyed forests in Goriški Kras on the border with Italy, which had been destroyed in the fires of July 2022.

### DVP International

Some of our Australian employees spent time volunteering at the Wyong Neighbourhood Centre. The team cooked 260 individual meals that were frozen and made available to the homeless within the community.





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### DVP NA

The DVP Mexican team gave back to their communities by performing a variety of volunteer activities. This year the team of 41 employees provided support to:

**VIFAC:** an association that helps women in a vulnerable state during their pregnancy. The Dechra team participated with sorting food and clothing, and also helped with the organisation of the administrative archives.

**Fundación Mosaico:** a school for children with Down Syndrome, Autism, or other disabilities that provides integration programs into working life. Dechra team members supported the maintenance and painting of the facilities.

**Unidos por la misma pasión:** a shelter for more than 90 stray and/or abused dogs, where the Dechra team provided their time and support with kibble, dishes, leashes, and beds.

**Selva Negra:** an organisation that protects species and restores ecosystems. Being the second state where most colleagues reside, our team visited the facilities to help with reforestation and maintenance.

The US Regional Sales Meeting attendees in Denver, Charlotte, and Atlanta used their crafting skills to participate in volunteer activities benefiting charities Operation Gratitude and Project Our Town.



During the Denver meeting, representatives from Project Our Town visited to tell the team about the local animal charities benefiting from our volunteer project that afternoon: Moms and Mutts – Colorado Rescue for Pregnant and Nursing Dogs, Do Over Dogs, and Mile High Dachshund Rescue. The team made dog toys for each of these Denver area charities, including snuffle balls, rope chews, and woobie blankets, all of which will be given to rescue dogs in need.

At the Charlotte and Atlanta meetings, the participants made paracord lanyards and battalion bears benefiting Operation Gratitude, an organisation which sends care packages to help boost the morale of the military and their families. The items we made will be included in the care packages; the lanyards intended for service members or first responders, and the bears will be given to children of military personnel who are deployed overseas.

Everyone was thrilled about being able to use some of our time together to give back to meaningful charities, and hope that our final products put a smile on the recipients' faces (or maybe a wag in their tails).

### Community Donations

We have operated a Group Donations scheme for 13 years, and in the last two years we have empowered our employees by setting up decentralised regional giving committees. In addition, each business unit has the discretion to allocate funds and/or products to local community, environmental and/or animal welfare charities.

During the 2023 financial year a total of £633,645 was donated which includes £201,464 of product donations. Product donations are generally short dated product.

