



Our Approach to Sustainability

Sustainability is Embedded in Our Strategy



More Than Just a Strategic Enabler

Sustainability is firmly embedded in the DNA of the Dechra business and is seen as crucial to delivering our growth strategy.

The re-positioning this year of ESG as a fundamental underpin rather than a standalone Strategic Enabler is more than just an act of ‘window dressing’ without any real meaning. It is a genuine reflection of the progress we have made over recent years and the extent to which we believe that building a resilient, sustainable business capable of delivering superior long term performance requires a truly joined-up approach.

Developments This Year

In our inaugural Sustainability Report last year, we acknowledged that we are only at the start of a journey with regards to our Sustainability strategy and that many of the ambitions we have will take time to achieve. However, we committed to making continuous improvements each year and adopting an even more integrated approach within the business represents another important step.

We are making good progress against the commitments made in our Making a Difference plan. This covers the four pillars of Business, Environment, People and Community, and we believe the impact of our actions in these areas extends beyond just the financial performance of the business by contributing to wider economic, social and environmental resilience.

As part of our efforts to help create a more circular economy we are eliminating waste, implementing sustainable packing solutions and sourcing more sustainable materials. In addition, our near term carbon reduction targets have been submitted to the Science Based Targets initiative and are awaiting validation, representing an important milestone on our pathway to net zero by 2050.

Increased Engagement Across the Group

We regularly communicate our Sustainability objectives and progress to all employees and in a variety of ways. We have a quarterly BeeCircular newsletter to keep the business informed of our latest Sustainability news, stories and information, and we have a dedicated internal hub called The Hive where regular updates and a blog provide ongoing content to keep Sustainability front of mind.

I also work closely with members of our Senior Executive Team to help guide the various teams on Sustainability related initiatives, including as part of our annual five year strategic planning process.

It has been rewarding to see the level of engagement and enthusiasm shown by employees from every level within the business and it is this support that will help Dechra to succeed with our Sustainability objectives over the coming years.

Next Steps

We continue to believe that our Sustainability strategy is credible, with realistic but stretching targets. We also remain committed to being transparent in how we approach the challenges of creating value for multiple stakeholders during a time when the world around us is constantly changing.

Although I am delighted with the progress we have made this year, there remains much to do. However, with the support of people across the business, I am enthused by the prospect of our Sustainability initiatives having a positive impact on our business, our industry and our world in general.

In the coming year, we intend to reassess all aspects of our Sustainability strategy as we seek to achieve even better alignment with our Purpose, Values, brand and strategic objectives. This will provide us with an opportunity to evaluate which areas of our existing Making a Difference plan remain appropriate and which need to evolve with the wider business and the world in which we operate to strengthen our positioning and support our future success.

Carina Kjellberg
Group Sustainability Director