


Corporate Social Responsibility

Making a difference through the sustainable improvement in global animal health and welfare

Our ESG Strategy


Our ESG strategy is based around four pillars: Business; Community; Environment; and People. During the 2021 financial year we have set targets for each of the pillars. We have committed to a long term target to reach net zero emissions by no later than 2050, backed by science based targets across the entire value chain. We will:

- continue the effort to understand and disclose the climate change risks and opportunities by transforming to a low carbon economy; and
- refine our environmental targets by setting verifiable science based targets through the Science Based Targets initiative (SBTi).



Our People

Our Strategic Priority:
A great and safe place to work.



Our Environment

Our Strategic Priority:
We are committed to minimising the impact of our operations on the environment by adopting responsible environmental practices and complying with applicable environmental legislations, by achieving zero to landfill by 2025 and net zero emissions by 2050.



Our Community

Our Strategic Priority:
To contribute to the social and economic welfare of the local communities in which we operate through the donation of our time, products and cash donations.



Our Business

Our Strategic Priority:
To provide sustainable innovative products, technical and educational support and to act responsibly and with integrity with all stakeholders.



Our Leadership Structure

The Board takes ultimate responsibility for Corporate Social Responsibility and is committed to developing and implementing appropriate policies that create and maintain long term value for shareholders. During the year Paul Sandland, was nominated as the Executive Director responsible for ESG, and he took over the chairmanship of the ESG committee from the Company Secretary. A Group Sustainability Director was appointed in March 2021. The ESG Committee is made up of representatives from across the Group.



Science Based Targets

Responsible climate action – preparing for net zero emission 2050

Dechra has committed to set science-based emissions reduction targets across the entire value chain that are consistent with keeping global warming to 1.5°C above pre-industrial levels. Dechra has also committed to a long term target to reach net zero emissions by no later than 2050.


The Board is responding to an urgent call-to-action for companies to set emissions reduction targets in line with a 1.5°C future, backed by a global network of UN agencies, business and industry leaders.

Dechra will set verifiable science-based targets by June 2022 through the Science Based Targets initiative (SBTi), which independently assesses corporate emissions reduction targets in line with what climate scientists say is needed to meet the goals of the Paris Agreement.

Real progress requires real transparency, we will continue the effort to understand and disclose the risks posed to our business by climate change as well as the opportunities presented by transforming to a low carbon economy. We will also engage with our stakeholders, working with them to minimise our combined climate footprint.







During this important period of change, resources and effort will be invested in order to advocate and embed sustainability within the group at all levels. These are ambitious but achievable commitments and we believe it is an opportunity for every member of our business to contribute in the quest to reach net zero emissions by 2050.

Corporate Social Responsibility continued



Our People




Read more about **Our People** on pages 58 to 64.

Stakeholder	SDG	Focus Area
<ul style="list-style-type: none"> Employees 		Culture and Values
	 	Talent Management and Engagement
		Fair Employment Practices
		Diversity and Inclusion
		Safe Working Practices



Our Environment


Read more about **Our Environment** on pages 65 to 68.

Stakeholder	SDG	Focus Area
<ul style="list-style-type: none"> Employees Local community 	 	Waste
		Energy

Policy	Objectives	Target	Status/Progress
A great and safe place to work	<ul style="list-style-type: none"> strengthen and communicate the Dechra culture and strive to ensure our Values encompass our business ethics and standards; 	<ul style="list-style-type: none"> trust Index target of 85% 	<ul style="list-style-type: none"> trust Index of 77%
	<ul style="list-style-type: none"> attract, retain and develop talent to build and maintain a top quality team; 	<ul style="list-style-type: none"> one day of training per employee per annum 	<ul style="list-style-type: none"> system in place to capture data
	<ul style="list-style-type: none"> comply with national legal requirements regarding wages and working hours; 	<ul style="list-style-type: none"> Living Wage Employer or equivalent by 2022 	<ul style="list-style-type: none"> achieved in January 2021
	<ul style="list-style-type: none"> value the difference and diversity of people, recognise that their skills and abilities are strengths that can help us to achieve our best; and 	<ul style="list-style-type: none"> reflect the markets and communities in which we operate 	<ul style="list-style-type: none"> applicant tracking system implemented
	<ul style="list-style-type: none"> reinforce a culture of health and safety, with a culture of zero harm. 	<ul style="list-style-type: none"> zero lost time accidents 	<ul style="list-style-type: none"> three lost time accidents (a reduction from six)







Policy	Objectives	Target	Status/Progress
We are committed to minimising the impact of our operations on the environment by adopting responsible environmental practices and complying with applicable environmental legislations	<ul style="list-style-type: none"> prudent use of all natural resources, the minimisation of waste in all activities, and the appropriate disposal of waste; and 	<ul style="list-style-type: none"> zero to landfill by 30 June 2025 	<ul style="list-style-type: none"> proportion of waste to landfill or incinerated with no energy recovery reduced from 17% to 14%
	<ul style="list-style-type: none"> optimise the energy we use, improve energy effectiveness through initiatives on transport and reduce our greenhouse gas emissions. 	<ul style="list-style-type: none"> reach net zero emissions by no later than 2050. Initial target is 25% reduction by 30 June 2025. This will be refined through the collaboration and verification with Science Based Targets 	<ul style="list-style-type: none"> started to execute the Making Difference plan and committed to the Science Based Target initiative

Corporate Social Responsibility continued



Our Business




Read more about **Our Business** on pages 69 to 73.

Stakeholder	SDG	Focus Area
<ul style="list-style-type: none"> Employees Veterinary Professionals Suppliers and Distributors Universities and Key Opinion Leaders Shareholders 	   	Ethical and Sustainable Products
		Veterinary Professionals
		Ethics



Our Community

Read more about **Our Community** on pages 74 to 75.

Stakeholder	SDG	Focus Area
<ul style="list-style-type: none"> Local Community Charities and non-profit organisations Employees 	 	Community Activities
	 	Community Donations

Policy	Objectives	Target	Status/Progress
<ul style="list-style-type: none"> To provide sustainable innovative products that improve animal health and welfare 	<ul style="list-style-type: none"> develop and promote products to improve animal health and welfare ethically and sustainably; 	<ul style="list-style-type: none"> fund 5% to 6% of revenue on product development per annum all paper material to be FSC by June 2023 Product Development process to include sustainability review by 2023 sustainability review of existing products by June 2025 	<ul style="list-style-type: none"> Product Development spend 5.3% of revenue review of all products and sites ongoing project with Product Development initiated to be initiated in the 2022 financial year
<ul style="list-style-type: none"> Provision of technical and educational support to veterinarians 	<ul style="list-style-type: none"> maintain and improve the knowledge and skills of veterinarians who prescribe and use our products; and 	<ul style="list-style-type: none"> provide 100,000 CPD hours per annum 	<ul style="list-style-type: none"> 77,206 CPD hours
<ul style="list-style-type: none"> We are committed to acting responsibly and with integrity 	<ul style="list-style-type: none"> act with honesty and with integrity. 	<ul style="list-style-type: none"> supply chain assessment of all suppliers' sustainability by June 2030 	<ul style="list-style-type: none"> project initiated

Policy	Objectives	Target	Status/Progress
<ul style="list-style-type: none"> To contribute to the social and economic welfare of the local communities in which we operate 	<ul style="list-style-type: none"> contribute towards local charitable causes through the donation of time, products and skills; and establish Regional Giving Committee to allow our employees to make a difference in their local communities. 	<ul style="list-style-type: none"> 100,000 community hours between 1 July 2021 and 30 June 2030; and £5 million donated in cash or products between 1 July 2021 and 30 June 2030 	<ul style="list-style-type: none"> re-initiated in the 2022 financial year £381,524 in the 2021 financial year