



Technology

Creating a Global HR Platform

During the 2021 financial year the cross functional teams have been creating resilience in our global network by using technology to create a global HR platform.

ADP Celergo Global Payroll Project

In September 2020, Dechra embarked on a two year project to roll out a global payroll solution with ADP Celergo. Discussions around our global payroll solution commenced back in 2016 with the original project put on hold to prioritise the Oracle ERP roll out as both projects impacted the same teams internally.

Prior to the project, payroll services across Dechra were independently run in each country mainly through different outsource providers making global reporting more difficult, raising questions around data security and presenting difficulties when looking for solutions for newly acquired businesses. The decision to move to ADP Celergo globally was taken for a number of reasons, including:

- secure and controlled global payroll services framework to support any expansion plans;
- local in-country payroll expertise and support that can be engaged for any challenges;
- regular, as well as ad hoc, risk assessments to meet the requirements of the ever evolving regulatory landscape; and
- peace of mind in working with one of only a select few global businesses to have Binding Corporate Rules approval from the EU in respect of GDPR.



The ADP Celergo Project Office set up has been replicated within Dechra with two dedicated Project Managers and local in country support from Dechra employees who currently process the payroll.

All of Dechra's 25 countries are in scope for the project and to date we have implemented the solution in 16 countries. The remaining countries will go live in 2021 calendar year.

Diamond Integration

As part of the ADP Celergo global payroll system roll out, there is a significant amount of work ongoing in order to have Diamond (our Oracle HR Information System) ready and fit for purpose in each of the countries where we have employees.

Employees will be required to use the self-service functionality in Diamond in order to assist with accurate reporting, for example for address changes or for absence information, to our Payroll teams. In countries where we have 50 or more employees, there will be a direct interface between Diamond and the ADP Celergo platform. The interface will feed personal details, bank details, and pay changes directly to ADP Celergo.

The integration project commenced mid-November 2020 and is progressing with assistance being provided by Oracle and the ADP teams. We are continuing to test the first integration files for the UK, Australia, Denmark and France.

Time and Attendance Recording

We have also started a separate project to move from the various local time and attendance (T&A) solutions, where used, to a standard Oracle Time & Labour (OTL) application which will be embedded in our Diamond system. This project is being jointly implemented by HR, Payroll and IT.

Our teams within the UK, US, Australia and Germany are coming to the end of their User Acceptance Testing (UAT) as part of Phase I. Go live for Phase I OTL countries is expected to be completed by the end of September 2021. Our Phase II OTL implementation project has commenced for France, Denmark, Brazil, Croatia and the Netherlands and is expected to be completed by the end of the calendar year.

Group HR Team