

## Our Performance



### Our Community

#### Linkage to UN SDGs



# 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 approach:

Our key focus areas are:

- to contribute towards local charitable causes through the donation of time, products and skills; and
- to establish Regional Giving Communities to allow our employees to make a difference in their local communities.

#### Our performance:

£314,163 cash donations

£31,965 product donations

#### What's next:

Maintain our strong localised presence in global communities, whilst co-ordinating activities effectively.

#### Community Activities

We encourage our employees to engage in community activities, in particular, in the fields of animal welfare, human service and environmental stewardship. We committed in the 2019 financial year to give every employee one day in the community. This year our teams achieved 4,390 hours in the community. A selection of the activities are below:

#### Animal

A total of 65 Dechra employees from our Kansas, Missouri and Portland, Maine offices volunteered their time at Wayside Waifs and the Maine Society for the Protection of Animals (MSSPA) respectively.

Wayside Waifs is a non-profit animal adoption shelter, placing approximately 5,400 animals each year. The team worked on revitalising the butterfly garden, in the pet cemetery, folded laundry, and made enrichment treats for the animals.

MSSPA, is a horse shelter whose mission is to protect the health and welfare of neglected and abused equines. The team performed many physically-demanding activities around the shelter grounds. Team members were broken up into groups and assigned to various tasks, such as cleaning horse stalls and windows, moving over 1,000 heavy bags of shavings, and preparing for the MSSPA's annual Take-it-Away-Day fundraiser, where the team carried and set up an extensive amount of horse-related items and equipment to prepare for the event.

In the Netherlands, the Bladel team assisted the Petting Zoo de Oosterhoeve, whose mission is to keep animals as healthy and happy as possible, providing them with a home for life. The zoo takes in animals that no longer have a home or future elsewhere and they receive the love, attention and medical care they need. They undertook maintenance work in the butterfly garden, the clubhouse and hen house as well as trimming the hooves of goats and the wool of sheep.

#### Environment

A number of Dechra teams performed litter picks in their local areas including the Iberia team, who cleaned the banks of the Leça River in Portugal; the Italian Sales team worked in the Confluence Park in Turin; and the UK Sales Team East spent the day beach cleaning in Norfolk.

## CASE STUDY

### Brazilian Volunteering Day

The Brazil team held their first Dechra Volunteering Day where they carried out nine simultaneous activities in the Londrina region, which included:

- planting 40 tree seedlings near the facility;
- collecting 200 kg of garbage in the Zerão park and Igapó lake;
- donating 6 litres of blood;
- medicating and registering for castration of 147 cats and dogs;
- and participating in leisure and care activities for 186 children, and 83 seniors.



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In the UK, a team from the Sansaw Office spent their annual volunteering day planting trees to help make a difference to our environment. A total of 820 Nordmaan Fir trees were planted during the day. In addition, the employees at Sansaw worked with Trees for Shropshire, a not for profit organisation, that plants trees and hedges, promoting biodiversity. Two teams from Sansaw also volunteered at Marches Mosses, North Shropshire. They helped with tree removals around the edges of the bog, and clearing designated areas by removing all small trees and shrubbery, and making dead hedges that will support the wildlife.

The various Corporate teams based at our Head Office in Northwich, UK supported the Lower Moss Farm, a wildlife animal hospital and sanctuary; as part of our corporate volunteering programme. Over a number of days, the teams dug and cleared the undergrowth and helped tidy the woodland area around the water, to allow more light to come in.

#### Human

Our Polish team spent a day on the Polish-Ukrainian border, providing support to refugees and reconnecting families. They were able to help a grandmother, who made a very long and difficult journey from Turkey to find her 11 year old granddaughter. The girl had been travelling on her own for some time as her parents, who are members of the military, had stayed in Ukraine.

Our Bladel, Netherlands team provided help at De Floriann nursing home, a home for seniors with dementia, and convalescents and seniors with physical disabilities or disorders. They took residents out for the morning for a walk to the local town centre, and in the afternoon six employees took some residents with physical disabilities and/or dementia on a walk through a shady wooded area to a café.

Our Zagreb team helped out at Craftsmith High School in Samobor, which houses one of the best programmes in Croatia for mechatronics, which is technology combining electronics and mechanical engineering. The team painted a technical workshop and two hallways.

The UK EU Central Marketing team helped out the Alice Charity, which provides a network of support by helping disadvantaged and vulnerable families across Newcastle and Stoke in the UK, emotionally and financially through the experience of safeness, kindness, warmth and compassion. They split into teams and spread across three homes in the local area armed with paint, brushes, sand paper and lots of enthusiasm. Their task was to transform several rooms into comfortable and liveable home space for every family member.

A number of our teams helped support Foodbanks in a number of the communities where Dechra operates.

## CASE STUDY

### Community Donations

**This was the first year we have operated a decentralised global process, after a successful trial in 2021 in the USA.**

A total budget of £300,000 was allocated to each country based on the number of employees employed at 30 June 2021. In total, 17 Regional Giving Committees were established consisting of volunteer employees who have agreed to be members of their respective committee for two years. Regional Giving Committees allow employees to make decisions on which local charities are most meaningful to them that they would like to support. Each committee received nominations from employees within their respective countries and discussed the merits of each before making a decision as to how to allocate their funds. The charities chosen were either animal, environmental or human service charities and included:

Animal: Shropshire Cats, Gammelles pleines, Belgian Centre for Guide Dogs, Equine Well Being Rescue, SOS Visa Animal, Equiwent,

Environmental: Race for Oceans Foundation

Human Service: SELFA, Macmillian Cancer, Not One More Vet, Hope for Children, SOS Children's Village