



Dechra Pharmaceutical PLC

GROUP ENVIRONMENTAL POLICY

Introduction

Dechra is a global specialist in veterinary pharmaceuticals and related products. We develop, manufacture, market and sell high quality products to improve animal health and welfare, exclusively for veterinarians worldwide. We are committed to acting responsibly and with integrity, respecting the laws, regulations, traditions, and cultures of the countries within which we do business. Everything we do is underpinned by our Values and this includes our sustainability strategy. This strategy is centred around four Sustainability pillars: Business; People; Environment and Community. We are committed to implementing an embedded strategy which creates and maintains long term value for all stakeholders.

Purpose and Scope

The objective of this Policy is to ensure a global and Group-wide understanding of Dechra Pharmaceuticals' environmental commitments as well as to provide guidance to our operations and functions in how to meet our Group commitments.

The Group Environmental Policy is adhered to by Dechra Pharmaceuticals PLC and its subsidiaries (Dechra or Group) This policy applies to all Dechra employees, Directors, temporary staff, agency workers, contractors and other persons acting on behalf of Dechra. All employees are expected to comply with our policies, and report suspected misconduct, noncompliance, or unethical behaviour. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Our Code of Conduct outlines the Dechra environmental standards for employees and the Third-Party Code of Conduct sets out the standards for suppliers, partners, and customers of Dechra.

Environmental Policy Statement

- We are committed to playing our part and championing policies that support the Paris Agreement (<https://unfccc.int/process-and-meetings/the-paris-agreement>) and minimise the impact of our operations on the environment. We will achieve this by adopting responsible environmental practices and complying with applicable environmental legislation in each country that we operate.
- We have committed to a long term target to reach net zero emissions by no later than 2050, backed by near and long term science based targets across the entire value chain. We are also proud to be a signatory to the SBTi Business Ambition for 1.5°C campaign, which calls on companies to set ambitious science-based emission reduction targets.
- We are focused on preventing pollution from our operations, prudent use of all natural resources, minimising waste in all activities, and adopt the appropriate circular treatment and disposal of waste.

- We are focused on driving sustainable innovation and improvements, by measuring the environmental footprint of different packaging components and monitor environmental metrics that will identify sustainable improvements across our current product portfolio.
- We aim to go beyond legal compliance by continuously improving our environmental management and performance through our commitments to a resilient strategy that addresses climate change, biodiversity, land, and water.
- We work with industry bodies, government agencies, business partners and other stakeholder organisations to promote environmental care, increase knowledge and disseminate best practice.
- We undertake appropriate reviews and evaluation of our operations to measure progress and to maintain compliance with this Policy.

Governance and Reporting

- The Board takes ultimate responsibility for the Group's sustainability strategy and is committed to developing and implementing appropriate policies that create and maintain long term value for our stakeholders. The Chief Financial Officer is the Executive Director responsible for sustainability.
- The ESG committee oversee the development of the Group's Sustainability strategy, make recommendations to the Board, establish objectives and targets for the Group's ESG activities and oversee the measurement and reporting of performance against these targets.
- Our Senior Executive Team (SET) is responsible for delivering on the climate-related objectives within their functional areas and business units.
- We have developed a set of key performance indicators that will help us monitor and communicate on our progress against our sustainability ambitions. These key performance indicators are derived from our materiality assessment and are revised from time to time, as required.
- We report under the requirements of the Task Force on Climate-related Financial Disclosures (TCFD). We welcome the opportunity to be transparent about what we consider to be the risks and opportunities arising from climate change and how we plan to respond to those factors to create a more resilient business.
- To assist with the communication of our sustainability strategy to our employees, suppliers, customers, and partners, a standalone Sustainability report will be issued every year. Additional information will be made available at <https://www.dechra.com/sustainability>.

- To further enhance awareness of our responsibilities and commitments, we will continue to have a dedicated sustainability community page on our intranet for all employees to access information news and for them to provide contributions.
- For ideas and non-compliance reporting, all employees have accesses to the online Dechra Assure function. In addition, both employees and third parties can report any environmental concerns via the How to Raise a Concern hot line.