

We believe that it is important to give back to the communities in which we live and operate. Our community ethos is aligned with our business purpose and Values, in particular, our Relationships and Enjoyment Values. We encourage our employees to engage in community activities, in particular, in the fields of animal welfare, human service and environmental stewardship. There is a particular focus on animal welfare. Below are examples of the community activities, financial and non-financial donations and areas of community employment that we have been involved in:

**Community Activities**

We have committed to giving our employees one day in the community, preferably as a team activity; and whilst this is in its infancy, we have seen teams in Brazil, the Netherlands, UK and USA engage in a variety of activities. In the US, 80 employees served two animal shelters local to our Portland and Kansas City offices. Employees dedicated their time to physical projects supporting the shelters, enabling shelter staff to dedicate more time to serving the animals in need. Both shelters are the respective area’s largest shelters and have programmes that support elementary students on the necessary care and compassion for animals.



In addition, the Veterinarian Technical Services simulated a well visit to minimise potential stress or triggers of veterans suffering from PTSD or brain injuries.



**Head Office Community Activity**

The Northwich Head Office team embarked on a CSR activity day in June, volunteering at a local Wildlife Reserve known as Lower Moss Wood, which is an educational nature reserve and wildlife hospital. It provides a place for schools, disabled visitors, environmental groups and others to go and learn about conservation and the environment. The wildlife hospital on site takes in any orphaned, sick or injured wild animals or birds and provides around the clock care. It is also a private nature reserve.



Twenty employees volunteered at the reserve across two days and collectively worked on digging out and restoring a natural peat bog.

The aim was to allow the surrounding wildlife, most specifically dragonflies, to reach the water so they could survive and flourish.