



Our IT and Finance teams located in the Uldum office supported three work readiness and retraining efforts for members of the greater Uldum community. This effort was another way to give back to the communities in which we live and work. Community members with special needs and circumstances were able to apply their skills and interests with a work assignment and work schedule that helped them build their confidence and transition back into productive members of the working community. Dechra team members who had the opportunity to learn about their circumstances and goals and watched their progress were also rewarded by the positive experience.

Similarly, our Brazilian business employed eleven apprentices, all of which were students working part-time to allow them to gain practical work experience, in both administrative areas such as Human Resources and also in production and maintenance. They worked four hours a day, over a period of either one or two years, in the business and attended a complementary qualification programmes for the remaining part of the day. The aim of the scheme was to help young people gain work experience prior to joining the labour market.