

Dechra Diversity Policy

At Dechra, our people are our greatest asset and underpin everything we do in the business. We recognise that the diversity of our team and an inclusive culture is beneficial for our business, its processes, and its performance. Further it enhances the lives of our colleagues. We do not discriminate on any basis.

Dechra operates in multiple diverse communities. We believe that embracing this diversity will enable us to succeed through a workforce that is inclusive, creative and innovative. Diversity covers many aspects, such as ethnicity, sexual orientation, disability and socioeconomic background, as well as age, gender, education and professional background.

We have defined diversity to mean that we embrace the business and local communities in which we operate and will strive to reflect their richness and character to include such aspects as gender, race, disability and religion but also diversity of thought, background and experience.

We believe that everyone should have the right to equal access to employment and, when employed by Dechra, to equal pay and access to training and career development.

We are committed to providing a culture free from any direct or indirect discrimination, harassment or bullying. We will not tolerate any behaviour that detracts from this.

We acknowledge that we must continue to promote diversity in order to maintain an organisation that attracts, supports and promotes the broadest range of talent.

Our objective is to continue to be a high performing business driven by highly skilled and committed teams. Accordingly we are committed to:

- strengthening and communicating the Dechra culture and structuring our values to encompass our business ethics and standards;
- attracting, retaining and developing talent to build and maintain a top quality team; and
- developing effective succession plans to secure business continuity.

In delivering these aims, we believe that everyone should be recruited and promoted on the basis of their personal ability, contribution and potential. We are committed to promoting, supporting and maintaining a culture of fairness, respect and equal opportunity for all.

Our Board of Directors conducts an annual review of these policies and their implementation to confirm compliance. This policy is Group-wide and includes the Board and its Committees.