

Human Rights Policy

Introduction

At Dechra we believe that everyone should be treated with fairness, respect and dignity. We are committed to conducting business responsibly and respecting the rights of our communities, including our employees and those affected by our operations.

Purpose and Scope

We are committed to acting responsibly and with integrity, respecting the laws, regulations, traditions and cultures of the countries within which we operate, whilst supporting the dignity, wellbeing and human rights of our employees. In line with the UN Guiding Principles on Business and Human Rights (**Guiding Principles**), we base our human rights policy commitment on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognised human rights relevant to our operations.

Where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

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, reported suspected misconduct, noncompliance or unethical behavior. This policy does not form part of any employee's contract of employment and we may amend it at any time.

The following sets out our Human Rights principles which are all embedded into our Code of Conduct for employees and our Third Party Code of Conduct for our suppliers and customers.

In this policy we outline our commitment and responsibility to respect human rights.

Commitment to our Community

We value and respect difference and believe diversity of people, skills and abilities is a strength that helps us to achieve our best. We are committed to upholding and respecting human rights both within our business and in that of our third parties and respecting the rights of individuals belonging to groups which may be vulnerable to being adversely affected by human rights violations, such as, but not limited to, women; ethnic or religious minorities, LGBTQ+ individuals and people with disabilities.

Modern Slavery and Freely Chosen Employment

We do not use forced, bonded or indentured labour or involuntary prison labour or take part in human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, child labour, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to prevent modern slavery from taking place anywhere in our own business or in that of any of our supply chains. The minimum age for employment is 16 years of age, which is complied with globally. However, if the local

minimum age law stipulates a higher age for work or mandatory schooling, then the higher age will apply.

For further information on how the Company complies with the UK's Anti-Slavery Act 2015 please refer to our Modern Slavery Statement which is published annually.

Non-Discrimination

We treat people fairly and do not tolerate bullying and harassment. We do not discriminate for reasons such as age, gender, sexual orientation, gender reassignment, pregnancy, marital status, race, colour, ethnicity, disability, religion, political affiliation or union membership.

Fair Treatment

We provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, and no threat of any such treatment.

Equal Opportunities

We recruit and promote people 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.

Pay and Working Hours

We are committed to fair and honest employment practices and comply with national legal requirements regarding wages, including minimum wages, overtime hours and mandated benefits, and working hours.

Health and Safety

Health and safety is a priority for Dechra. We provide a safe working environment and culture for those who work for us or with us. We reinforce good safety management practices and maintain awareness of safe ways of working.

Third Parties

We expect our customers and suppliers to trade with honesty and integrity, and therefore expect them to comply with our Third Party Code of Conduct, which is aligned with the expectations and commitments of this Policy.

Our Third Party Code of Conduct provides an email address and an independent externally provided hotline, for our third parties to report any situations that they feel violates any of the standards detailed in the Third Party Code of Conduct.

Freedom of Association

We believe it is a fundamental right of employees to have the freedom of association and collective bargaining. We acknowledge and respect the rights our employees have under local and national laws including, where applicable, the right to collective bargaining and representation. Employees who participate in legitimate and lawful trade union activities will not be subject to any determinant.

Governance and Reporting

Any employee, Director, worker or contractor who wants to report any legitimate concerns about any business wrongdoing or malpractice by Dechra employees or by third parties that Dechra does business with anywhere in the world should follow the How to Raise a Concern procedure.

Our employees are encouraged to report suspected misconduct or unethical behaviour and can make a report orally or in writing via their immediate manager, or their line manager. Alternatively, they could escalate their concerns via the Senior Management Team (senior manager within their business function or to their Human Resources, Legal or Finance Business Partner), Group Management Team (member of the Senior Executive Team, the Company Secretary or the Group Head of Internal Audit), or via email to ComplianceConcerns@dechra.com, which is managed by the Company Secretary. Concerns can also be reported via our confidential external hotline by telephone or via a secure web portal. Our How to Raise a Concern' procedure is communicated to all employees via our intranet and it is also embedded within our legal compliance policies and training. The policy encourages employees to raise their concerns if they see something that does not meet the standards set out in the Dechra Code of Conduct and explains the various grievance channels.