



MODERN SLAVERY STATEMENT

April 2020

INTRODUCTION

This statement is made in accordance with the Modern Slavery Act 2015 (the **Act**). The statement sets out the action taken by Dechra Pharmaceuticals PLC and its subsidiary Dechra Limited (**Dechra**) to understand and mitigate potential modern slavery risks related to its business and to put into place steps that are aimed at ensuring there is no slavery or human trafficking in Dechra or its supply chain.

OUR BUSINESS

Dechra is an international specialist veterinary pharmaceuticals and related products business. Our expertise is in the development, manufacture and sales and marketing of high quality veterinary pharmaceutical products for use by veterinarians worldwide. The majority of Dechra's products are focused on key therapeutic categories where we have a leading market position and many of our products are used to treat medical conditions for which there is no other effective solution or which have a clinical or dosing advantage over competitor products. Dechra is listed on the London Stock Exchange and more information on our business is available at www.dechra.com.

Ethical behaviour is central to the way we operate and to the success of Dechra. Our Values (Dedication, Enjoyment, Courage, Honesty, Relationships and Ambition) encapsulate Dechra's business ethics and set standards that all employees should strive to achieve. We are committed to sourcing products from suppliers who share these ethical values.

OUR EMPLOYEES

As an employer we are:

- committed to providing a fair salary and good conditions of employment;
- committed to providing a healthy, safe and secure work place;
- committed to promoting diversity;
- opposed to discrimination at work;
- opposed to all forms of slavery and human trafficking; and
- respectful of the right of employees to join a trade union.

OUR SUPPLY CHAIN

Dechra purchases raw materials, manufactured goods and services from around the world. We aim to conduct our business with suppliers who share our Values and our commitment to operating in a responsible and ethical manner towards both their own workers and their own suppliers.

All of Dechra's supply chain partners and suppliers are required to comply with Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP) requirements. This GMP and GDP standard of operation is underpinned by regular inspections undertaken by national regulators.

OUR POLICIES AND PROCEDURES ON SLAVERY AND HUMAN TRAFFICKING

The Dechra Annual Report, the Dechra Code of Conduct and the Dechra Values set out the Group's commitment to acting ethically and with integrity towards our employees and in all our business relationships. Dechra is opposed to slavery and human trafficking in any part of our business or our supply chain. We are committed to having adequate procedures in place to identify and prevent these practices.

In keeping with Dechra's commitments to act with integrity in all its business dealings, Dechra's Third Party Code of Conduct includes a commitment to upholding and respecting human rights both within our business and in that of our third parties. It states Dechra's position on modern slavery, child labour, non-discrimination, fair treatment, wages, benefits and working hours.

Our Code of Conduct provides important guidelines for interactions with customers, suppliers and one another. The Dechra Values are integrated into the Code of Conduct and are central to every decision we make. The Dechra How to Raise a Concern Procedure encourages employees to raise concerns, including any breaches of Dechra Values, policies or the laws of the countries in which we operate.

RISK AND DUE DILIGENCE PROCESSES

The following is the process by which Dechra has assessed whether particular activities or countries where it operates represent a risk in relation to slavery or human trafficking:

- During 2019, we have continued a supply chain risk assessment of within Dechra (including newly acquired companies). The identified high risk suppliers (identified using key information such as supplier type and geographical location) have been the subject of further due diligence and have been asked to confirm that they will adhere to the Dechra Third Party Code of Conduct;
- Dechra has developed and rolled out online training for high risk third party suppliers to deliver further understanding of the behaviours and compliance expected from Dechra's third party suppliers;
- Dechra shall continue to roll out anti-slavery compliance clauses in its commercial contracts with third party suppliers by requesting suppliers to adhere to the Dechra Third Party Code of Conduct.
- During 2019 all new contracts contained, where relevant, clauses regarding supplier compliance with the Code; and
- During 2019, Dechra has continued to make employees aware of the principles in the Code of Conduct and How to Raise a Concern Procedure in order to maintain the highest standards of employee conduct and ethical behaviour throughout its business and in managing its supply chain.

MEASURING EFFECTIVENESS

In order to monitor the effectiveness of the steps we take to prevent modern slavery and human trafficking taking place in our business or supply chain we will continue to monitor compliance by our supply chain globally through the Dechra Third Party Code of Conduct. If any breaches are found Dechra will take any further action that may be required. In addition, we continue to monitor modern slavery concerns raised via the How to Raise a Concern procedure.

BOARD APPROVAL

This statement has been approved by the Board of Dechra at its meeting on 30 April 2020 and signed on its behalf by the Chief Executive Officer. This statement will be reviewed, updated and approved by the Board on an annual basis.

A handwritten signature in black ink, appearing to read 'Ian Page', with a stylized flourish at the end.

Ian Page, Chief Executive Officer, 30 April 2020