

Supporting The Wellbeing And Development Of Employees continued



Our People

Case Study

New Employee Engagement Tool

The voice of the employee is very important to us at Dechra, as it allows us to identify what actions are required to drive engagement and enhance our overall performance.

During the year, we took the opportunity to review our employee survey platforms and decided to partner with Inpulse. Inpulse will allow us to be more agile and responsive in seeking out and acting upon employee feedback. This new tool allows leaders and managers to see their results instantly, so they can identify what is and is not working well in their areas and use this insight to develop action plans. All feedback provided through the platform is anonymous, so reviewers are not be able to identify individual responses.

In March 2024, we ran our first pilot of the new platform with a cross section of employees consisting of functional areas within the US, Canada, the UK, and the senior management team across the Dechra Europe division. We felt this approach provided us with enough coverage for the pilot, considering employee numbers, divisional, geographical, and functional representation.

The pilot was focussed upon change, something particularly important following the recent acquisition of Dechra, acting as a 'pulse check' to better understand how our employees feel about change and to help inform how we can tailor our communication strategy to enhance the employee experience moving forwards. Feedback from the pilot was very encouraging, with over 70% of our employees feeling positive about the changing status of the company, and helped us to understand how to shape our communications in the following months to allay any concerns that had been raised.

Following the encouraging results from the pilot, we also used the tool for our global engagement survey "Dechra Employee Perspectives" in September 2024 and intend to perform regular pulse surveys as part of our commitment to ongoing engagement and checking the impact of our actions.

Case Study

Employee Development

Dechra is committed to enhancing the skills of our workforce, planning for a successful future and creating a sustainable talent pipeline. We provide training via Delta, our dedicated digital learning platform, leadership training, and on the job training. The second Future Facing Leaders programme was launched in October 2023, and the current group are working on two of the workstreams of the full potential plan. Our employees have logged a total of 19,480 training hours in the 2024 financial year, which equates to 7.3 hours per employee.

We believe that offering internships and apprenticeships is a great way to attract new employees to Dechra. We offer a small number of internship opportunities each year. We have been delighted with the quality of young people who have worked with us and hope that the experiences of working with Dechra will support them in their future careers. We currently have a total of 21 Apprenticeships/Internships of which 9 are in Europe and 12 are in Brazil.

One example of how we have enhanced the skills and created a sustainable talent pipeline is within our Logistics operation in Uldum, Denmark. In the initial stride towards his well-earned retirement, our Logistics Director of Europe Carsten Jeppesen announced the appointment of Anders Rasmussen as the Site Director for the Uldum facility, effective 1 October 2023. Anders has significant experience working in the Logistics organisation for 25 years and through three acquisitions. Beginning as a trainee, he has ascended through various key roles, including Logistics Assistant, Warehouse Manager, Logistics Manager, and culminating as Senior Logistics Manager. For the past 13 years, his exceptional leadership has encompassed the Global Transport and Warehouse teams. In his new, expanded role, Anders will assume joint oversight of the Uldum site and its diverse functions.