

A Localised Approach To Giving Something Back continued



Case Study

PDRA Pilot Programme

The PDRA pilot programme, Dechra Days, designated a two week period whereby PDRA employees based at a Dechra site or remotely across 15 countries were encouraged to join their colleagues in service to their community. Much like our decentralised giving programme, we believe that employees are better connected to the needs of their community, and the programme sets out to follow the requirements of serving under one of three pillars: animal welfare, human service, and environmental stewardship. The programme was developed and launched at the start of the second half of the 2024 financial year, when the division's average volunteer hours per person was 0.8. The programme achieved a 464% increase in during the second half the financial year, with the average volunteer hours per person being 4.5 for the 2024 financial year. Across all divisions, the average volunteer hours per person for the 2024 financial year was two, with PDRA achieving the highest average.

Volunteerism not only creates a shared sense of pride and purpose among our employees when serving together as one, but volunteerism is also shown to improve overall wellbeing. Dechra Days is scheduled to launch in the second quarter of the 2025 financial year, with the first global volunteer event taking place over a two week period in May 2025. Beginning in the 2026 financial year, there will be a two week period designated in September and May. From the 2025 financial year, every Senior Executive Team member will communicate, promote, and plan to achieve their division volunteer average hour target. We have created a flexible and more agile approach to volunteering at Dechra that will accommodate our diverse workforce and diverse operations to increase the awareness and expectation for community volunteerism within the Company. In the 2025 financial year, we expect our average volunteer hours per person to increase across all divisions.

