



















# Sustainability Metrics And Targets

**For the purposes of this report, we are reporting against our existing metrics and targets relevant to the Making a Difference strategy in force for the duration of the 2024 financial year.**

This consists of 11 objectives that were identified during our materiality assessment performed in 2022. As part of the ongoing evolution of our Sustainability strategy, we have performed a new, in depth double materiality assessment in 2024. We look forward to sharing the output of this work, together with a new set of metrics and targets relevant to the new strategy, in our 2025 Sustainability Report.

Sustainability Pillar	Sustainability Topic	Focus Area	Objective	Link To United Nations SDGs	Target(s)	Performance In The 2024 Financial Year
<b>Our Business</b> 	Animal Health and Welfare	Ethical and sustainable products	Develop and promote products to improve animal health and welfare sustainably	  	Invest 5% to 6% of revenue on product development per annum	7.8% invested in Research & Development
	Customer Satisfaction	Supporting veterinary professionals	Maintain and improve the knowledge and skills of veterinarians		Provide 100,000 of continuous professional development (CPD) hours per annum	85,865 CPD hours provided globally
	Trust and Transparency	Ethics	Act with honesty and integrity		Perform value chain sustainability assessment by June 2030	77 third parties have been assessed
<b>Our Environment</b> 	Integrated Climate Strategy	Emissions, Land & water and Biodiversity	Reduce greenhouse gas (GHG) emissions and waste to landfill, use water responsibly and protect biodiversity	  	Reduce Scope 1, 2 and 3 carbon emissions in line with climate science and achieve net zero by 2050	A reduction in scope 1 and 23.3% in scope 3 intensity ratio <sup>2</sup> and an increase of 2% in scope 2
	Waste Management	Circularity	Recover, reduce, recycle, reuse		100% FSC paper & wood by June 2024 <sup>1</sup>	87% FSC paper & wood
	Plastic Leakage	Responsible sourcing	Implement sustainable packaging and decrease plastic usage		Zero to landfill by June 2025	Waste sent to landfill increased from 5% to 11% <sup>3</sup>
					Review full product range by June 2025	Project remains on track

# Sustainability Metrics And Targets continued

Sustainability Pillar	Sustainability Topic	Focus Area	Objective	Link To United Nations SDGs	Target(s)	Performance In The 2024 Financial Year
<b>Our People</b> 	Wage Policy	Fair employment practices	Comply with national legal requirements regarding wages and working hours	  	Remain a Living Wage Employer or equivalent	Retained UK accreditation and pay relative to OECD standards
	Human Rights	Safe working practices	Reinforce health and safety practices, with a culture of zero harm		Zero lost time accidents (LTAs)	13 LTAs
	Equality in the Workplace	Fair employment practices	Eliminate the gender pay gap		Increase the number of women in senior and technical roles	Gender pay gap of 9.6% in Dechra Limited
<b>Our Community</b> 	Community Involvement	Community activities	The donation of time and skills to local charities	  	100,000 community hours by June 2030	5,322 hours this year 12,859 hours cumulative (4 years)
	Philanthropic Activities	Community donations	Maintain Regional Giving Committees to allow our people to make a difference locally		£5 million donated in cash or products by June 2030	£389,899 this year £1,751,196 cumulative (4 years)

## Notes

- <sup>1</sup> We did not meet our original target to source 100% of our internally procured paper & wood from FSC certified suppliers by the end of June 2023. We regard the FSC certification crucial, as it ensures products come from responsibly managed forests, promoting biodiversity, environmental protection and fair labour practices. We made further progress this year, reaching 87% compared to 66% last year. We continue to adopt a localised approach to sourcing FSC materials and work collaboratively with existing suppliers rather than adopt a blanket approach across all Dechra operations.
- <sup>2</sup> Our near term targets are to reduce absolute Scope 1 and 2 GHG emissions by 42% by 2030 from a 2021 base year and to reduce scope 3 by 51.6% per GBP value added within the same timeframe.
- <sup>3</sup> This increase was primarily due to a one off disposal of 139 tonnes of palletised items sent to landfill by California.