MODERN SLAVERY STATEMENT

December 2026

INTRODUCTION

This statement is made in accordance with the Modern Slavery Act 2015 (the **Act**). The statement sets out the action taken by Dechra Topco Limited and its subsidiaries (**Dechra**) in compliance with section 54 of the Act 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 a global specialist veterinary pharmaceuticals and related products business. Our purpose is the sustainable improvement of animal health and welfare globally. Our expertise is in the development, manufacture, marketing, and sale of high quality veterinary pharmaceutical products for use by veterinarians worldwide.

We currently have sales and marketing organisations in 27 countries and market our products in 60 other countries worldwide through distributors or marketing partners.

Information on our business and products and a list of our subsidiaries is available at www.dechra.com.

Dechra is committed to good corporate citizenship and ethical standards. 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 SUPPLY CHAIN

In seeking to identify the modern slavery risks in our supply chain, we consider the potential for our business to cause, contribute to, or be directly linked to modern slavery. Our supply chain includes a broad range of direct suppliers from various countries, including some, like China, India, Brazil and Mexico, that are considered at higher risk for modern slavery.

Dechra purchases raw materials, for example active pharmaceutical ingredients (API) and excipients, from a range of suppliers across the globe. Approximately 53% of API purchased is manufactured by third parties located in Brazil, China and India; and 29% of excipients are manufactured by third parties located in Brazil, China and India.

Dechra currently has 75 active Contract Manufacturing Organisations (CMOs), of which 12% are based in India, China and Mexico.

We aim to conduct our business with, and source our products from suppliers who share our Values and who are committed to operating in a responsible and ethical manner towards both their own workers and their own suppliers.

Dechra's supply chain partners 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 inspections undertaken by national regulators.

OUR EMPLOYEES

There are 2597 employees that work for Dechra in more than 25 countries.

Approximately 5% of our total workforce employees are based in Brazil and Mexico.

Dechra has 94 employees in Brazil, all of whom are Brazilian nationals. Eligibility to work is verified during the recruitment process. Dechra's Brazilian employees are compensated at no less than the equivalent of the National Minimum wage.

Dechra has 30 employees in Mexico, all of whom are Mexican nationals. Prior to employment, the Mexican equivalent of Right to Work checks are carried out. Dechra's Mexican employees are compensated at no less than the equivalent of the National Minimum wage.

As such, we believe the risk of modern slavery in our directly employed workforce is low. Dechra employees work in controlled environments governed by established policies and processes and where local or national legislation apply. Also, employees that have certain professional qualifications may be required to comply with professional rules or regulatory bodies and therefore may have to adhere to higher professional standards.

We value the diversity of people, skills and abilities across our business and believe that diversity supports the growth of our business in all territories where we have a presence:

- we recruit and promote people based on their ability, contribution and potential;
- we are committed to promoting, supporting and maintaining a culture of fairness, respect, and equal opportunity for all;
- we are committed to fair employment practices and comply with legal requirements regarding wages, including minimum wages, overtime hours, mandated benefits and working hours;
- we provide a safe working environment for those who work for us. We reinforce good safety management practices and maintain awareness of safe ways of working;
- we treat people fairly and do not tolerate bullying and harassment. We do not discriminate based on age, gender, sexual orientation, marital status, race, colour, ethnicity, disability, religion, political affiliation, union membership or other protected characteristic;
- we do not use forced, bonded, or indentured labour or involuntary prison labour or take part in human trafficking;
- we do not use child labour. We comply with international standards on the minimum age for employment; and
- we prohibit the imposition of any financial burdens on workers in our own operations, or with suppliers and recruitment agencies.

OUR POLICIES AND PROCEDURES ON SLAVERY AND HUMAN TRAFFICKING

We have policies in place that underpin our commitment to combat modern slavery and human trafficking in any part of our business and in our supply chain. Our policies are reviewed and updated regularly. The Dechra Annual Report, the Dechra Code of Conduct, the Dechra Human Rights Policy 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 with suppliers.

Code of Conduct: Our Code of Conduct includes important internal guidelines for interactions with our customers, suppliers, and one another in line with our Purpose and Values. All colleagues are required to comply with the Code of Conduct.

Dechra Values: The Dechra Values are integrated into the Code of Conduct and are central to every decision we make. The Dechra Values summarised below show our business's commitment to ethics and applying high standards that all employees should strive to achieve:

- Dedication: Powered by purpose, driven to deliver;
- Enjoyment: Bring the joy, live the moment;
- Courage: Be brave, be confident, be bold;
- Honesty: Say it straight, do it right;
- Relationships: We care, we challenge, we trust; and
- Ambition: Aim high, reach far, love what we do.

Human Rights Policy: The Dechra Human Rights Policy sets out our commitment to conduct business with respect for human rights. It specifically prohibits the use of modern slavery, child labour, forced labour or human trafficking in our business. 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 Organisation's Declaration on Fundamental Principles and Rights at Work.

In light of the Directors' responsibility for modern slavery, the Sustainability Committee approves the Human Rights Policy on an annual basis.

How to Raise a Concern Procedure: The Dechra How to Raise a Concern Procedure encourages employees to raise concerns, including any potential breaches of Dechra's Code of Conduct or other policies, or the laws of the countries in which we operate. The How to Raise a Concern Procedure includes an independent telephone number to allow colleagues to report concerns anonymously. Dechra strictly prohibits retaliation against any employee who raises a concern in good faith.

THIRD PARTY CONDUCT AND EXPECTATION

Dechra's Third Party Code of Conduct was launched in 2017. In keeping with Dechra's commitment to act with integrity in all its business dealings, Dechra's Third Party Code of Conduct includes a responsibility to uphold and respect human rights both within our business and in that of our third parties, setting out our position on modern slavery, child labour, non discrimination, fair treatment, wages, benefits and working hours.

Third parties are expected to adhere to the principles contained in Dechra's Third Party Code of Conduct. Failure to comply may result in the termination of a business relationship.

If a Supplier has their own equivalent code of conduct, it will be reviewed by Dechra to ensure that it is aligned with that of Dechra.

Dechra's Third Party Code of Conduct requires that suppliers:

- not use forced, bonded, or indentured labour or involuntary prison labour or take part in human trafficking;
- comply with international standards on the minimum age for employment and not use child labour;
- not place any financial burdens on workers within their own operations and verify that any employment or recruitment agencies engaged do not do so either;
- not place any unreasonable restrictions on a worker's freedom of movement, and ensure workers are not required to pay for the opportunity to do the job;
- use workers who have freely chosen to work with them and who are free to leave their employment at any time;

- provide a safe and healthy working environment;
- pay employees according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. In addition, they shall have working hours that comply with national laws;
- 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 or any such treatment;
- respect the rights of workers to associate freely with, join or not join labour unions, workers' councils or seek representation; and
  engage in open and direct communication with workers to resolve workplace and compensation issues, without threat of reprisal.

DUE DILIGENCE, RISK ASSESSMENT AND RISK MITIGATION,

Dechra has processes in place to assess whether activities or countries where it operates present a risk in relation to modern slavery or human trafficking:

- we have a supply chain risk assessment process in place within Dechra. We risk assess our suppliers using a Third-Party Risk Management Platform. Key information such as supplier type, supplier services/products, product spend and geographical location, will help identify high risk suppliers, which are subject to further due diligence which may include asking a supplier to complete a Modern Slavery questionnaire and confirm that they will adhere to the Dechra Third Party Code of Conduct, or their own equivalent Code.

- Suppliers are re-assessed at relevant intervals based on their risk profile. The higher risk suppliers (based on our business matrix) are reviewed annually, medium risk every three years and low risk every five years.

- any organisation identified as medium or high risk is screened and monitored 24/7 via the Third-Party Risk Management Platform's 'Vendor Threat Monitoring' which searches for adverse media reports from news sources worldwide and enforcement profiles collected from a number of enforcement sources globally. The monitoring

flags any historical risks and any new issues or concerns linking a third party to illegal labour practices. No issues have been identified by our screening software;

- Dechra seeks to include its standard "compliance with laws" clauses in its commercial contracts with third party suppliers. Such clauses require that suppliers adhere to Dechra's Third Party Code of Conduct (or their own equivalent Code of Conduct, as determined by Dechra) and comply with all applicable laws relevant to the performance of the service envisaged under the contract.

- Dechra seeks to include slavery and human rights clauses, where it is identified that a high-risk supplier does not have reasonable processes or procedures in place to address Modern Slavery, human trafficking or other human rights abuses.

- Our Procurement team have been provided with an observations 'checklist' to support the team when they propose to engage with potential suppliers based in higher risk territories.
- If any issues are identified regarding the third party's conduct, Dechra will take any action that may be required, which may include exiting the business relationship with a supplier.

MEASURING EFFECTIVENESS

In order to maintain the highest standards of conduct and ethical behaviour, the following key performance indicators are routinely monitored:

KPI Description	Previous Year	This Year
Internal Processes		
• Code of Conduct training	99%	99%
• Right to Work or equivalent checks of employees, where required locally	100%	100%
Third Party Risk Management Platform:		
• Number of Modern Slavery questionnaires sent to Third Parties	173	175
• Vendor Threat Monitoring of CMOs	100%	100%

Dechra requires all employees to complete the Code of Conduct online training module annually, with face-to-face training supplementing this where required and regular reminder and update communications being shared via Dechra's intranet. Training completion rates are monitored monthly with escalation where there is non-compliance.

We will continue to drive compliance by our supply chain globally through the Dechra Third Party Code of Conduct, our Third-Party Monitoring Platform (TPRM) and "compliance with laws" contract clauses.

We have reviewed contracts for our Contract Manufacturing Organisations, and where existing contracts do not have relevant Modern Slavery wording, this wording will be added at the contractual review stage.

The Modern Slavery survey questions in the TPRM Platform have been amended to ensure that the most relevant information is captured from our suppliers.

If any breaches of Modern Slavery are discovered Dechra will take further action, such as undertaking additional due diligence and investigation, terminating the contract where necessary and notifying the appropriate authorities.

Risk Management Platform: Our TPRM Platform is designed to manage the full third-party risk management life cycle, from initial entity creation, profiling, tiering and risk assessment, followed by due diligence, ongoing monitoring and potential offboarding. The TPRM Platform provides a Group-wide consistent approach to risk management, as well traceability of decisions, risk rejection or risk mitigation and acceptance. All new suppliers are required to go through the TPRM process before they can be onboarded.

The TRPM Platform covers risk assessments and screening on areas of Anti-Bribery and Anti-Corruption, Sanctions, Data Privacy, IT, Modern Slavery, ESG and Health and Safety as well as a Code of Conduct screening on third parties. The questions are reviewed annually to ensure that they remain relevant to the business' screening portfolio.

Where we have identified gaps in a supplier's modern slavery processes, we have advised our internal business about the findings and ask that they raise any concerns

with the supplier. The Legal team are requested to add relevant Modern Slavery/human rights clauses once we become aware of any gaps.

Due diligence will refresh based on the risk level associated with the supplier and the Third Party Platform will store risk records, with assessments being completed by both employees and third parties within the Platform itself and mitigating steps taken.

REPORTING AND INVESTIGATING CONCERNS

Dechra has multiple channels for colleagues, workers and third parties to raise concerns. All concerns are acknowledged, reviewed and investigated as appropriate.

The 'How to Raise a Concern Procedure' provides employees with the opportunity to raise concerns both through internal channels, via email or call and through an independent hotline, which includes monitoring modern slavery concerns. The procedure provides a route for concerns to be raised confidentially, anonymously and effectively without fear of retaliation.

This is communicated through Dechra's intranet with translations being available in additional languages, awareness posters and other collateral shared across the business functions.

Dechra's Third Party Code of Conduct provides an email address and an independent externally operated hotline for our third parties to report any situations that they feel violate any of the standards detailed in Dechra's Third Party Code of Conduct.

There have been no concerns related to Modern Slavery raised by third parties, through this reporting avenue or otherwise.

FURTHER STEPS

To further strengthen Dechra's oversight of modern slavery, human trafficking and forced labour risks within its supply chain, Dechra will continue to enhance collaboration between its Third Party Risk Management programme and internal business stakeholders, applying a risk-based approach focused on higher risk business areas.

As part of the ongoing maturation of our compliance programme, during the 2027 financial year Dechra will implement a new TPRM platform provided by a more mature vendor,

offering enhanced integration with IT systems and comprehensive reporting capabilities. All suppliers will be transitioned to the new platform, ensuring that ongoing monitoring and periodic reassessments continue uninterrupted.

Modern slavery, human rights and other relevant risk indicators will remain a key component of supplier assessments, enabling Dechra to identify, assess and manage risks across higher-risk suppliers and supply chains.

BOARD APPROVAL

This statement is being made pursuant to section 54(1) of the Modern Slavery Act 2015 and is Dechra's modern slavery statement for the financial year ending 30 June 2026. It covers the following UK legal entities with an annual turnover of over £36 million:

- Dechra Limited; and
- Dechra Veterinary Products Limited

This statement has been approved by the Board of Dechra Topco Limited at its meeting on 12 November 2026 and signed on its behalf by the Chief Executive Officer. This statement will be reviewed, updated, and approved by the Board of Directors on an annual basis.

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Jesper Nordengaard (Nov 12, 2026 09:38:29 EST)

Jesper Nordengaard, Chief Executive Officer, 12 November 2025

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