














Our Sustainability Strategy

Our sustainability strategy is based around four pillars: Business; Community; Environment; and People. During the 2021 financial year we set targets for each pillar. We have committed to a long term strategy to reach net zero emissions by no later than 2050, backed by science based targets across the entire value chain. We will:

- continue the effort to understand and disclose the climate change risks and opportunities by transforming to a low carbon economy; and
- refine our environmental targets by setting verifiable science based targets through the Science Based Targets initiative (SBTi).

 Our People	 Our Environment	 Our Business	 Our Communities
<p>Our Strategic Priority: A great and safe place to work.</p> <p> Read more in Employees on pages 54 to 58</p>	<p>Our Strategic Priority: We are committed to minimising the impact of our operations on the environment and complying with applicable environmental legislations, by achieving zero to landfill by 2025 and net zero emissions by 2050.</p> <p> Read more in Environment on pages 64 to 67</p>	<p>Our Strategic Priority: To provide sustainable innovative products, technical and educational support and to act responsibly and with integrity with all stakeholders.</p> <p> Read more in Veterinary Professionals on page 59</p>	<p>Our Strategic Priority: To contribute to the social and economic welfare of the local communities in which we operate through the giving of our time, products and cash donations.</p> <p> Read more in Communities on page 61</p>

 Read more about all our pillars in our Sustainability Report

Pillar	Sustainability Topic	Focus Area	Objective	Target (s)	Status
 Business	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	●
	Customer Satisfaction	Supporting veterinary professionals	Maintain and improve the knowledge and skills of veterinarians	Provide 100,000 CPD hours per annum	●
	Trust and Transparency	Ethics	Act with honesty and integrity	Perform value chain sustainability assessment by June 2030	●
 People	Wage Policy	Fair employment practices	Comply with national legal requirements regarding wages and working hours	Living Wage Employer or equivalent by 2022	●
	Human Rights	Safe working practices	Reinforce health and safety practices, with a culture of zero harm	Zero lost time accidents	●
	Equality in the Workspace	Fair employment practices	Eliminate the gender pay gap	Increase the number of women in senior and technical roles	●
 Environment	Integrated Climate Strategy	Emissions, Land & water and Biodiversity	Reduce GHG emissions and waste to landfill, use water responsibly and protect biodiversity	Achieve net-zero by latest 2050. Initial target is 25% reduction by 30 June 2025	●
	Waste Management	Circularity	Recover, reduce, recycle, reuse	Zero to landfill by 30 June 2025	●
	Plastic Leakage	Responsible sourcing	Implement sustainable packaging and decrease plastic usage	100% FSC paper by June 2023 and review full product range by 30 June 2025	●
 Community	Community Involvement	Community activities	The donation of time, products and skills to local charities	100,000 community hours by 30 June 2030	●
	Philanthropic Activities	Community donations	Establish Regional Giving Committees to allow our people to make a difference locally	£5 million donated in cash or products by June 2030	●