

Directors' Report: Our Performance

HR

The senior management team has been significantly strengthened by the acquisition of *Eurovet*. The DVP EU team has been restructured, incorporating senior managers from both businesses. Tony Griffin, previously *Eurovet* and AUV CEO, will manage this team and become DVP EU Managing Director. Furthermore, Tony will be invited to become a PLC Board Director and will be appointed prior to end of the 2012 calendar year. Ed Torr has stepped down from the role of European Managing Director and reverted to his historic duties in charge of business development, international expansion and product development. There have been three new senior managers recruited during the year: Allen Mellor has been appointed to a new role as Group IT Director, Peter Cronin has taken over the role of Sales and Marketing Director at NVS and Diane Saffery has been appointed as Commercial Manager of our Laboratories. Steve Williams, NVS Operations Director, has taken responsibility for Group logistics. Bryan Morton, who was appointed as a Non-Executive Director in January 2010, has unfortunately decided to step down from the role due to other work commitments. We are currently in the process of recruiting two new Non-Executive Directors; one to replace Bryan and the second to ensure the Non-Executive Directors are in the majority once Tony Griffin is appointed to the PLC Board of Directors.



The Performance Development Review scheme which incorporates the Dechra Values, outlined in the 2011 Annual Report and Accounts, has been rolled out across all senior management. The review process will be extended to all middle management throughout 2013 and across the whole Group thereafter, further details are provided in the Remuneration Report on pages 59 to 70.

Our Values

D	EDICATION	We are dedicated to delivering products and services that meet the highest level of service and quality to our customers
E	NJOYMENT	We will endeavour to create an environment where our people want to come to work and feel part of Dechra
C	OURAGE	We want a business where we dare to challenge each other, creating better cross-organisational solutions
H	ONESTY	We will act with integrity and fairness and treat everyone with respect
R	ELATIONSHIPS	We see our customers and suppliers as business partners and thereby work together to ensure common success
A	MBITION	We shall deliver solid results through our energetic and resilient approach

