



DEVRO

## Global Business Conduct Statement

***Devro will conduct its business across the globe to high standards in an ethical manner.***

***Our aim*** is to act with honesty and integrity in everything we do, always seeking to protect our reputation for conducting our business fairly and ethically throughout the world.

- **Compliance with laws and regulations** - we commit to comply with the spirit as well as the letter of all applicable laws and regulations wherever we trade.
- **Honesty and integrity** - we will treat customers, partners, suppliers and other stakeholders with honesty and integrity.
- **Bribery and corruption** - we have “zero tolerance” of bribery and corruption, and are committed to implementing and enforcing effective systems to counter them.
- **Conflicts of interest** - every director and all employees have a duty to avoid business and financial conflicts of interest and we have procedures in place to address this.
- **Hospitality** - we set sensible limits on the giving and receiving of hospitality.
- **Speaking out** - we seek to maintain an open environment in which colleagues and other stakeholders can raise any issue about any aspect of our business. We will support anyone who voices genuine concerns in good faith, even if they turn out to be mistaken.
- **Taxation** - we will pay our taxes, and not seek to unfairly or unlawfully avoid this responsibility. We will not help others avoid their tax obligations.

Rutger Helbing  
Chief Executive Officer