

CORPORATE SOCIAL RESPONSIBILITY REPORT

PEOPLE AND HUMAN RIGHTS

The Group places considerable value on the active involvement of its employees on matters affecting them locally and on matters that affect the Group. This is achieved through visible and regular communications, both formal and informal, from their own local management and that of visiting executives and senior managers. It is common practice to bring together multi-cultural teams to work on strategically important projects. This has many benefits, not least of which is creating a more unified and consistent business culture. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests. This year we ran our second global Employee Engagement and Experience survey, 'TellDev!', with every employee across the Group having the opportunity to feedback on a number of areas including purpose, enablement, autonomy, reward and leadership. This has provided a baseline measurement upon which our leaders across the business can work with their teams to build upon, ensuring Devro remains an enjoyable and progressive place to work.

Devro is an equal opportunities employer. Our employees and applicants are treated fairly and equally regardless of their age, colour, creed, disability, full or part-time status, gender, marital status, nationality or ethnic origin, race, religion or sexual orientation. Applications from disabled people are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment with the Group continues and the appropriate training is arranged. It is the policy of the Group that the training, career development and promotion of disabled persons should, as far as possible, be identical with that of other employees.

We employed 2,019 people, on average, around the world during 2019 (2018: 2,157). As at 31 December 2019 the Group employed 1,970 people (2018: 2,125).

We encourage the development of employees through training by investing both time and money. This provides benefits for both the Group, through a more highly skilled workforce, and the individual employee, who gains both qualifications and experience that they can use to further their careers whilst with the Group and in any future roles elsewhere. As at 31 December 2019 we were training seven apprentices around the world. During the course of the year, no apprenticeships were completed, however, as at 31 December 2019, 14 people who had successfully completed apprenticeships with us were still employed by the Group.

In 2019, we continued to focus effort on building scientific and technical capability, recognising that investing in these areas allows us to attract and retain the right talent to power the future. Notably, a Company-wide effort to raise the bar on problem-solving and decision-making skills has delivered significant benefits.

Devro does not have a specific human rights policy since we consider that we are served in this area by the developed culture of ethical business practice and strong labour regulation present in most of the countries in which the Group operates. All the Group's plants, wherever located, adhere to our own high-standard labour practices. We run our business responsibly and ensure that all our employees, customers, suppliers and other stakeholders are treated fairly and with respect.

In accordance with the Modern Slavery Act 2015, the Group has published a statement on its website setting out the steps taken to prevent modern slavery and human trafficking in its business and supply chains.

The gender analysis of the workforce as at the end of the year is shown in the table below. As a result of our Gender Equal Pay Reporting, we continue to address any imbalance including the roll out of unconscious bias training to key managers across the business.



	As at 31 December 2019			As at 31 December 2018		
	Male	Female	Total	Male	Female	Total
Board of Directors	4 67%	2 33%	6	4 67%	2 33%	6
Executive Management Team (excluding Directors)	3 60%	2 40%	5	3 60%	2 40%	5
Other senior managers	31 66%	16 34%	47	40 74%	14 26%	54
Other employees	1,209 63%	703 37%	1,912	1,325 64%	735 36%	2,060
Total	1,247 63%	723 37%	1,970	1,372 65%	753 35%	2,125