



DEVRO

Modern Slavery Statement

Financial year ending 31 December 2019

This statement has been published in accordance with the UK Modern Slavery Act 2015, the Australian 2018 Modern Slavery Act and Californian The Transparency in Supply Chain Act, 2010. It sets out the commitment of and steps taken by Devro plc, Devro (Scotland) Limited and all members of the Devro group of companies (“we” or the “Group”) to prevent modern slavery and human trafficking in our business and supply chain.

We seek to uphold high ethical standards, and strive to comply with all relevant laws. We treat our suppliers with respect at all times, and in return expect them to abide by our standards.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any other part of our business. Specifically,

- We respect workers’ rights globally and aim to comply with all relevant labour legislation and standards in all countries in which we operate.
- In our raw material supplier audits, we seek to obtain confirmation of the steps they have taken to ensure they do not have any child, forced or compulsory labour at their production sites; that they do not discriminate illegally; and that they identify the steps they have taken to ensure their suppliers likewise adopt the same approach.

The Group’s supplier base tends to comprise highly reputable companies mostly operating in the US, EU, Australia and China. As they also typically require skilled labour in order to deliver complex raw materials to us, we do not consider there to be a high risk of slavery or human trafficking within their businesses. We have audited almost 100 suppliers’ approach to slavery and human trafficking since 2015 and such enquires were included in 96% of our raw material supplier audits in 2019.

We maintain our own high standards of labour practices throughout our business, which complements the developed culture of ethical business practice and strong labour regulation in the countries in which we operate. Our own standards and those we expect our suppliers to maintain are underlined by our global People Statement published on our website.

This Modern Slavery Statement is reviewed and approved annually.

This Statement was approved by the Boards of

Devro plc;

Devro (Scotland) Limited;

Devro Pty Limited; and

Devro, Inc.



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Financial year ending 31 December 2019

Signed by

Rutger Helbing

For and on behalf of Devro plc

Ken Davidson

For and on behalf of Devro (Scotland) Limited

Dean Patton

For and on behalf of Devro Pty Limited

Stuart McGoldrick

For and on behalf of Devro, Inc.
