



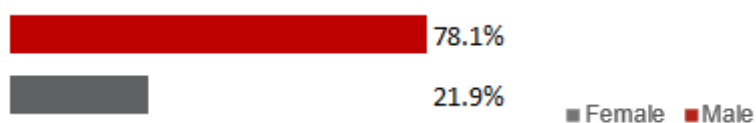
DEVRO

Gender Pay Gap Report

2018-2019

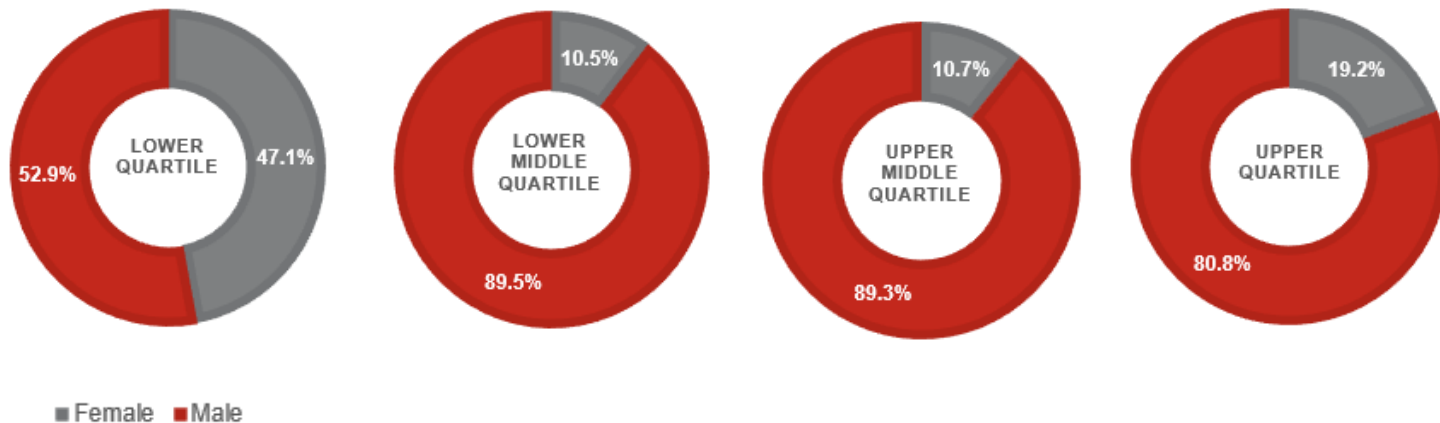
In compliance with its obligations under the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the **Regulations**), Devro (Scotland) Limited reports in 2020 a **mean gender pay gap of 9.5% and of median of 13.8%**, calculated by reference to the relevant period defined in the Regulations. The details underlying these figures are as follows:

Demographics



Consistent with other UK manufacturing businesses which have continuous operations shift patterns, we have a predominantly male workforce.

Pay Quartiles



UK manufacturing norm is that a higher percentage of shift workers are male. The premiums attracted to shift working impacts our gender pay gap, as does the current lower representation of women in middle and upper quartiles.



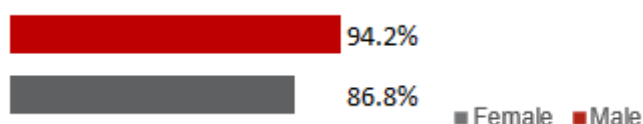
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Bonus

Participation



	Gender Bonus Pay Gap (%)
Median	18.9
Mean	-1.1

The proportion of females in receipt of a bonus has decreased in period, due to time of entry into the plan rather than any exclusion from participation.

Declaration

The information set out in this report, as required under the Regulations, is accurate.

Signed by:

Douglas Stewart, Director

For and on behalf of Devro (Scotland) Limited

For the same period, Devro for the entirety of its businesses in the UK (which includes Devro (Scotland) Limited) has experienced an improved mean gender pay gap of 5.6% and a median gap of 10.7%.

The Devro Group is an equal opportunities employer, and the benefits of diversity in its broadest sense are well understood. We are committed to treating people in a fair and inclusive manner. This is embedded in our [“People”](#) and [“Business Conduct”](#) policies, and over recent years we have seen an encouraging increase in diversity. We would expect the continued application of these policies to support equality in gender pay.

In the next 12 months, we will focus on development of a more detailed policy on diversity and inclusion, aimed at codifying additional tangible steps and objectives to ensure we maximise the opportunities to recruit and retain employees from the widest talent pool.
