



DEVRO

Gender Pay Gap Report

2017-2018

Devro for its businesses in the UK is reporting a mean gender pay gap of 14.34% and a median gap of 12.1%.

The Devro Scotland site employing more than 250 employees is reporting an improving gender pay gap trend. The mean gender pay gap is 8.7% and the median is 6.2% calculated by reference to the period April 2018.

We have piloted a training programme with key managers and our Human Resources team in taking steps to address any potential for unconscious bias. We also continue to follow the principles of good people management, especially in adopting fair and equitable remuneration practice.

Our gender pay gap is impacted by the following factors:

- There are currently more males than females in our middle and senior management roles.
- In our manufacturing business in Scotland, we predominantly have a male workforce which is consistent with other businesses in this sector. Any shift patterns which include unsociable hours, carrying a shift premium, have a higher percentage of men than women.

Pay Quartiles	% of Female Employees	% of Male Employees
Lower	38.8	61.2
Lower Middle	12.6	87.4
Upper Middle	8.5	91.5
Upper	18.2	81.8

98.2% of males and 72% of females received a bonus. The mean bonus gender gap is 3.4% in favour of female employees and the median is 7.48% in favour of males.

Devro remains committed to treating people in a fair and inclusive manner and continues to seek opportunities to attract, retain and develop a diverse workforce.

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
