



DEVRO

Global People Statement

People are key to business success and to the reputation of the Group.

Our aim is to recognise that people are individually and collectively critical to the success of Devro. We make it our priority to appreciate and value everyone's involvement.

- **Working Environment** – we are committed to ensure that no harm will come to anyone working at Devro sites or within the scope of Devro's control and that everyone fully complies with our Health and Safety policies.
- **Respect** – we engage with everyone involved in our business honestly and openly, with respect for the individual and in a manner that values and capitalises upon our cultural differences worldwide.
- **Equality & Diversity** – we treat everyone in a fair and equal manner without discrimination or harassment of any kind. In particular, while both appointment and succession planning decisions are based on merit, within this context we will promote equality and diversity in its broadest sense.
- **Ethics** – we comply with both the letter and spirit of all relevant laws and behave with high ethical standards in our dealings with people at all times. We encourage responsible reporting in support of these laws and standards with staff safe in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.
- **Involvement** – we involve people in creating our vision for the future of the business and encourage them to engage actively in identified projects and activities.
- **Teamwork** – we encourage and develop teamwork and co-operation at all levels across the Devro Group to build upon our global strengths and thereby maximise business performance.
- **Communication** – we communicate openly to build trust, visibility and approachability, encouraging everyone to share information and expertise with colleagues.
- **Leadership** – all our leaders are clear about their responsibilities, to plan and implement the strategy, to deliver results, to build and lead high performance teams and to be responsible to develop personal effectiveness.
- **Supplier Labour Standards** – we will require all suppliers to confirm they do not have any child, forced or compulsory labour at their production sites, they do not discriminate and they identify the steps they have taken to ensure their suppliers likewise do not employ such labour. We expect them to pay due attention to health and safety.

Rutger Helbing
Chief Executive Officer