



DEVRO

Global Business Conduct Statement

Devro will conduct its business across the globe to high standards in an ethical manner.

Our aim is to act with honesty and integrity in everything we do, always seeking to protect our reputation for conducting our business fairly and ethically throughout the world.

- **Compliance with laws and regulations** - we are committed to complying with the spirit as well as the letter of all applicable laws and regulations wherever we do business.
- **Honesty and integrity** - we will treat customers, partners, suppliers and other stakeholders with honesty and integrity.
- **Bribery and corruption** - we have “zero tolerance” of bribery and corruption, and are committed to implementing and enforcing effective systems to counter them.
- **Conflicts of interest** - All colleagues have a duty to avoid business and financial conflicts of interest and we have procedures in place to address this.
- **Hospitality** - we set reasonable limits on the giving and receiving of corporate hospitality.
- **Speaking out** - we seek to maintain an open environment in which colleagues and other stakeholders can raise any issue about any aspect of our business. We will support anyone who voices genuine concerns, even if they turn out to be mistaken.
- **Taxation** - we pay our taxes, and do not seek to unfairly or unlawfully avoid this responsibility. We do not knowingly help others avoid their tax obligations.

Rutger Helbing
Chief Executive Officer