

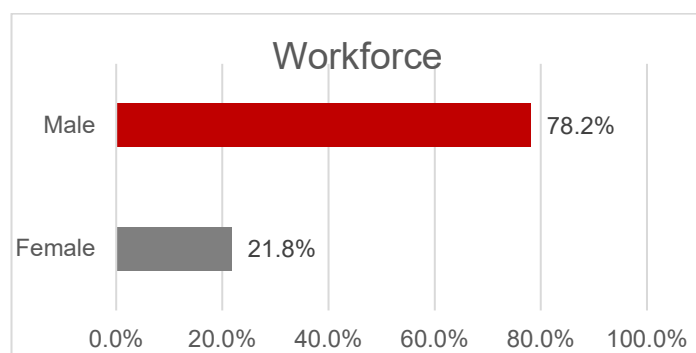


Gender Pay Gap Report

2019-2020

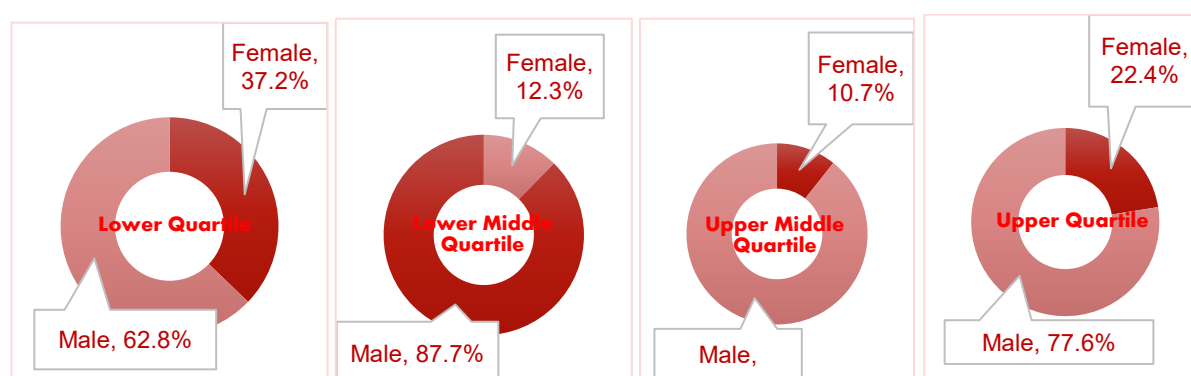
In compliance with its obligations under the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the Regulations), Devro (Scotland) Limited reports in 2021 a **mean gender pay gap of 4.39% and of median of 9.7%**, calculated by reference to the relevant period defined in the Regulations. The details underlying these figures are as follows:

Demographics



Consistent with other UK manufacturing business 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.

The fluctuation in the lower pay quartiles is due to backpay adjustments being included in the previous year calculation but not in the current year.



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Bonus

Participation



	Gender Bonus Pay Gap (%)
Median	25.08
Mean	27.43

The proportion of females in receipt of a bonus has decreased in the period, due to time of entry into the plan rather than any exclusion from participation. Bonus plans are applied across job family.

The change in the mean and median bonus payments is due to project bonus payments payable to females in the 2019 period which are not applicable in the 2020 period.

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 application of these policies to result in a reduction of the gender pay gap over time. In 2020, we developed a policy on diversity and inclusion, the next stage in our commitment to codify additional tangible steps and objectives to ensure we maximise the opportunities to recruit and retain employees from the widest talent pool.

Declaration

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

Signed by
Anton Zawada, Director
For and on behalf of Devro (Scotland) Limited
