



DEVRO

# Modern Slavery Statement

## Financial year ending 31 December 2020

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**This statement has been published in accordance with the UK Modern Slavery Act 2015, the Australian 2018 Modern Slavery Act and Californian The Transparency in Supply Chain Act, 2010. It sets out the commitment of and steps taken by Devro plc, Devro (Scotland) Limited and all members of the Devro group of companies (“we” or the “Group”) to prevent modern slavery and human trafficking in our business and supply chain.**

We seek to uphold high ethical standards, and strive to comply with all relevant laws. We treat our suppliers with respect at all times, and in return, expect them to abide by our standards.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any other part of our business. Specifically,

- We respect workers’ rights globally and aim to comply with all relevant labour legislation and standards in all countries in which we operate.
- We check, through our raw material supplier audits, that our suppliers also have policies in place which promote respect for workers’ rights (including policies on anti-discrimination, freedom of association, child and forced labour) and we seek assurances of the steps they take to maintain compliance; and to ensure their suppliers likewise adopt the same standards.

The Group’s supplier base tends to comprise highly reputable companies mostly operating in the US, EU, Australia and China. As they also typically require skilled labour in order to deliver complex raw materials to us, we do not consider there to be a high risk of slavery or human trafficking within their businesses. We have audited over 100 suppliers’ approach to slavery and human trafficking since 2015 and such enquires were included in 100% of our raw material supplier audits in 2020.

We maintain our own high standard of labour practices throughout our business, which complements the developed culture of ethical business practice and strong labour regulation in the countries in which we operate. Our own standards and those we expect our suppliers to maintain are underlined by our global People Statement published on our website.

This Modern Slavery Statement is reviewed and approved annually.

This Statement was approved by the Board of:

Devro plc;

Devro (Scotland) Limited;

Devro Pty Limited; and

Devro, Inc.

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Signed by

Rutger Helbing

For and on behalf of Devro plc

Ken Davidson

For and on behalf of Devro (Scotland) Limited

Andrew Money

For and on behalf of Devro Pty Limited

Scott Petrus

For and on behalf of Devro, Inc.

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